



**TOWN OF MEDFIELD**

# **Annual Town Report**

**FOR THE YEAR ENDING DECEMBER 31, 2023**

With support from the Friends of Medfield Rail Trail, Isabel Marsette installed her Community Art Project near the Rail Trail head on Ice House Road on November 19, 2023



**373rd Anniversary**

**ANNUAL REPORT**

**IN MEMORIAM**

# FACTS ABOUT MEDFIELD

# SENATORS AND REPRESENTATIVES FOR MEDFIELD

## STATE



**Senator in General Court**  
Norfolk, Worcester, Middlesex  
Becca Rausch  
State House Room 215  
Boston, MA 02133  
(617) 722-1555  
Becca.Rausch@masenate.gov



**Representative in General Court**  
13<sup>th</sup> Norfolk District, Precinct 1 & 2  
Denise Garlick  
State House Room 473G  
Boston, MA 02133  
(617) 722-2070  
Denise.Garlick@mahouse.gov



**Representative in General Court**  
9th Norfolk District, Precinct 3 & 4  
Marcus Vaughn  
State House Room 473B  
Boston, MA 02133  
(617) 722-2263  
Marcus.Vaughn@mahouse.gov

## FEDERAL



**U.S. Representative to Congress, 4<sup>th</sup> District**  
Jake Auchincloss  
29 Crafts Street, Suite 375  
Newton, MA 02458  
(617) 332-3333  
www.auchincloss.house.gov



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



**United States Senator**  
Edward Markey  
975 JFK Federal Building  
15 New Sudbury Street  
Boston, MA 02203  
(617) 565 8519  
www.markey.senate.gov

**Governor's Councillor**  
2<sup>nd</sup> District  
*Vacant*

# ELECTED AND APPOINTED OFFICIALS

## 2023

<b><u>Elected Officials</u></b>			
<b>Moderator</b>		James Sullivan, <i>Associate</i>	2024
Scott F. McDermott	2024	Doug Larence, <i>Associate</i>	2024
<b>Town Clerk</b>		<b>Park and Recreation Commission</b>	
Marion Bonoldi	2024	Robert Tatro	2024
		Lauren Beitelspacher	2025
		Mel Seibold	2025
		Kirsten Young	2026
		Timothy Walsh	2026
<b>Select Board</b>		<b>Housing Authority</b>	
Gustave H. Murby	2026	Brent Nelson, <i>State appt</i>	2024
Osler L. Peterson	2024	Lisa Donovan	2024
Eileen Murphy	2025	Robert Canavan	2025
		Paul Hinkley	2027
<b>Board of Assessors</b>		Stacey Yakel, <i>Tenant rep</i>	2024
Kenneth Manning	2026		
Michael Rose	2024	<b>Trust Fund Commission</b>	
Jeffrey Skerry	2025	Georgia K. Colivas	2026
		Mike Pastore	2024
<b>School Committee</b>		<b>Appointed by the Select Board</b>	
Leo Brehm	2024	<b>Fire Chief</b>	
Tim McNight	2025	William C. Carrico II	2025
Michelle Kirkby	2025		
William Horne	2026	<b>Chief of Police</b>	
Kristin Simonini, <i>resigned</i>	2024	Michelle Guerette	2025
Diana Frascella		<b>Deputy Chief of Police</b>	
		Barry McGrath	2026
<b>Trustees of the Public Library</b>		<b>Sergeants</b>	
Kiersten Cole	2024	Daniel J. Burgess	2024
Jessica Razza	2024	Wayne Sallale	2024
Richard White	2025	Garrett Ledbetter	2024
Philip M. Tuths	2025	Joshua Souza	2024
Jennifer Cronin	2026		
Lauren Feeney	2026	<b>Police Officers</b>	
		Michelle Manganello	2024
<b>Planning Board (5 Years)</b>			
Paul McKechnie	2024		
James Brand	2025		
Sarah Lemke	2026		
Teresa James	2027		
Seth Meehan	2028		

Robert G. Flaherty, <i>retired</i>		Kristine Trierweiler	2024
Michael Downing	2024		
Francis Thisse	2024	<b>Animal Control Officer</b>	
Daniel Neal	2024	Jennifer Cronin	2024
John McKenna	2024	Robert LaPlante	2024
Jonathan Plant	2024		
<b>School Resource Officer</b>		<b>Board of Appeals on Zoning</b>	
Michelle Manganello	2024	<i>(3 yr)</i>	
		Jack McNicholas	2024
<b>Town Administrator</b>		Michael W. Whitcher	2025
Kristine Trierweiler	2025	William McNiff	2026
<b>Treasurer/Collector</b>		Kristine Barton, <i>Associate</i>	2024
Georgia K. Colivas	2025	Jared Spinelli, <i>Associate</i>	2024
		Jared Gustafson, <i>Associate</i>	2024
<b>Director of Public Works</b>		<b>Board of Health (3 yr)</b>	
Maurice Goulet	2025	Carol Read	2024
<b>Town Accountant</b>		Stephen Resch	2025
Andrew Foster	2025	Kathleen Thompson	2025
<b>Town Counsel</b>		Holly Rand	2026
Mark G. Cerel	2024	Melissa Coughlin, <i>resigned</i>	
		Jeff Kane, <i>Associate</i>	2024
<b>Affordable Housing Trust</b>		<b>Board of Registrars (3 yr)</b>	
<i>(2 yr)</i>		Margaret Vasaturo	2025
Newton Thompson	2024	Jennifer Keating	2024
Eric Lavin	2024	Donna Young	2026
Joseph Hunt	2024		
Michael Marcucci	2024	<b>Board of Water and</b>	
Eileen Murphy	2025	<b>Sewerage (3 yr)</b>	
Ann Thompson	2025	William Harvey	2026
Kerry McCormack	2025	Claire Meehan	2024
		Christian Carpenter	2025
		David Pucci, <i>Associate</i>	2024
<b>Americans with Disabilities</b>		<b>Capital Budget Committee</b>	
<b>Compliance Review</b>		Michael Marcucci	2024
<b>Committee</b>		Sharon Tatro, <i>resigned</i>	
Maurice Goulet	2024	Nassar Ismail, <i>resigned</i>	
Amy Colleran	2024	Megan Sullivan	2024
Tina Consentino	2024	Brent Nelson	2024
Ann Thompson	2024	Robert Aigler	2024
William Carrico	2024	Kristine Trierweiler	2024

Michael LaFrancesca	2024	Karen Smith	2024
Andrew Foster	2024		
<b>Cemetery Commissioners (3 yr)</b>		<b>Conservation Commission (3 yr)</b>	
Bob Tannler	2026	Robert Kennedy, Jr.	2024
Frank Iafolla	2024	Catherine Scott	2025
Thomas Sweeney	2025	John Woodhull	2025
David Temple, <i>Associate</i>	2024	Mary McCarthy, <i>resigned</i>	
Paul Hogan, <i>Associate</i>	2024	Michael Perloff	2026
		Kirsten Poler	2026
		Deborah Bero	2026
<b>Charles River Natural Storage Area Designees</b>		<b>Constable for Election</b>	
Maurice Goulet	2024	Marion Bonoldi	2024
Kristine Trierweiler	2024		
<b>Collective Bargaining Team</b>		<b>Constables and Keepers of the Lockup</b>	
Michelle Guerette	2024	Daniel J. Burgess	2024
Michael Marcucci	2024	Wayne Sallale	2024
William Carrico	2024	Garrett Ledbetter	2024
Michael Pastore	2024	Joshua Souza	2024
Mark Fisher	2024	Robert Flaherty	2024
Kathy Vandenboom	2024	Michelle Mangano	2024
Kristine Trierweiler	2024	Michael Downing	2024
		Francis Thisse	2024
<b>Committee to Study Memorials</b>		Daniel Neal	2024
Jane M. Lomax	2024	John McKenna	2024
David F. Temple	2024	Jonathan Plant	2024
Michelle Doucette	2024		
Melissa Bingham	2024	<b>Contract Compliance Officer</b>	
		Kristine Trierweiler	2024
<b>Committee Choice Aggregation Committee</b>		<b>Council on Aging (3 yr)</b>	
Megan Sullivan	2024	Richard Ryder	2024
Robert Winograd	2024	Rose Thibault	2023
Gustave H. Murby	2024	Kathleen Robinson, <i>resigned</i>	2023
Kristine Trierweiler, <i>Ex Officio</i>	2024	Annette Wells	2025
		Laurel Scotti, <i>resigned</i>	
<b>Community Gardens Committee</b>		Patricia Byrne	2025
Neal Sanders	2024	Robert Heald	2026
Betty Sanders	2024		

<b>Director of Grave Markers for Veterans</b>		<b>Historic District Commission (3 yr)</b>	
Frank Iafolla	2024	Michael Taylor	2026
<b>Dog Control Bylaw Review</b>		Connie Sweeney, <i>resigned</i>	
Frank Moran	2024	David R. Sharff, <i>resigned</i>	
John Thompson	2024	Bradley Phipps, <i>resigned</i>	
Mark Farrell	2024	Caitlin E. Struble	2024
Jill Radosta	2024	Lauren Costello	2025
Kate Pittman	2024	Lizann Woods	2026
Neil Downing	2024		
John C. Moon	2024		
<b>Emergency Management Agency</b>		<b>Historical Commission (3 yr)</b>	
William Carrico	2024	Maria C. Baler	2025
Michelle Guerette	2024	Kirsten Poler, <i>resigned</i>	
Maurice Goulet	2024	Joe Opiela	2025
Eoin O'Corcora	2024	David F. Temple	2026
Dr. Jeffrey Marsden	2024	Peter Fletcher	2024
Sarah Hanifan	2024	Doug Whitla	2024
Jeremy Marsette	2024	Seth Meehan	2024
Andrew Kelleher	2024	Thomas Connors, <i>Associate</i>	2026
Brenda Healy	2024		
Kristine Trierweiler	2024		
Amy Colleran	2024		
<b>Enterprise Fund Committee</b>		<b>Inspection Department</b>	
Georgia K. Colivas	2024	Dana Hinthonre, Bldg Comm	2024
Maurice Goulet	2024	Joseph Doyle, Alt Bldg	2024
Kristine Trierweiler	2024	John Mee, Alt Bldg	2024
Andrew Foster	2024	Donald J. Colangelo, <i>Alt Bldg</i>	2024
Christian Carpenter	2024	John A. Rose, Jr, <i>Plumbing</i>	2024
William Harvey	2024	Robert Persiak, <i>Alt Plumbing</i>	2024
Claire Meehan	2024	James Coakley, <i>Alt Plumbing</i>	2024
		William A. Cook <del>2023</del> , <i>Alt Elec</i>	2024
		William Mancini, <i>Alt Elec</i>	2024
		Mike Giampietro, <i>Alt Elec</i>	2024
<b>Fair Housing Officer</b>		<b>Inspector of Animals</b>	
Kristine Trierweiler	2024	Jennifer A. Cronin	2024
<b>Field Driver and Fence Viewer</b>		<b>Keepers of the Town Clock</b>	
Dana Hinthonre	2024	Marc R. Tishler, <del>2023</del> <i>resigned</i>	2023
		David P. Maxson, <i>resigned</i>	
		Nick Werthessen	2024
		Thomas Erb	2024
		<b>Kingsbury Pond Committee</b>	
		Richard Judge	2024

Ann Krawec	2024	Jim Nail, <i>resigned</i>	
Greg Testa	2024	Hildren Passas	2024
Angela Mazzotta Felice	2024	Megan Sullivan, <i>resigned</i>	
Sharon Judge	2024	Robert Winograd	2024
Kristine Trierweiler, <i>Ex Officio</i>	2024	Emily Lowney	2024
George Dealy, <i>Associate</i>	2024	Chris Gordon	2024
		Alec Stevens, <i>resigned</i>	
		Patricia Pembroke, <i>resigned</i>	
<b>Local Auction Permit Agent</b>		Eric Shand, <i>resigned</i>	
Brittney Franklin	2024	Kristine Trierweiler, <i>Ex Officio</i>	2024
		Osler P. Peterson, <i>Ex Officio</i>	2024
<b>Local Water Resource Management Official</b>			
Maurice Goulet	2024	<b>Medfield MBTA Advisory Board Designee</b>	
		Kristine Trierweiler	2024
<b>Wildlife Management Committee</b>			
Frank Perry	2024	<b>Memorial Day Committee</b>	
John Newell, Jr.	2024	Lorrie Guindon 2024	2024
<b>Measurer of Wood and Bark (3 yr)</b>		Chief Michelle Guerette	2024
Erika Robertson	2026	Chief William Carrico	2024
		Ann B. Thompson	2024
		Gustave Murby	2024
<b>Medfield Cultural Council (3 yr)</b>		Michelle Doucette 2023	2023
Claire Shaw	2024	2023	2024
Liz Daly	2024	Jerry Kazanjian	2024
William F. Pope	2024	Frank Iafolla	2024
Susan Parker	2024	Joe Cavanaugh	2024
Diane Borrelli	2025	Martha Moon	2024
David Temple	2025	Melissa Bingham, <i>VSO</i>	2024
Ron Gustavson	2025	Brittney Franklin, <i>Ex Officio</i>	2024
<b>Medfield Energy Committee</b>		<b>Metropolitan Area Planning Council/Three Rivers Interlocal</b>	
Cynthia Greene	2024	Maria De La Fuente	2024
Penni Conner	2024		
George Whiting	2024		
James Redden	2024		
Andrew Jarrell	2024		
Paul Fechtelkotter	2024		
Fred Davis	2023		
		<b>Municipal Census Supervisor</b>	
		Marion Bonoldi	2024
		<b>Norfolk County Advisory Board Representative</b>	
		Gustave H. Murby	2024

<b>Outreach Advisory Board</b>		<b>Representative to Regional Hazardous Waste Committee</b>	
Molly Frankel	2024	Maurice Goulet	2024
Kathleen Thompson	2024		
Michelle Manganello	2024		
Kathleen Cahill	2024		
Kathryn Thomas	2024	<b>Representative to Neponset Watershed Initiative Committee</b>	
Abby Bligh, <i>Associate</i>	2024	Kristine Trierweiler	2024
<b>Open Space and Recreation Plan Committee</b>			
Lauren Beitelpacher	2024	<b>Right-To-Know Coordinator</b>	
Maria De La Fuente	2024	Chief William Carrico	2024
Catherine Scott	2024		
George Lester	2024	<b>Pedestrian and Traffic Safety Advisory Committee</b>	
Jerry Potts	2024	Chief Michelle Guerette	2024
Jessica Reilly	2024	Maurice Goulet	2024
Corrine Schieffer	2024	Craig McGary	2024
		Steve Caskey	2023
<b>OPEB Trust Committee</b>		Shane Medeiros	2024
Georgia Colivas	2024	Julie Obbagy	2024
Michael Pastore	2024	Kristine Trierweiler	2023
Stephen Callahan	2024		2024
Andrew Foster	2024	<b>Sealer of Weights and Measures (3yr)</b>	
Kristine Trierweiler	2024	Erika Robertson	2026
<b>Parking Clerk and Hearing Officer</b>			
Marion Bonoldi	2024	<b>Special Police Officers</b>	
		Christine DiNatale	2024
<b>Permanent Planning and Building Committee</b>		Sandra Cronin	2024
Thomas Erb	2026	Thomas Hamano	2024
Mike Weber	2024	Richard Davis	2024
Michael Quinlan	2024	Robert Hain	2023
Timothy Bonfatti	2025		2024
Kristine Trierweiler <i>Ex Officio</i>	2024	<b>State Hospital Building and Grounds Committee</b>	
Amy Colleran, <i>Ex Officio</i>	2024	John Thompson	2024
		Chief Michelle Guerette	2024
<b>Pound Keeper</b>		Chief William Carrico	2024
Jennifer A. Cronin	2024	Maurice Goulet	2024
		Paul Hinkley	2024
<b>Public Weigher (3yr)</b>		Kristine Trierweiler	2024
Erika Robertson	2024		

<b>State Hospital Development Committee</b>		Chris Carlin, <i>resigned</i>	
Gustave H. Murby	2024	Donna Knott, <i>resigned</i>	
Todd Trehubenko	2024	Annette Wells	2024
Johnny Martinez	2024	Lily Fayerweather	2024
Patrick Casey	2024	Maurice Goulet, <i>Ex Officio</i>	2024
Chris McMahon, <i>resigned</i>		Robert Kennedy, Jr., <i>Ex Officio</i>	2024
		Kristine Trierweiler, <i>Ex Officio</i>	2024
<b>State Hospital Mediation Committee</b>		<b>Tree Warden</b>	
John Thompson	2024	Edward M. Hinkley	2024
Ann B. Thompson	2024	<b>Veterans' Service Officer</b>	
William Massaro	2024	<i>(3 yr)</i>	
		Melissa Bingham	2026
<b>Superintendent of Insect Pest Control</b>		<b>Wireless Communication Advisor</b>	
Edward M. Hinkley	2024	David P. Maxson	2024
<b>Three Rivers Interlocal Council Representative (MAPC)</b>		<b>Zoning Enforcement Officer</b>	
Maria De La Fuente	2024	Dana Hinthorne	2024
<b>Town Greeter</b>		<b><u>Appointed by the Treasurer/Collector</u></b>	
Vacant		Susan Cronin, <i>Assistant</i>	2024
<b>Town Historian</b>			2023
Richard DeSorgher	2024	<b><u>Appointed by the Chairman of the Selectmen, Chairman of the School Committee and the Town Moderator</u></b>	
<b>Traffic Supervisors</b>		Tri-County Regional Vocational Technical High School Committee Representative	
Joanne O'Rourke	2024	John Rose	2025
Angela Brown	2024		
Lisa Visser	2024		
Jennifer Disinger	2024		
<b>Transfer Station and Recycling Committee</b>		<b><u>Appointed by the Fire Chief</u></b>	
Nancy Irwin	2024	David C. O'Toole, <i>Deputy FC</i>	
Jackie Alford, <i>Associate</i>	2024	Jeffrey Bennotti, <i>Lt</i>	
Andrea Costello	2024		
Cheryl Dunlea	2024		
Barbara Meyer	2024		
Kimberly Schubert	2024		2023

Thomas M. LaPlante, Jr., Lt

**Appointed by the  
Moderator**

**Deputy Moderator**

Conrad J. Bletzer

2024

**Warrant Committee**

Sharon Kingsley Tatro,  
*resigned*

Jeremy Marsette, *resigned*

Jillian Rafter

2026

Newton Thompson, *resigned*

Robert Sliney

2024

Edward Vozzella

2024

Mather Eldred, *resigned*

Brent Nelson

2025

Peter Michelson

2025

Stephen Callahan

2025

Emily McCabe

2026

Deb Cartisser

2026

Peter Saladino

2024

**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

2023

**Appointed by the Planning Board**

**Sign Advisory Board (3 yr)**

Thomas D. Erb

2024

Matthew McCormick

2025

Jeffrey Hyman

2025

John Messina

2025

Howard Richman

2026

**Appointment by the Select  
Board, School Committee,  
and Town Moderator**

**School Building Committee**

\*\*appointment term shall expire 2021  
upon completion of applicable  
School Project\*\*

Jessica Reilly, *resigned*

Kristin Simonini, *resigned*

Leo Brehm, *interim*

Michelle Kirkby

Robert Worth

Meredith Chamberland

Mather Eldred, *resigned*

Peter Michelson

Carolyn Casey

Anthony Papantonis

Bob Donahoe, *resigned*

John Messina

Bill Werner

Teresa James

Mike Weber

Dr. Jeffrey Marsden, *ex-officio*

Stephen Grenham, *ex-officio*

Kristine Trierweiler, *ex-officio*

**DEPARTMENT REPORTS  
FOR THE YEAR ENDING  
DECEMBER 31, 2023**

# **SELECT BOARD REPORT**

## PUBLIC WORKS DEPARTMENT

To the Honorable Select Board  
and the Residents of Medfield:

We hereby submit our 8th 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 8 inches of snow which is far below the annual average of 45-50 inches. Due to the constant fluctuations in temperatures throughout the winter season, our Highway Division was still extremely busy focusing on many icy conditions with sanding and salting operations as well as attending to needed roadway repairs.

#### Pavement Management Projects:

P.J. Keating from Lunenburg, MA became the new paving contractor through the Southeastern Regional Services Group bid process, utilizing a SuperPave mix design with a warm mix additive (allowing pavement to be more pliable for installation) to reconstruct South Street from Main Street (Rte. 109) to Spring Street (Rte. 27). Just prior to the paving operations, LAL Construction from Fall River, MA reconstructed twenty-seven (27) ADA compliant concrete sidewalk ramps on that portion of South Street. Also, All States Asphalt of Sunderland, MA installed Rubber Chip Seal resurfacing on Algonquin Road, Pueblo Road, Delaware Road, Wichita Road, Shawnee Road, Penacook Street, Seneca Street, Hemlock Lane, Onondaga Lane, Hopi Avenue and Mohave Road.

#### 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 other method of maintenance.

#### Infrared Process

The Highway Division contracted with Firehouse Infrared Asphalt Repair of Franklin, MA again this year to rehab asphalt defects to ensure a smoother riding surface through town in various locations. This process is very effective if needed 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 over 7300 linear feet of sidewalk rehabilitation was completed in the locations of Lantern Lane, Tamarack Road, Carol Ann Drive and Emerson Road.

#### Stormwater Management

The Town has been working with Medfield's Stormwater consultant to develop a Phosphorous Control Plan required by MassDEP through its MS4 Permit to reduce phosphorous throughout the Town by means of Best Management Practices (BMPs). The Medfield Highway Division has already made modifications to its Detention areas at the Public Works Facility to begin creating BMPs. There are many more responsibilities for the Department to comply with its Stormwater Management Permit. This includes but not limited to wet and dry weather sampling at the drainage outfalls, catch basin cleaning and measuring/removing of spoils, street sweeping of the roadways and multiple public outreach efforts to educate the community.

#### **TRANSFER STATION:**

The Medfield Highway Division hauled 2,449.72 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:	688.13 tons	Textiles	40.58 tons
Organic Waste	29.64 tons	Rigid Plastics	101.1 tons
E-Waste	9 tons	Brush and Leaves	2036 tons
Mattresses	453 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.

Special thanks to the Transfer Station and Recycling Committee for their commitment and efforts throughout the year and a very successful SWAP program.

## **CEMETERY DIVISION:**

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

### Internments:

In 2023, there were sixty-seven (67) internments including thirty-three (33) cremations and twenty-nine (29) burials along with five (5) inurnments at the Columbarium.

### Sale of Lots:

Twenty-eight (28) lots were sold as well as seven (7) Columbarium niches.

### Trees and Shrubs:

There were three (3) trees and twenty-four (24) shrubs removed do to storm damage, age or disease. Two (2) stumps were removed by grinding.

Five (5) trees were planted throughout the cemetery. One of the trees was chosen for an Arbor Day Proclamation ceremony to continue the Town's dedication in environmental awareness and keeping the Town's Tree City USA status.

### Foundations:

The cemetery employees prepared six (6) specific lots upon request for an approved headstone, by digging, pouring and finishing concrete foundations for headstone installation.

Thirteen (13) Veteran flat markers provided by the Veterans Administration were installed by forming, pouring and finishing concrete.

We would like to thank the Cemetery Commissioners for all their work, support and dedication to 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 2023:

Hydrants Replaced:	6
Hydrants Repaired:	5
Services Re-laid:	9
Service Leaks Replaced:	6
Water Main Leaks Repaired:	7

New Water Services Installed:	20
New Sewer Services Installed:	26
Meters Installed:	130
MXU's (Radio Transmitter for Meter) Installed to date:	1,791
Gallons of Water Pumped: (in millions)	529.24

- 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.
- Phase II of our Supervisory Control and Data Acquisition (SCADA) updates have been completed.
- Over 9,500 feet of sewer mains were cleaned as well as 4,000 feet of sewer mains were treated with root control.
- The new Water Treatment Facility behind the Wheelock School property to remove manganese, (a naturally occurring mineral that discolors the potable water) is substantially complete and on-line. Only a minimal punch list remains.

#### **WASTE WATER TREATMENT PLANT:**

The following major projects conducted during 2023:

- Dyna-sand tertiary filter brought back online in June.  
-As part of the mandate, the tertiary sand filter had new media installed after fiberglass repairs had been performed. Once the new media was installed, the filter was able to return to normal function.
- New influent screen ordered, expected delivery April 2023.  
-The influent screen had a significant number of repairs performed in July – August. However, these repairs will not last indefinitely as the structural integrity of the main chain is compromised. Thus, a new screen was ordered and is estimated to arrive in April. The new screen will be able to remove finer solids, which will prevent them from traveling into the treatment tanks and associated pumps.
- Foundry Street and Lakewood pump station pumps pulled and repaired.  
-Pump station pump repairs were performed due to unforeseen failures. The replacement of the pumps at the nine pump stations is included in capital for the upcoming years.
- Replaced RAS flow meters.  
-The Return Activated Sludge (RAS) flow meters had malfunctioned in the beginning of the year. The readings from these meters are critical for control sludge levels in the secondary clarifiers.
- SCADA upgrades; new hardware and software at remote sites.

Sludge removal for 2023 = 2,894,400 gallons

Plant Discharge for 2023 = 236,100,000 gallons

**PUBLIC WORKS APPRECIATION:**

I would like to thank the Medfield residents, Select Board members, 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), Sean O'Brien (WWTP Consultant - Acting Chief Operator), and to each one of our Division employees for their extraordinary dedication: Troy Arthur, William Bennett, Michael Ciallella, James Callaghan, Kevin Chabot, Conner Corrigan, Drew Dauphinee, Steven DellaCamera, Matthew Donovan, Scott Ficco, Joseph Gorman, Jonathan Hill, Edward Hinkley, Robert LaPlante, Jack McBrien, John Miner, James Nicholson and Jean Ouellette.

Special thanks to our Lead Mechanic, Javier Hernandez, for his outstanding work and care of the Town's fleet, who has taken a position as a fleet supervisor in a Massachusetts city; thanks to Jason O'Brien, WWTP Technician who has left for a position with the Commonwealth of Massachusetts; and also to Gabrielle Casey, Office Manager, who moved on to her family's business. Best of luck to all of these employees.

We would like to welcome new Equipment Operators, Hussein Soufan and Ricardo Almodovar to our Highway Division and Jesse Anderson to our WWTP as our new Technician. We are excited to have these new employees.

Welcome to our new Office Manager, Sarah Downs who was promoted from an Administrative Assistant position. Looking forward to utilizing her skills in moving our Department forward.

We have a new Gate Attendant at our Transfer Station, James Crowley. Welcome to our Public Works team, Jim.

Lastly, our sincere thanks to Edward Murray who recently retired after 23 years with the Medfield Highway Division. Eddie was a very talented Heavy Equipment Operator. His skills and friendly demeanor will truly be missed.

Respectfully submitted,  
Maurice Goulet  
Director of Public Works

## BOARD OF WATER AND SEWERAGE

To the Honorable Select Board  
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 4,000 customers for water and 3,100 customers for sewerage.

These services operate as stand-alone accounts that are funded only by the services provided to a 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 earnings are conservatively managed, and rates for services are adapted accordingly. Sewerage revenues are derived principally from the volume of drinking water sold. Funding for capital projects can come from a variety of sources, such as 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.

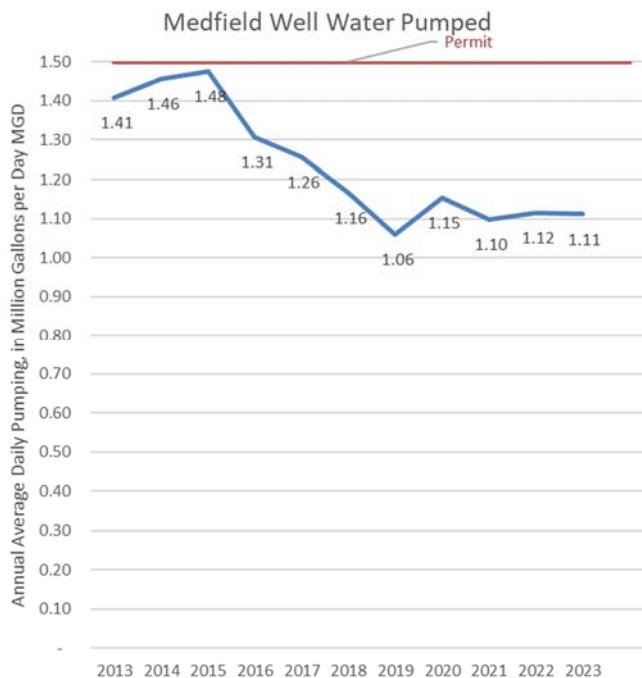
### Water System Operations

For FY 2023, we closed out the with from operations at \$2,809,319 versus \$2,938,607 target.

In calendar year 2023, we had two rather unusual periods, with one affecting supply and the other affecting demand. Medfield and the surrounding areas had a very dry early Spring which coincided with a time of normal uptick in water demand. As a result of the dry period, Medfield was required to go to Tier 3 in its water conservation measures. Then in the Summer, traditionally the highest use and revenue period, we experienced unusual rain amounts which curtailed demand by customers. The result was that during FY 2024 (ending June 30, 2024) we expect a slight short fall in expected revenue.

The new manganese filtration plant was fully commissioned and brought online for wells 3A and 4. This project came in dramatically under our budget. The project estimate was \$12.0 million and the project cost came in at \$10.29 million. We borrowed \$11.5 million and the leftover borrowed funds not used on this project be allocated to future water infrastructure projects. We were fortunate to benefit from good market timing while financing the project with the 20-year bond financed at 1.46%.

In the calendar year 2023, we received \$105,000 in grants from the Federal ARPA program, which is being used to defray the capital costs of the new water meter network transmitters for real-time water meter readings. We continue to keep our water consumption on the lower side and far below the total permitted line of 1.51 million gallons per day (daily average).



We continue to measure the PFAS compounds in our well waters as per MA Dep sampling regulations, and the values continue to remain below the threshold that require treatment, according the MA DEP drinking water standards. We expect the USEPA to promulgate its own standards for these compounds, sometime in 2024. Currently, only Wells 1&2 have levels have detectable levels but not actionable levels of PFAS compounds. These are

our smallest capacity wells, and we have already completed a preliminary study on treatment options and project costs – should treatment be required in the future.

#### Sewerage System Operations

For FY 2023, the wastewater treatment revenues from operations were \$2,151,544 versus \$2,164,598 planned.

We made a variety of small upgrades to the treatment plant last year, and in the next two years, we expect to execute groundwater inflow/infiltration into the underground sewerage infrastructure. The purpose is to reduce the flow of water that comes into the system from aged pipes which adds treatment volume and thereby higher operating costs.

In calendar year 2023, we received \$370,000 in grants through the Federal ARPA which will be put to use for the replacement of the ultraviolet lamp system which is used as tertiary treatment to kill residual viruses and other pathogens in the final wastewater treatment steps.

The Water and Sewerage Board established liaison assignments with other Town boards and committees to provide water and wastewater insights, to accelerate communications, reduce duplication of efforts and help harmonize a more holistic view relating to water resources, sewerage services and best practices. This includes: the Select Board, Board of Health, Planning Board, Conservation Commission, and the Zoning Board of Appeals.

We also established roles of subject matter experts within the W&S Board for: PFAS and Emerging Contaminant Regulations, Water Conservation Initiatives, Water Resource Protection, Outreach (to surrounding similar boards and other stakeholders), and Education and Media Relations.

We have also begun the process of investigating emergency mutual aide arrangements with neighboring communities that may include sharing/borrowing of critical equipment and the short-term interconnection and provision of services during times of urgent need. We could enter into bilateral agreements with individual towns/utilities, and also multilateral agreements with the existing Massachusetts Water/Wastewater Agency Response Network (WARN) which currently has over 115 towns and private utilities. The Town of Medfield's participation and obligations would be set at "opt-in" at our convenience and the Town would not be obligated to support an inbound request for assistance. But these agreements would provide the legal framework to expedite inbound and outbound requests for assistance during urgent and short-term situations.

The Enterprise Funds are on good footing for the current fiscal year, and we will adapt operations and investments in infrastructure as needed as new regulations regionally and nationally are adopted. The DPW team continuously builds its skill sets and it strives to high levels of customer service and professional operating excellence.

Respectfully submitted,

William Harvey, Chair  
Medfield Board of Water and Sewerage

## PLANNING BOARD

To the Honorable Select Board  
and Residents of Medfield:

In 2023, public meetings continued virtually; the Planning Board reviewed:

● **Site Plan Approvals:**

- One (1) new Site Plan Approval application for Trinity Financial's redevelopment of the Medfield State Hospital, which was approved with conditions.
- One (1) Preliminary Site Plan Approval for Bellforge Art Center's plans within the Medfield State Hospital
- One (1) Site Plan Approval modification for Kingsbury Club, 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 one (2) Approval Not Required (ANR) plans pursuant to the Subdivision Control Law, which were both approved (49 Elm St and 227 North St)

● **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 (1 Green St).

In addition to the above, the Planning Board held several informational workshops on various Planning initiatives to educate and to gather feedback from the public. The Board has also held informal discussions with landowners, potential affordable housing proposals, and debriefing on planning related activities from other boards and committees, etc.

## **TOWN MEETING ACTION**

While the Planning Board extensively discussed a potential zoning reorganization and non-substantial amendments to the bylaws in the first few months of 2023, the Planning Board decided to postpone their Town Meeting Articles until 2025 due to internal turnover. Therefore, no Town Meeting Action was recommended by the Planning Board in 2023.

There were no Street Acceptances proposed at Annual Town Meeting 2023.

## **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 composed of both local business people and residents.

In 2023, the Sign Advisory Board acted on 6 sign applications with 6 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**

Seth Meehan was re-elected to the Board. Doug Larence and James Sullivan continue to serve as Associate Members of the Planning Board.

## **TOWNWIDE MASTER PLAN**

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

**MBTA Zoning:** The Planning Board has hosted multiple workshops and public meetings to allow multi-family development by-right in a district of reasonable size. This initiative complies with Master Plan Goal 4.1: Provide smaller units for older adults, younger adults and others looking for more affordable housing and Goal 4.2: Encourage the development of alternative housing types

**IE District Economic Visioning Project:** The Planning Board, in partnership with the Metropolitan Area Planning Council, has been conducting interviews with local business owners and residents in the Industrial Extensive District. The goal of this project is to understand how we can maximize the economic potential of the area and provide the types of amenities that residents wish to see. This study is Phase 1, Phase 2 will take place in coming years and will be an implementation of the study's suggestions. This initiative complies with Master Plan Goal 3.1. Diversify the tax base, and Goal 3.2: Become more business friendly.

**Continued support and review of the Medfield State Hospital project:** In 2023, the Planning Board approved the Site Plan for the Medfield State Hospital, with the condition that the developer return and present updated plans once the development process is further along. The Planning Board also did a Preliminary Site Plan Approval for Bellforge Arts center, located at the heart of the MSH. Furthermore, the Planning Board has written several letters to help the developer apply for additional public funding (MA Historic Rehabilitation Tax Credits). This supports Goal 6.0: Support the reuse of the State Hospital.

**Early implementation of a database management system for Planning and Zoning files:** The Medfield Select Board has signed a contract with a database management system (Laserfiche) and a scanning company (e-Biz docs) to digitize over 220,000 pages of Planning and Zoning files. This initiative would cover approximately 70 year's worth of information, which will be easily accessible by staff and residents alike though a cloud-based system. This system will improve transparency and government accountability. This supports Goal 8.1: Improve Town governance.

**Implemented a Shared Regional Housing Services Officer (SHSO):** In 2023, the Town signed an inter-municipal agreement with ANSER Advisory and five other Towns to share a Regional Housing Services Officer. The SHSO monitors the status of affordable homeownership and rental units, as well as assists residents with any housing questions or affordable housing needs. This supports Goal 8.1 Improve Town Governance, subsection 4: Explore additional ways of providing services on a regional basis.

## **OTHER BUSINESS**

In early 2023, Town Planner Sarah Raposa resigned her position after many years of service to the Town. Maria De La Fuente joined the Medfield team as the new Director of Land Use and Planning in her stead. The Planning Board thanks Ms. Raposa for her years of service, and welcomes Ms. De La Fuente into her new role.

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.

Member Teresa James serves as the Board's liaison on the School Committee. She maintains communication regarding School Dept initiatives in Town.

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, former Town Planner; Maria De La Fuente, Director of Land Use and Planning; Director of Public Works, Maurice Goulet; Tree Warden, Edward Hinkley; Principal Assessor Yvonne Remillard, Town Counsel Mark G. Cerel; Gary Pelletier, CBO, former Building Commissioner/Zoning Enforcement Officer, and Dana Hinthorne, CBO, Building Commissioner/Zoning Enforcement Officer.

Respectfully submitted,

Chair – James Brand (exp. 2025)

Vice Chair – Sarah Lemke (exp. 2026)

Clerk – Teresa James (exp. 2027)

Member – Seth Meehan (exp. 2028)

Member - Paul McKechnie (exp. 2024)

Jamie Sullivan, Associate (annual appointment)

Doug Larence, Associate (annual appointment)

## BOARD OF APPEALS ON ZONING

To the Honorable Select Board  
and Residents of Medfield:

During 2023 the Board of Appeals met on 15 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*:

- Three (3) Variances, out of which one (1) was withdrawn
- One (1) Special Permit for a demolition and reconstruction of an existing home
- Three (3) Special Permits to extend structures into setbacks (tennis courts, decks, or porches)
- Three (3) Special Permits to operate a restaurant
- Two (2) Comprehensive Permit modifications
- Two (2) modifications to an existing decision
- One (1) appeal to a Building Permit

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 FloodPlain District and/or Watershed Protection District.

John J. McNicholas continues to serve the Board as its Chair.

In May, the Board welcomed the new Director of Land Use and Planning, Maria De La Fuente, into their team. Ms. De La Fuente succeeds previous Town Planner Sarah Raposa, AICP. The Board wishes to thank Ms. Raposa for many years of diligent service.

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.

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 Select Board  
and Residents of Medfield:

The Massachusetts Department of Revenue in November 2023 approved the Assessors' values and new growth for Fiscal Year 2024. On December 5, 2023, the Select Board voted to maintain a uniform tax rate. On December 7, 2023, the Department of Revenue approved the tax rate of \$14.64. The tax rate decreased from last year's tax rate of \$15.43. The town's tax levy, which is primarily the result of monies appropriated at Town Meeting, was \$54,771,252. This was an increase of 1,289,773, or 2.41% over last year (\$53,481,479). Tax bills were mailed early in December 2023 for third quarter actual tax payments. The real estate values are based on the sales market of calendar year 2022. Assessed valuations of single-family homes in Medfield increased on an average of 8% between January 2022 and December 2022. Overall, total valuations (all classes) for fiscal year 2024 increased to 3,741,205,712 from 3,466,071,241 (fiscal year 2023).

Taxpayers may access information online via the town of Medfield's website <https://ma-medfield.civicplus.com/>. The Board of Assessors' online database section is 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 Assessors' webpage is updated as needed.

The Board wishes to thank their 2023 staff: Field Appraiser Diane Clancy, MAA, Administrative Assistant Kathy Mills, Principal Assessor Yvonne Remillard, RMA, MAA, and senior work-off employee/data collector Marty Gellerman for pulling together the facts, figures, and documentation that enables the Assessing Department to fulfill its role as part of Medfield's financial team.

Respectfully submitted,  
Michael G. Rose, Chairman  
Jeffrey J. Skerry, Clerk  
Kenneth L. Manning, Third Member



## **MEDFIELD POLICE DEPARTMENT**

To the Honorable Select Board  
and Residents of Medfield:

The Medfield Police Department worked tirelessly this past year to take community oriented policing to a new level. One of our goals was to put names and faces to our uniforms. Our officers engaged residents of every age group to develop stronger relationships. For the first time, our agency participated in wellness events in collaboration with the School Department and Council on Aging. We welcomed athletes at the Special Olympics, played games with Dale Street students on field day, ate ice cream with concert goers on the Common, and surprised Parks and Rec campers with super hero visitors.

Staffing levels steadily increased as we welcomed Officer James Moses, Student Officers Ingrid Sena, Timothy Reilly and Peter Braswell. We are excited to appoint Officer Dylan Haldiman and Nicolas Yaskoff in January 2024. The addition of these members and another recruit candidate will return us to a full complement of officers. As we embraced a new culture of proactive and visible policing, our agency prioritized hiring qualified and committed members to our ranks. I am proud to say that 2023 has been one of the most productive years for officer initiated activity.

We also welcomed Deputy Chief Barry McGrath to the administration. Deputy McGrath is a 25 year veteran officer who previously served as a patrol officer, SRO and Detective Sergeant with the Wrentham Police Department. His enthusiasm and shared values of community focused policing and strong leadership have already positively impacted our operations.

In August, the department celebrated the 36 year career and retirement of Officer Robert Flaherty. Officer Flaherty brought laughter, compassion and dedication to our organization and we wish him well in his retirement!

In closing, I would like to thank the citizens of Medfield, Select Board and colleagues for their unwavering support of our organization. We are grateful for our team and their efforts towards our common goal.

## **POLICE DEPARTMENT SUMMARY OF ACTIVITIES**

*Calendar year 2023*

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### **Statistics**

<b>Total Incidents Logged:*</b>	<b>17,689</b>
Abandoned Vehicles	5
Accidents	249
Ambulance Run	255
Animal Issues	456
Annoying Phone Calls	3
Assault & Battery	3
Assist a Citizen	569
Assist Motorist	117
Assist Other Agency	138
Building/Property Checks	9808
Burglary Alarm	258
Burglary/Breaking and Entering	4
Civil Complaint	1
Disabled Motor Vehicles	81
Disorderly Conduct	1
Disturbances/Noise Complaints	106
Escorts	45
Fire Calls	60
Fraud/Identity Theft	95
General Services	85

Larceny	34
Message Delivery	23
Miscellaneous Complaints	17
Mischief	4
Misdialed/Abandoned 911 Calls	354
Missing Persons Located	2
Missing Persons	5
Missing Property “Lost/Found”	133
Motor Vehicle Stop	1391
MSH Building/Grounds Checks	95
Officer Field Investigation	66
Park, Lock and Walk	222
Railroad Crossing Issues	8
Suspicious Activity	271
Threats	12
Traffic Control/Enforcement	802
Traffic/Motor Vehicle Complaint	340
Trespassing	6
Vandalism	40
Weapons Violations	1
Well-Being Checks	91
Wire and Poles Down	69
Youth Issues	4
Arrests	35
Warrants	73

\*Total incidents logged include, but are not limited to, the activities listed above.

## **ANIMAL CONTROL/ANIMAL INSPECTOR**

<b>TOTAL CALLS FOR 2023</b>	<b>1,007</b>
Calls for dogs running loose	102
Barking dog complaints	13
Dog fights/attacks	9
Dogs left in hot cars	19
Number of calls to the State Hospital for anything from a roaming dog, verbal altercations, and miscellaneous complaints	24
 Calls for animals removed from resident's homes (includes squirrels, chipmunks, birds, opossums, and snakes)	 18
Bats removed from resident's homes	20
Calls regarding foxes, coyotes, woodchucks, turkeys, rabbits, turtles, etc.	57
 Animals hit by cars	 
Dogs	2
Cats	9
Raccoons	13
Skunks	5
Deer	18
Other (fox/coyote, turtle, turkey, goose, beaver/muskrat Opossum, woodchuck, turtle, rabbit, etc.	51
 Injured or sick wildlife euthanized by the ACO	 
Raccoons	8
Skunks	2
Deer	5
Other	6
 Calls related to squirrels, chipmunks, snakes and birds	 47

Dog bites in 2023	11
Cat bites in 2023	2
Animals quarantined for wounds of unknown origin in 2023	8
Medfield Animal Shelter	
Dogs abandoned and brought to the shelter	2
Number of stray cats brought to the shelter	14

This year 348 cats, 51 dogs, 15 rabbits, 47 guinea pigs, 26 birds and other small animals were adopted from the Medfield Animal Shelter! Total animals adopted - 487.

#### Rabies:

For the first time since 1993, none of the five specimens sent to the State Lab 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 in town are in the best of condition.

The following animals were counted in Medfield in 2023:

Horses:	69
Ponies:	15 and one mini horse
Goats:	8
Donkey:	3
Alpacas:	8
Chickens:	137
Waterfowl:	5
Emu:	1

I truly appreciate the cooperation of the Town of Medfield, the Medfield Police and Fire departments, Millis Animal Hospital, our shelter veterinarian, Rosario Delgado and West Street Veterinarian Clinic for their

continued support of animal control and the animal shelter. I also want to thank my Assistant ACO, Robert LaPlante for his night and weekend coverage. I want to acknowledge all of the Medfield Animal Shelter's dedicated volunteers who care for the animals every day and the biggest thank you to the shelter supporters for their ongoing donations to 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 who were adopted this year!

Respectfully submitted:

Jennifer Shaw Cronin  
Animal Control Officer/Animal Inspector



## MEDFIELD FIRE DEPARTMENT

To the Honorable Select Board  
and Residents of Medfield:

I hereby submit my Annual Report as Chief of the Fire Department for the year ending December 31, 2023. 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 the 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 13 part-time firefighters. Our staff includes 1 Fire Chief, 1 Deputy Fire Chief, 4 Captains, 2 Lieutenants, 6 Firefighter/Paramedics, 8 Firefighter/EMT's, and 4 firefighter/First Responders.

## **Fire Operations**

We respond to all fires, emergency medicals, technical rescue, water rescues, and hazardous materials calls in our community. In calendar year 2023, we responded to 1,530 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 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 responds.

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

Goal 3 – Improve EMS delivery

<b>Incident Responses by Type Category</b>	<b>2023</b>
<b>Fire - NFIRS Series 100</b>	<b>24</b>
<b>Overpressure Rupture, Explosion, Overheat (No Fire) - NFIRS Series 200</b>	<b>0</b>
<b>Rescue &amp; Emergency Medical Service Incident - NFIRS Series 300</b>	<b>884</b>
<b>Hazardous Condition (No Fire) - NFIRS Series 400</b>	<b>141</b>
<b>Service Call - NFIRS Series 500</b>	<b>190</b>
<b>Good Intent Call - NFIRS Series 600</b>	<b>82</b>
<b>False Alarm &amp; False Call - NFIRS Series 700</b>	<b>197</b>
<b>Severe Weather &amp; Natural Disaster - NFIRS Series 800</b>	<b>5</b>
<b>Special Incident Type - NFIRS Series 900</b>	<b>7</b>
	<b>1530</b>

<b>Mutual Aid Received</b>	<b>28</b>
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<b>Mutual Aid Given</b>	<b>113</b>
<b>Automatic Aid Received</b>	<b>2</b>
<b>Automatic Aid Given</b>	<b>4</b>

## **Grants**

The department was awarded \$24,555.00 in grants during 2023.

2023 Department of Fire Service Firefighter Safety Equipment Grant for \$18,697.00. This grant was used to purchase two thermal imaging cameras, firefighting gloves and forest fire boots for our members.

2023 Department of Fire Service Fire Prevention grant for \$5,858. 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						
<b>Year</b>	<b>BLS Transports</b>	<b>ALS Transports</b>	<b>Total Ambulance Calls</b>	<b>Fire Calls</b>	<b>% Of EMS calls</b>	<b>Total</b>
<b>2023</b>	<b>231</b>	<b>623</b>	<b>884</b>	<b>646</b>	<b>58%</b>	<b>1530</b>

The Medfield Fire Department responded to 884 medical emergencies in 2023. Approximately 623 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 2023, there were 65-second medicals and 3-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.

2023 Inspections – 492

2023 Permits - 162

2023 Smoke Detector Resale Inspections - 198

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 2024
- 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 by Fire Chief William C. Carrico II



# INSPECTION DEPARTMENT

To the Honorable Select Board  
and Residents of Medfield:

The following is our annual report for the year ending December 31, 2023:

	Permits		Inspections		Income (\$)		Expenses (\$)	
	2022	2023	2022	2023	2022	2023	2022	2023
Building	922	793	1,310	1,338	639,034	667,839	109,296	123,359
Wiring	573	627	1,217	1282	91,495	113,775	43,764	47,459
Plumbing/Gas	498	532	712	539	50,020	53,705	25,474	20,129

Total revenue from the issuance of permits and fees for inspections for the calendar year 2023 was \$835,319 as compared to \$780,549 in 2022. Direct expenses for 2023 were \$190,947 as compared to \$178,534 in 2022.

## BUILDING INSPECTION

A breakdown of building permits issued is listed below:

New single family dwellings	17
New Multi-family (# units) & Apartment (# units) bldgs	0
Complete partially finished single dwellings	0
Additions to private dwellings	27
Renovations to private dwellings	182
Additions & renovations to business/industrial buildings	18
New industrial/business buildings	1
Family apartments	1
New Mixed Use buildings	0
Shingling roof & installation of sidewalls	133
Private swimming pools	11
Swimming pool demolition	2
Accessory buildings	5
Demolition	6
Tents (temporary) & construction trailers	12
Signs	4
Stoves (solid fuel burning/chimneys)	12
New windows	76
Solar Systems	75
Sheet Metal	92
Insulation	98

Decks	20
Foundations	1
<b>Total</b>	<b>793</b>

Occupancy certificates were issued for 24 new residences in 2023, as compared to 16 in 2022.

Inspections for certification of business, schools, multi-family dwellings, nursing homes and pre-schools amounted to 40 inspections for 2023.

Estimated construction costs on permits issued:

	<u>2022</u>	<u>2023</u>
New dwellings	\$7,010,000	\$9,368,500
Renovations and additions, pools, shingling, sidewalls, windows, etc. on residential	26,750,895	25,250,378
Solar Systems - Residential	2,727,911	2,782,982
New construction - business and industry	600,000	395,000
Solar Systems – Commercial	1,622,655	1,375,089
Renovations and additions business and industry	3,551,810	3,827,703
Multi-family dwellings/Apt Buildings	0	0
Two family dwellings	0	0
Family apartments	0	359,405

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 – 9<sup>th</sup> 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 is 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, Office Manager. Also, a very special thanks and sad farewell to Margaret Warren, who passed away in September after more than 20 years as a valued member of this office. Margaret will be deeply missed, and fondly remembered.

## **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,

Dana Hinthorne, Building Commissioner  
William A. 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 2023.

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, Chapter 290.

Protected resources in Medfield include areas where water is at or near the ground surface, such as bordering vegetated wetlands, marshes, wet meadows, bogs, and swamps. In addition, 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), and the banks of rivers, streams, lakes, and ponds are also protected. While the WPA provides some protection for certain vernal pools, the Town of Medfield Wetlands Bylaw provides additional protection for vernal pool resources and further establishes a 50-Foot No Disturb Buffer Zone to Bordering Vegetated Wetlands.

Any person proposing to alter a resource area or land subject to flooding, or to perform work within 100 feet of a wetland or within 200 feet of a perennial stream in Medfield 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 adversely impact the resources.

In keeping with its regulatory permitting responsibilities, the Commission in 2023 opened twenty meetings and three additional Executive Sessions to administer the WPA and the Medfield Wetlands Bylaw, including hearings on nine Notices of Intent (NOI), one Request for Amended Order of Conditions, seven Requests for Determination of Applicability (RDA), one Abbreviated Notice of Resource Area Delineation (ANRAD), four Requests for Certificates of Compliance (COC) and three violation/enforcement actions. Some of these hearings were continued for multiple meeting dates. Most of these hearings resulted in one or more written permits/orders. Commissioners also participated in various, posted interdepartmental open meetings and

forums, including forums pertaining to the redevelopment of Medfield State Hospital, the Commonwealth's MBTA Community Zoning Law and the Town of Medfield's Open Space and Recreation Plan.

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 has authority to generate and distribute informational materials to support these goals, and the statutory authority granted to the Commission allows it to receive gifts, bequests or transfers of personal property or interests in real property in the name of the Town. Further, 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. The Commission is charged with managing and controlling the properties it has received and/or acquired and 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 2023.

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 Street., 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 2023 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 2023 also engaged with Scouts from Troop 89 to support work on Eagle Scout and other projects. The Commission, after consultation with Police, Fire, Board of Health and other town departments, licensed the use of portions of Noon Hill Conservation Land for limited

conservation/passive recreation events that were conditioned to protect participants and the sensitive resources at the site. The Commission continued work on its recently formalized community vernal pools project seeking to certify potential vernal pools and engaged in additional research to support a possible warrant article seeking funds for a ponds survey to support an updated ponds maintenance program reflecting current approaches to pond management.

The Commission continued its discussions with the Charles River Watershed Association and the Neponset River Watershed Association as the Commission also began a collaboration with Sustainable Medfield focusing on climate resilience and climate environmental planning partnerships and initiatives.

In addition to community outreach and collaboration, the Commission continued its work to develop updated protocols consistent with the procedural demands of the Wetlands Protection Act and associated regulations and developed forms to document requests for continued hearings and waivers of identified regulatory time periods. The Commission also developed a new file naming protocol that should support the town's efforts to digitize environmental and land use records according to property address and permit type. The Commission continued to work to identify internal operating procedures that will assure consistency in document management and production.

The Commission also continued to solicit applications for Associate Commissioner positions as a means of developing a support team to assist with the Commission's regulatory permitting and land stewardship goals and obligations.

The Commission continued its work on an emergency tree removal policy and authorized the consulting Conservation Agent to make independent field decisions with respect to certain types of tree removal requests. The Commission also identified several priority land management needs and began research on possible funding sources for these, including grants.

To attend to their many statutory responsibilities, Commissioners necessarily must stay up to date with changing rules, regulations, and best management practices. In 2023, 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, Commissioners attended MACC luncheon webinars on various topics of current environmental and

conservation interest and concern, and they participated in State Ethics and Open Meeting Law trainings.

The Commissioners' ongoing educational and training efforts are most appreciated as are their efforts in the field. The Commission recognizes John Woodhull, who joined the Commission in early 2023, and Frank Perry (Chair, Medfield Wildlife Committee) for updating the Conservation Commission's land inventory, which not only required office work to verify and cross reference existing conservation land data, but also required field work to assess and document all of the Conservation Commission lands' site conditions. The Commission also thanks Catherine Scott for her contributions as the Commission's representative on the Open Space and Recreation Plan Committee, which secured the Commonwealth's approval of the Town of Medfield Open Space and Recreation Plan 2023.

The Commission further 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) and 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. The Commission supports Mr. Hartzel's work by authorizing the Wetlands Protection Act (fee) Account to pay consulting agent invoices.

With gratitude, the Commission acknowledges former Commissioner Mary McCarthy who resigned from the Commission in the spring of 2023. Mary McCarthy gave the Commission many, many years of support and service. Her efforts will not be forgotten. We thank her.

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, email call the Conservation office: (508) 906-3028.

Respectfully submitted,

Deborah J. Bero, Chair  
Michael Perloff  
Catherine Scott

Robert E. Kennedy  
Kirsten Poler  
John Woodhull

# **MEDFIELD HISTORICAL COMMISSION**

To the Honorable Select Board  
and Residents of Medfield:

## **What We Do**

The members of the Medfield Historical Commission are appointed by the Select Board. 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.

During the 29 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 2023 the commission received five new demolition applications -- vs. 4 in 2022, 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 five applications. The commission voted to approve the applications for 21 Pine Street and 11 Summer Street (the latter a partial demolition). It did impose a delay on the proposed work at 13 South Street and received months later revised plans that would preserve much of the residence (hearings on these plans will be held in 2024). The commission also reviewed developments at 3 Hatters Hill, where work led to the apparent unintended demolition of the structure. The commission took no vote on the historical significance of the original residence. Lastly, the commission considered the application to demolish 8 Curve Street. The applicant was preparing to sell the property, had no intention to demolish the structure, and removed his application with the building department before the commission continued deliberations at a later hearing.

The commission also approved the request of a resident to place a historical marker at his home at 300 South Street and submitted a letter in support of the Trinity's application for the use of historic tax credits in the redevelopment of the former state hospital site.

### **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 Advisors (MAA)**

The Medfield Archaeology Advisors help protect archaeologically sensitive areas in town. MAA members include John A. Thompson and Rob Gregg.

On an ongoing basis, these advisors maintain and update a map of the archaeologically sensitive areas, help protect the sites, evaluate and register artifacts, and provide educational services. In 2023, Thompson helped the commission with an archaeological review of the new lot formed as 47 Elm Street, an area included within one of the town's archaeologically protected

districts. Thompson led several digs at the site and issued a summary report of his findings. Work on the new residence at 47 Elm proceeded.

MAA members welcome inquiries from anyone who thinks a property in Medfield is threatened or finds an artifact that they would like to bring to their attention of the commission.

### **Want to join our commission?**

The historical commission consists of as many as seven voting members and a number of associate members. 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

Joe Opiela

Peter Fletcher

Doug Whitla

Tom Connors, Associate Member

# **MEDFIELD HISTORIC DISTRICT COMMISSION**

To the Honorable Select Board  
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 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 on the Town website.

## **HISTORIC DISTRICTS IN MEDFIELD**

Medfield passed "Historic Districts", Article 14 of the bylaws, and created the John Metcalf Historic District through a vote at the 1989 annual Town Meeting. This first district included four historic houses on west Main Street and included the oldest portion of Vine Lake Cemetery. Through a vote at the annual Town Meeting in 1996 and 2004, 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 the 20<sup>th</sup> 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 18<sup>th</sup> 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 seven times this year, approving projects at 441-443 Main Street (new addition, remove dormer, and replace siding, windows and trim), 478 Main Street (outdoor lighting at Bank of America), and 21 North Street (remove Mansard overhang at the former Nosh and Grog). Of note,

due to our Town By-Laws, the Commission has no jurisdiction on paint type or color.

The most important work continues to be supporting both Trinity Financial and the Bellforge Art Center with their respective plans to preserve and restore the historic buildings in the central core of the former Medfield State Hospital. To this end, as part of receiving periodic updates from both organizations, the Commission continues to write letters of support to help them secure the necessary historic tax credits (and other sources of funding) to make these projects a reality.

The Commission wishes to acknowledge the retirement of two long-time Members, Connie Sweeney and Brad Phipps, who served for more than twenty-four and twelve years, respectively. Proclamations of appreciation were issued to both Connie and Brad, in addition to David Sharff, who retired previously after twenty-five years of service.

In their place, the Commission welcomes Lizann Woods, a realtor, and Lauren Costello as new Members. With four out of five seats filled, the Commission seeks one more Member.

Respectfully submitted,

Michael Taylor, Chair  
Lauren Costello  
Caitlin Struble  
Lizann Woods

## KEEPER OF THE TOWN CLOCK

To the Honorable Select Board  
and Residents of Medfield:

The Keepers of the Town Clock are pleased to submit their annual report for 2023.

2023 was a transition year for the role of Keeper of the Town Clock, a position that was formally created by the town in 1801, but has roots going back to 1670 when Daniel Weld took the job of ringing the bell to come to service at the original meeting house.

In 2000, David Maxson and Marc Tishler replaced Buck Buchanan as keepers of the clock. Mark moved away in 2019 leaving David holding the fort. They implemented many improvements over the years including the 2008 repainting of the clock face, clock turret, clock room exterior, and the repair of the deck and steps leading to the clock. It is about time to do it again! They put in an uninterruptible power supply to keep the clock on time during power failures, but the power supply seemed to fail more often than the power!

In the summer of 2023, news of David's desire to hand over the keys to the clock reached Nick Werthessen and Tom Erb, who were both interested in taking on the duties. Nick is a former mechanical engineer and has a strong interest in history. His grandfather was the keeper of the master clock at the Telechron clock factory in Ashland. He remembers many stories of his grandfather's efforts to keep the clock set to the exact time until Henry Warren, the founder of Telechron, was instrumental in convincing the electric company to make AC power exactly 60 Hz so that his clocks would keep perfect time.

After a joyful conversation about things mechanical that included a lengthy discussion of the mechanism and potential causes of some jerky movements, David believed that Nick had what it takes to be keeper.

Tom, whose clock credentials are of world renown, is the president of Medfield's Electric Time Company on West St. His company makes large street clocks and tower clocks. His interest in restoring the strike hammer to the clock is noted in the 2010 report from the Keepers of the Clock.

The clock itself remains in fairly good condition though the motor that drives the clock was making a grinding noise until a liberal amount of grease was added to the gearbox. The motor is over 50 years old and may need to be replaced in the coming years.

At the last meeting of the outgoing and incoming clock keepers, there was again discussion of adding a strike hammer to the bell so that it would toll on the hour, as well as an update to the clock motor that adds a feature to stall the motor for an hour to set the time back and run it fast for an hour to set the time forward (unless daylight saving time is abolished soon!). Until this is in place, Nick now knows the secret to adjust the mechanism manually.

David says he will miss giving steeple/clock tours now that he has moved to Connecticut. He thanks all the people who check the clock and let him know when something is amiss, and wishes Tom and Nick well in their somber responsibilities to the town. He also notes that the clock in Lee Chapel at the State Hospital site will need the tender loving care of the clock keepers.

Respectfully submitted,

Nick Werthessen  
Tom Erb

# **MEDFIELD MEMORIAL PUBLIC LIBRARY**

To the Honorable Select Board  
and Residents of Medfield:

It is my pleasure to submit the 2023 annual report for the Medfield Memorial Public Library.

## **Overview**

After several years of turmoil following the upset of services from the Covid pandemic, the library is excited to be looking forward to the future and this year began the process of executing a five-year strategic plan which will be completed in 2024. We look forward to receiving guidance from the community, in providing direction for the library's movement forward in the years to come.

## **Projects**

The library was excited to again provide so many programs to the community this year. For adults, we continued to host the popular online winter embroidery series, with a new theme this year, and added new programs and educational lectures. The library also partnered with the Council on Aging to provide a monthly craft program and a monthly book club directed towards seniors, and partnered with the COA and the Medfield Historical Society on hosting two historical talks.

This year was the first time in many years that the library did not host a Haunted House event, planned by the teens of Medfield. Instead, we had an outdoor Halloween Flashlight Scavenger Hunt for teens, which was met with great enthusiasm from the 70 attendees. Also this fall, the library provided planning support for Medfield TV's first annual Scarecrow Spooktacular.

As part of the library's membership in the Minuteman Library Network, Medfield Public Library developed a new online public access catalog for patrons to use to find library items of all types. It has already been met with great enthusiasm.

## **Operations**

The library welcomed back 78,430 visitors to the building in 2023. The library offered 291 children's programs with 8,524 attendees, 68 teen events with 726 participants, and 161 adult events with 1,203 attendees. The ninth annual Holiday Stroll event had 1,478 attendees to purchase and peruse items offered by local artists on the first floor, and to engage in kid-friendly crafts, a sing-along, and

other family-oriented activities on our other floors. There were 168,155 items circulated this year and 52,812 visitors to the library's website.

Bernadette Foley, who had been Head of Children's for 6 years and had been working at the Medfield Public Library for 10 years left for another position closer to her home. Andrea McCoy, who had been employed part-time in the Medfield Public Library children's department, was hired to become the new Head of Children's this year. She has already impressed the community by employing her creativity to run the department and with developing new programs and services directed towards the youth of Medfield.

### **Thanks**

As ever, I want to thank the Library Board of Trustees, for volunteering their time and dedicating their energy to making the library the great place that it is.

I want to thank the Friends of the Library Board who continue to show new and creative ways to fundraise, the money raised funds all of the library programs, while supporting the beloved bookstore and executing a successful Annual Fundraising Drive.

I want to thank everyone who supports the library by becoming a Friend of the Library by contributing or by purchasing bookstore items. Without you, we could not do so many of the great things that the community appreciates.

And finally, I want to thank the library staff, who continue to impress me every day by making the library a welcoming place to be, through their dedication and hard work at making the library run, and through their creativity and insightfulness to execute change and make the library the best place that it can be.

Respectfully Submitted,

Pamela Gardner  
Library Director

## **TRUSTEES OF MEMORIAL PUBLIC LIBRARY**

To the Honorable Select Board  
and Residents of Medfield:

This has been a very successful year for the library returning to many pre-Covid activities while continuing the popular virtual and outdoor programming.

There has been an increase in adult programming including many in collaboration with the Council on Aging. This partnership is in line with the library's strategic goals of 2020 to inspire lifelong learning, encourage community education and provide cultural enrichment.

The valuable home delivery service has been rebranded as HomeBound in order to help expand its user-ship.

The Friends of the Library continue to be a wonderful support to the library. They have a new great tote bag for the community to purchase.

This year the library has enriched its involvement in the community at large in many ways, for example, with its teen volunteers, collaboration with the COA, Belforge, and Department of Parks and Rec, working with the schools, Medfield Day, the Holiday Stroll, to name just a few.

The Board would like to acknowledge the leadership of Pam Gardner and the hard work of the entire staff and welcome Andrea McCoy to the position of Head of Children's.

In continued support of the Strategic Plan's commitment to encourage creativity and innovation the library staff has worked hard to weed out-of-date materials making room for more popular, in demand materials.

Additionally, the library has made improvements to the signage throughout the library and added a new enhanced user friendly public access catalog system. Both of these improvements help to facilitate the exchange of information and make the library a more accessible place for the entire community.

We look forward in 2024 to starting the process of a new strategic plan, continuing the enriching programs, providing a safe place for everyone, while giving access to information and services to the community.

Respectfully Submitted,

Kiersten Cole, Chair

Phil Tuths

Lauren Feeney

Jennifer Cronin

Jessica Razza

Richard White



## VETERANS' SERVICE OFFICER REPORT

To the Honorable Select Board  
and Residents of Medfield:

This is my first report as Veterans' Service Officer for the Town of Medfield having been appointed in February of 2023. During the year I have been active providing informational support to our town veterans, their spouses and families seeking information on a variety of veteran's benefits. I advise these individuals during Town office hours, at the COA on the second Tuesday of the month for coffee and conversation, in- home visits, telephone, email and through community contact all over town. The greatest challenge in delivering veteran benefit information is in the education of the community to inform them of the benefits they simply do not realize exist. I also started an evening coffee and conversation group in collaboration with the Medfield Starbucks at the Medfield library from 5:00pm-6:00pm, aimed at targeting younger Veterans that work during the day and yet the turnout was small.

Benefits available to veteran spouses are underutilized because surviving spouses usually lack the knowledge that they are even eligible for benefits. I have been working to spread the word to surviving spouses and encouraging them to set up appointments with me to find out what benefits they are eligible for. The number of Veterans versus surviving spouses that I assist in Medfield is fairly even.

The State of Massachusetts leads the country in providing support to its veterans. This is the only state that requires each town to have a Veteran Service Officer to provide services to veterans. The State requires that all Veteran Service officers in the state be certified and subject knowledge tested. I met these certification requirements in July 2023. Navigating the VA can be a challenging process both for enrolling and getting the care needed. I have been able to assist a number of Medfield Veterans in completing the needed forms and gathering documents to register for VA Healthcare. I have also assisted several Veterans and surviving spouses in putting in requests for service records to then be able to apply for

benefits. I constantly receive feedback from area veterans about the excellent care they are receiving at the Boston VA medical facilities and expressing gratitude that this state has the services it does in place for Veterans.

The VA Burials and Memorials administration continues to process final honors to our aging veteran population. The State also delivers its own benefits that include two cemeteries dedicated to veterans, two soldiers homes that care for veterans requiring long term care, a number of programs that assist those veterans injured in service, family low income financial assistance and low income family assistance in paying for healthcare to name just a few.

During 2023, the town delivered \$6,085.20 in chapter 115 benefits to area low-income veterans and their spouses. While some of this aid is financial, most of it is provided for medical services. In addition the town gave real estate exemptions totaling \$77,485.17 to veterans or their surviving spouse. This assistance is provided for those veterans who had a service related injury. Additionally the Veterans Administration through disability compensation or pension payments paid about \$181,763.06 to our local veterans and their families. The Town of Medfield also continues to offer a tax work off program for resident veterans to lower their Real Estate tax bill and has a program available for Veterans over the age of 60 and under the age of 60.

On November 9th, we honored local Veterans and their spouses with a special Veterans luncheon that was held at “The Center”. The event saw around 20-25 Medfield Veterans and spouses get together and have lunch and camaraderie. The lunch was set up and served by the amazing staff and volunteers at the COA. An extra thanks is extended to COA Director Sarah Hanifan along with the COA staff and volunteers for making this a successful event for our Veterans.

Honoring the memories of all Veterans remains a high focus of this office as well as the citizens of Medfield. Throughout our town Memorials exist everywhere that are evidence of the extraordinary effort by the citizens of Medfield to never forget the sacrifice of so many.

Veterans' Services hours of operation at Town Hall are scheduled on Tuesdays (8:00am-1:00pm) and Thursdays (1:00pm-4:00pm). Veterans can make appointments to be seen and Veteran Services is also reachable by phone at 508-906-3025 and through email at [mbingham@medfield.net](mailto:mbingham@medfield.net)

Respectfully submitted,

Melissa G. Bingham  
Director of Veterans Services

# BOARD OF HEALTH

To the Honorable Select Board  
and Residents of Medfield:

The Board of Health hereby submits the following report for calendar year 2023. 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 2023

12 Soil Tests	17 Temporary Food Establishments
14 Plan Reviews	6 Tobacco/Nicotine Delivery Products
7 Septic Repairs	33 Form A – Renovations Review
16 Installer Permits	5 Well Permits
10 Hauler Permits	31 Animals
14 OFFAL Permits	7 Camps
70 Food Permits *	4 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:

Being the full time Public Health Nurse for the Town of Medfield this past year I was able 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. The public health nurse, on a case-by-case basis, provides education and the provision of follow up care consistent with public health practice. During 2023, the following cases were reported through MAVEN:

Covid 19	216 cases	Influenza	96 cases
Lyme Disease	33 cases	Tuberculosis	2 cases
Hepatitis B	2 cases		

**Health Maintenance and Prevention** is an opportunity for the Public Health Nurse to educate and provide services for the community. Two vaccines were given to the residents of Medfield at clinics.

Influenza (high dose)	70 seniors
Influenza (pediatric)	26 children (over age of 8)
Covid-19 Booster	250 individuals (note: prior to the new vaccine that come out in mid-September.)
Covid-19 Test kits	22,300 kits distributed

Blood Pressure / Wellness Clinics take place at the Council on Aging, Tilden Village, the Food Cupboard, Wilkins Glen and The Parc apartment complexes.

In her role as the public health nurse, there are ongoing programs, conferences and meetings that provide opportunities to support and enhance the role of the public health nurse within the community. Additionally, the public health nurse is active with the following programs:

MCAP and other Medfield Outreach programs.

Member of the steering committee for the Middlefork Regional Medical Reserve Corps. The public health nurse will meet with representatives of the nine towns involved and determine the mission of this group and its standard operating procedures. This group provides an opportunity for residents of the town to be actively involved in both local and regional emergency preparedness activities.

Charles River Health District. Both the public health nurse and Board of Health members are active members of this collaboration with the towns of Needham, Dover and Sherborn. The program's intent is to strengthen local public health services and protections by pooling resources, functions and expertise to meet performance standards. Funding is available from the Commonwealth of Massachusetts through the SAPHE Grant Program.

Residents are encouraged to contact the public health nurse at her office at the Town House or 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  
Kathleen Thompson, RN

## MEDFIELD

### 2023 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 for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to areas of concern 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: 23 samples submitted, no isolations in 2023.  
Requests for service: 180

#### Water Management

The NCMCD reduces the potential for larval mosquito development through a variety of methods under this category. Our Freshwater Water Management Program includes Ditch & Pond Maintenance, as well as Culvert Area Clearing conducted to improve water quality and increase water flow. Tire collection is a service in which we remove and recycle off rim tires in order to eliminate this source of potential larval mosquito development.

Culverts cleared	6 culverts
Hydrants shoveled while conducting culvert work	0 hydrants
Drainage ditches checked/hand cleaned	3,400 feet
Intensive hand clean/brushing*	2,200 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)	62.9 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by backpack/hand	2.3 acres
Abandoned/unopened pool or other manmade structures treated	0

### **Adult Control**

Adult mosquito control is necessary when public health and/or quality of life is threatened by either 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	4,776 acres
Barrier applications on municipal property	0 applications

Respectfully submitted,

David A. Lawson, Director

# MEDFIELD ENERGY COMMITTEE

To the Honorable Select Board  
and Residents of Medfield:

The Medfield Energy Committee (MEC) is honored to serve the Town of Medfield and the Select Board (SB) in the quest to reduce energy use in the Town. This year the MEC changed its working structure from pillars of buildings, vehicles, and renewables that held separate meetings, to taking all of those topics up at the monthly full committee meeting. Additional meetings are held on specific topics as needed, and also require a full quorum of members. Penni Conner also took over as Committee Chair. Many thanks to Hildrun Passas, Cynthia Greene who held the positions of Town Liaison and At Large respectively and pillar chairs Penni Conner for renewables and Jim Nail for buildings, who together led the pillar Committees in fiscal year 2022.

This year we also honored the contributions of long-time committee member Fred Davis with a resolution that outlined his passionate advocacy for making the town more energy efficient and reducing greenhouse gases to combat climate change. He championed and participated in many MEC projects including recommending that the town hire an energy manager, join community choice aggregation, install LED street lights, and install solar arrays, including at the wastewater treatment plant and town garage. Additionally, he helped host educational “decarbonizer” webinars. His contributions, and that of the MEC, have saved the town over \$9million dollars. The full resolution for Fred is available on the MEC website at

<https://town.medfield.net/326/Medfield-Energy-Committee>.

**The MEC charter** was updated with the SB and now reads as follows.

*The Select Board appointed an Energy Committee to look, first and foremost, at the Town's energy use and greenhouse gas (GHG) emissions and develop recommendations that achieve energy savings, reduce GHG emissions and are cost effective over the life of the investment thereby positioning the Town's support of achievement of its energy and GHG objectives by 2050 aligned with State goals, roadmaps and incentives and as outlined in the Town's Warrant Article 22 (2021). Secondly, provide outreach and education to the Town's residents/businesses that could save energy and GHG emissions through the more efficient use of energy resources. To this end, the Select Board asks the Committee to look at the following areas:*

- *Measure energy and GHG emissions reduction progress for the town's buildings and fleet*

- *Develop long range plans for Town owned buildings and transportation to achieve energy and greenhouse gas emissions objectives by 2050.*
- *Provide energy efficiency and GHG reduction recommendations for town buildings, fleet, and transportation*
- *Reduce energy consumption through retrofitting of existing buildings, equipment, vehicles, or processes.*
- *Encourage and provide advice on the development of energy efficient buildings, equipment, vehicles, or processes.*
- *Recommend alternative energy resources to support goals and increase energy resiliency.*
- *Provide outreach and education to town's residences and businesses on ways to save energy and GHG emissions*
- *Advise on and support the Town's implementation of the Town of Medfield Climate Action Plan which was approved by the Select Board on 9/27/22.*

*The Select Board recognizes that the above list may not address all of the possible solutions to this problem and encourage the Committee to develop and present recommendations to the Select Board as circumstances change or as new opportunities arise. Additionally, the Committee should ensure that recommendations and strategies are vetted appropriately with stakeholders and town citizens in advance of bringing issues and decisions before the citizens at Town meetings. Town officials are available for consultation with you or for the development of information, which will assist you in your deliberations. It is hoped that your Committee will meet, regularly, with the Select Board to keep board members and the general public informed of its progress.*

### **Listening tour**

On August 9, Penni Conner was voted in as the new MEC chair and embarked on a listening tour. She met one on one with Medfield Energy Committee members and active participants and Town Leaders. In total 15 interviews were conducted. The recommendations from that listening tour included:

- Recognition that MEC has passionate and knowledgeable committee members
- Need to clarify MEC Charter
- Develop plan for town buildings to achieve 2050 goals
- Establish MEC as valued partner to the Town
- Streamline administrative aspects of MEC

### **Key 2023 Activities and 2024 plans**

#### **Green Communities**

In 2023 the Town renewed the contract for the energy manager consultant services of 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.

The following is a listing of energy use by building in Medfield. First a few terms defined.

MMBTU = one million British Thermal Units. A BTU is the amount of heat required to raise the temperature of one pound of water by one degree Fahrenheit.

EUI = Energy Use Intensity is a metric that expresses a building's energy use as a function of its size or other characteristics. Generally, a lower EUI signifies better energy efficiency of the property, and higher indicates an opportunity for improvement.

Therms = is a measure of the energy content of natural gas and is equal to 100,000 British thermal units (Btu) or 0.10 MMBtu

kWh = A measure of electricity defined as a unit of work or energy, measured as 1 kilowatt (1,000watts) of power expended for 1 hour.

## **Energy Results from Green Communities Annual Report**

- Top municipal energy users:
  - Medfield High 11,698 MMBtu's, 24% of Medfield's energy use
  - Blake Middle School 6,940 MMBtu's, 14%
  - Dale Street Elementary 4,733 MMBtu's, 10%
  - Wastewater Treatment Plant 4,051 MMBtu's, 8%
  - Memorial Elementary. 3,672 MMBtu's, 8%
- Facilities with the top Energy Intensity (EUI), MMBtu's/square foot
  - Dale Street: Elementary 53,029 sq ft; 4,733 MMBtus; EUI 89
  - Pfaff Center: 8,568 sq ft; 753 MMBtus; EUI 87
  - Medfield High: 160,473 sq ft; 11698 MMBtu's; EUI 73
  - Memorial Elementary: 58,584 sq ft; 3,672 MMBtu's; EUI 63

Projects achievements under the GC funding:

The Town of Medfield has completed many energy conservation measures working with both the Green Communities program, and working separately, with the facilities team taking the lead. Of note, last year at the Blake Middle School one of three natural gas fired boilers – all reaching the end of their useful life – was replaced with a high efficiency condensing boiler; an oversized domestic hot water system was replaced with heat pump hot water heaters, and a portion of the failing roof was replaced. As a result, during FY23 the Blake used 38.8% less natural gas than the previous year, a savings of 30,187 therms, or \$45,280. Electricity use increased a modest 2,303 kWh, with a corresponding cost of +\$483.

Having completed projects in 2022, Medfield was eligible to apply for a \$200,000 grant in May with projects that were developed in cooperation with the Facilities Department, taking into account town physical plant priorities.

- Projects include:
  - Library heat pump roof top unit (RTU)
    - Replacing natural gas fired equipment nearing the end of its useful life.
      - Electric heat pump is primary.
      - Natural Gas is back up, secondary.
    - Progress towards electrification.
    - Reducing Medfield's carbon footprint.
    - Helps support capital projects and avoid a catastrophic failure.
    - Projected annual savings/changes:
      - -6,168 therms, -\$9,252.00
      - +73,770 kWh, +\$15,490.00
      - Note electricity use increases as this is an electric technology.
  - Town House insulation
    - Blown in cellulose, in the attic.
    - Projected annual savings:
      - 3515 kWh, 576 therms
      - \$1,503
    - Increase building users' comfort.
    - Reduce heating load and fossil fuel use.
  - High School Variable Frequency Drives
    - 2 x 25 heat pump hot water circulation motors
    - Projected annual savings:
      - 99,987 kWh
      - \$17,998
  - Administrative support
    - \$10,000 towards budget for energy conservation coordinator.

The total savings to the Town from all of the projects listed above was \$57,760.00

On October 5, 2023 the town was notified of a \$200,000 grant award. Contracting with the state happened in November and a December a kick off call was held with Kelly Brown, the Regional GC coordinator for Medfield and follow-up calls were made to the installers to ensure that goods were ordered and installation dates were identified. The goal is to complete all work by the end of summer 2024 so the town may re-apply for another grant in Fall 2024.

When Medfield became a Green Community in 2017, we committed to saving 20% of the Town's total energy usage. Our progress towards this goal is slower than we would like, however we are making forward progress. Our percent reductions are skewed by the fact that we accomplished many energy saving projects before the 2015 baseline we are measured against. Total Town municipal energy use (weather normalized) is down 11.6%, 7,211 MMBtu's, FY23 vs. our baseline year of FY15. The building sector, our largest at 81% of town energy consumption, is down 12.1%, 6,116 MMBtu's. Vehicles are our second largest energy user at 12.4% of total Town energy use. Vehicles energy use is down 6.8 % since 2015; improvement in vehicle energy use should accelerate as more electric vehicles (EVs) become available in classes used in the town fleet (i.e. Medfield does not use many sedans). Water/sewer energy use is down 10.4% since 2015, 3284 MMBtus vs. 3664 MMBtu's. Street and traffic lights are using 52.4% less energy than 2015 thanks to LED replacements.

## **Community Choice Aggregation (CCA)**

The 2021 Medfield Town Meeting (TM) voted to move forward with the creation of a Community Choice Aggregation (CCA) program in Medfield, named Medfield Community Electricity (MCE). This program, under the State Department of Public Utilities (DPU) and with Town oversight, will offer its residents and small businesses new alternatives for electricity procurement at advantageous multi-year contractual rates that include options for renewable energy content above the State mandate. This will support the Town efforts to reduce its carbon footprint. Eversource will maintain its State mandated role of administering and managing power distribution to our Town while it continues to procure and offer electricity at its own contractual rates to users not preferring to use the CCA or another supplier. Roughly 160 municipalities in Massachusetts, nearly 50%, are engaged with CCA program offerings.

In the Fall of 2021 a Town subcommittee of Megan Sullivan, Gus Murby and Robert Winograd was formed. Consulting firms, experienced with Massachusetts CCA programs, were interviewed and Good Energy, LLC was selected by Medfield to support the town's efforts to introduce a CCA program through a team led by Patrick Roche, Director of Innovation in New England. A Plan for implementation was developed with Good Energy following DPU guidelines, leveraging the experience of other Massachusetts communities and incorporating input from 2 Medfield public hearings. The Medfield Select Board approved the Plan in January 2022 and it was submitted, following regulatory guidelines, to the Massachusetts Department of Energy Resources (DOER). With DOER's approval in June, 2022 the Plan was submitted to the DPU and a public hearing on the Plan was held in November, 2022. Medfield then waited in queue with other municipalities for the DPU's in depth evaluation of our Plan. We received

the evaluation in October, 2023 and the DPU requested inclusion of the latest DPU rulings, limited updates, and Plan clarifications. On December 22, 2023 we received preliminary approval to implement our Town's aggregation plan, and the final 'dotting of i's, crossing of t's' is now in process.

Looking forward to 2024, we expect final approval from DPU to implement our Medfield 'MCE' Plan. Next steps will include seeking bids from electricity providers in support of Plan offerings and review of these bids with the Town Select Board. Upon receiving one or more advantageous bids, the committee will submit its recommendation to the Select Board for official selection of a supplier. A public education program will be launched so that residents and small businesses can make informed decisions about their participation in the program. We look forward to an exciting program launch in 2024!

## **Town of Medfield Climate Action Plan**

The 2021 Town Meeting (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 MEC 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.

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 ensures that socially or economically disadvantaged populations do not 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. 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 (the process of capturing and storing

atmospheric carbon dioxide), is expected to become the fourth ‘pillar’ as the approach and technology continues to improve.

Progress in reducing carbon emission from residential sources is difficult to measure until a new inventory can be created (likely after 2025). The MEC is monitoring the adoption of low carbon technologies by residents at the end of each calendar year. This data is not yet reliably comparable year-to-year, as reporting standards have been variable. Consistent reporting is expected to improve as the Department of Motor Vehicles has introduced codes for low emission vehicles. Town-wide, at the end of 2023, there were 304 photovoltaic installations, with an additional 35 in the permit stage, and 165 homes with heat pumps as the main or secondary heating source. The number of low-emission vehicles is not yet available. Final figures will be posted to the Energy Committee website.

## **Renewables**

The Committee’s 2023 priority for renewables were to advance more renewable projects on town facilities. Great progress was achieved including: completing the solar installation at the Department of Public Works as well as concepts for projects at three of Medfield schools.

Highlights for 2023 include:

- Department of Public Works (DPW) 216KW installation was completed this past spring. This installation will generate 164% of the DPW’s usage and generate an annual savings of \$18,000.
- The school committee and the town executed purchase power agreements with Solect to build and install solar canopy projects at Blake Middle school and Memorial.
  - For Memorial, the solar canopy system will generate an approximate savings of \$485,000 over the term of 25 years. This system is expected to generate 105% of the school’s current usage. The excess generation can be applied to the school’s future usage or allocated to another account.
  - For the Blake Middle School, the canopy will provide a net savings of \$143,000 over the term of 25 years. This system will produce approximately 24% of the school’s annual electric usage.
  - For Medfield High School, additional design work is currently underway. This project will be further reviewed and considered for approval in 2024.

As the committee pivots to 2024, we will continue to advance the school projects that are in motion, and work to identify additional projects that make sense for the town.

## **Buildings**

Many of the Town building achievements are reported above in the GC work. In addition, MEC worked with Eversource to complete analyses on full electrification of the Town House and Memorial School. These analyses will serve as case studies to help inform future energy efficiency and decarbonization investments to ensure that we are delivering savings for the town, reducing carbon emissions, and doing so in a cost-effective manner. The MEC also made progress in better integrating energy and decarbonization considerations into the town's capital planning process.

Finally, the MEC completed an advisory role to the town on Medfield State Hospital (MSH) development, and would like to recognize the commitment the developer has made to keeping the redevelopment all-electric and avoiding fossil fuel-based utilities. Other energy efficiency and renewable options may be constrained by historic redevelopment requirements.

## **Transportation**

The Town has purchased two hybrid vehicles for Town use and as reported in the listening tour, some departments are considering EV or hybrid vehicles in the future to fulfill their needs. MEC has helped the town departments evaluate and plan for incorporating electric vehicles into their departments. MEC helped work on integrating municipal fleet electrification into capital planning and departmental decisions.

The School Department expressed interest in Electric School buses and how grant programs work. MEC is assisting the department with research and planning; MEC has coordinated with neighboring school districts and the Massachusetts Area Planning Council (MAPC) to facilitate a regional pilot grant that explores how school districts can pool resources to facilitate charging hubs, electric school bus ownership, and related aspects. This proposal was funded, and the school districts are currently working with MAPC on this project.

The MEC has started to collaborate with other towns (including Dover, Sherborn, Milford) to promote EVs in order to share organizational workload and publicity and to attract a larger audience and greater representation of dealerships. It is understood that such regional collaboration will enhance future grant prospects for the participating towns.

The first town-owned electric vehicle charging stations were commissioned during 2023. Three (3) Level 2, dual-head, stations have been installed, tested, and commissioned, and are operating. The locations are: Townhouse parking lot;

the Middle School parking lot, and the Wheelock parking lot. These chargers are open to the public.

The town has signed up for a Transportation RoadMap program offered by PowerOptions/Eversource. The program will help define an action plan for each department and the schools for fleet electrification. The report is due the first quarter of 2024.

### **Community Outreach and partnership with Medfield Environment Action (MEA) and Sustainable Medfield (SM)**

The MEC, with the MEA and SM, engaged in extensive public outreach to educate residents on how to reduce their energy use and greenhouse gas emissions. 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 2023, MEA, SM and their members helped the MEC to prepare, publicize and/or execute energy and greenhouse gas reduction strategies at multiple events:

- New 'n Towne “Touch-a-Truck” event - promoted electric vehicles (EV)
- Medfield on the Charles Classic, Antique and Custom Car Show - EV owners displayed their EVs
- Medfield Day booth with information on how to save on utility bills, and get a MassSave energy assessment
- Lawn sign campaign advertising climate-friendly technologies, such as electric vehicles, solar panels, heat pumps that our Medfield residents and neighbors are using (each sign had a QR code linked to resources on the SM website)
- “Solar Social” at 7th Wave Brewery which promoted this local business with the largest solar array in Medfield
- Climate Week, from 4/29-5/7/23, during which multiple MEC members opened their homes and shared their experiences with solar, heat pumps, and EVs, and participated in an EV car show
- MEC sponsored the Sustainable Medfield “Action of the Quarter” on solar energy in the spring of 2023. Initiatives focused on residential solar as well as municipal photovoltaics (PV) installations on school properties
- School solar project outreach including movie screenings, survey, and public forums detailed below.

During the school solar project outreach, the committee hosted a variety of community outreach and educational offerings in multiple channels to educate and encourage solar investment in the Town and by citizens. Highlights included several showings of the movie “Catching the Sun,” publishing articles on solar in the HomeTown Weekly, Medfield Patch and Medfield Insider, as well as social media, and hosting a booth at Medfield Day with information on installing solar.

More focused community outreach was completed about the proposed solar installations at the schools including presentations to the School Committee, letters to School abutters, and in person events where citizens could see proposed renderings of the solar canopies, learn about the benefits, and ask questions. Additionally, a solar survey was issued, with good response from the community and results showing 88 percent positive support for solar.

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

## **In 2024 the MEC**

- Wants to help to secure feasibility studies to decarbonize Town buildings
- Continue planning for solar projects
- Use the transportation road map to help develop recommendations to decarbonize the Town's fleet
- Conduct outreach for Green Communities 2 grant
- Conduct a planning meeting to determine specific projects for the year outside of those already outlined in the GC grant.
- Continue to update and implement TOMCAP

Contributors to this report include Hildrun Passas, Penni Conner, Jim Redden, Susan McPhee, Emily Lowney, Paul Flechtelkotter, and Cynthia Greene.

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

## **2023-2024 Energy Committee Members**

Penni Conner, Chair  
Andrew Jarrell  
Chris Gordon  
Cynthia Greene  
Emily Lowney  
George Whiting  
Hilli Passas  
Osler Peterson, ex-officio  
Paul Flechtelkotter  
Robert Winograd

# **MEDFIELD OUTREACH**

To the Honorable Select Board  
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](mailto: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 - December 2023)

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

**Graduate Intern:** Theodora Bliziotis, MSW intern, Boston College School of Social Work (September 2023 – Present)

## **Advisory Board:**

Molly Frankel, JD, Board Chair

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

Michelle Manganello, School Resource Officer, 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 were rendered predominantly in-person during 2023 with telehealth offered as needed. Medfield Outreach engaged in over **1300** hours of clinical services in 2023, approximately 25 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. While most 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 2023***

- Medfield Outreach completed an annual review of the strategic plan with the Advisory Board ensuring acquisition of goals.  
<https://www.town.medfield.net/2120/Outreach-Strategic-Plan-Community-Survey>

- Participated in various school events to familiarize students and parents with the Medfield Outreach's services.
- Provided Child Development/Play Therapy Presentation to students in High School studying Child Development.
- Backpack distribution (over 75 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.
- Holiday gift program, partnering with several community partners to provide gifts for over 90 children in need.
- 17 children were sponsored to attend camp in the summer of 2023 through the Campership fund, a Medfield Foundation initiative in partnership with Medfield Outreach.
- Determination of eligibility of over 50 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.
- 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 - over 50 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
- Provision of group QPR Gatekeeper Training for Suicide Prevention twice during 2023, for over 35 people.
- 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.
- Launched monthly Human Service meetings including Department Heads of: Medfield Outreach, Veteran's Services, Public Health Nurse, Council on Again, Library and Parks and Recreation with the goal of increased collaboration to improve and streamline services for Medfield residents.

- ***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](http://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 that reduce youth substance use.

### **Key Substance Use Prevention Programming Highlights in 2023:**

- Concluded Year 4 (09/30/22-9/29/23) and commenced the fifth and final year (9/30/23-9/29/24) of the Drug-Free Communities 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 and the MCAP have been working with a consultant to prepare the application for years 6-10 of the Drug-Free Communities Grant.
- 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.
- Continued collaboration with the Medfield Board of Health and a local inspector to complete 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 through September 29, 2024.
- Medfield Outreach and 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 prevention work. In 2023, MCAP partnered with CADCA to design and administer a town-wide parent/guardian survey on youth substance use and host key informant interviews about youth substance use with local high school students.
- Partnered with the Medfield Police to advertise and facilitate two Drug Take-Back Day at the Public Safety Building.
- Medfield Outreach Prevention Coordinators took 7 Medfield High School students to the Norfolk District Attorney's Team Rival Leadership Conference. Again, Medfield HS won their bracket against Dover and Westwood.

- 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 2023, Medfield Outreach staff advised an inspired MHS sophomore to design and carry out the second annual student-led, student-focused local resource fair for MHS students, called Medfield Connects. Every MHS student who was present that day attended the fair.
- MCAP advises two student clubs related substance use prevention: the Blake Middle School Youth Action Club! (YAC!), which challenges students to identify health-related issues in their community and design a campaign to take action on it, and the Medfield High School Chapter of the 84 Movement, which is a youth-led and statewide initiative to fight big tobacco companies and address health disparities related to nicotine use.
- MCAP helped to financially support the 2023 All Night Graduation Party for MHS seniors and once again paid in-full for student bus transportation to and from the senior prom.

**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](http://medfieldcsp.org).

### **Key Suicide Prevention Programming Highlights in 2023:**

- Mental Health May
  - The MCSP coalition promoted Mental Health May, a campaign to reduce stigma and provide resources for support. Throughout the month of May, Medfield Outreach's social media outlets promoted information about mental health tips and provided resources to access support.

- Conducted two QPR trainings for Medfield community members reaching over 35 individuals.
- *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 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.
  - Again this year, MCSP sponsored purple beads to all students in the middle school for a day-long “Purple Washout” to promote awareness of mental health and suicide prevention.
- ***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-*** 2023 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 70 children received a gift card through this partnership.
- **Holiday Giving:** In December of 2023, the Medfield Outreach Holiday Gifts Program approximately 50 families reaching over 90 children. 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 45 families.
  - Fitness Together in Medfield hosted a giving tree that supported additional families.
  - The staff and students of the Medfield High School INVEST program purchased and donated new hats, gloves, and chapsticks.
  - Another individual who works in Medfield and wishes to remain anonymous sponsored a family for the fifth year in a row.
  - Knights of Columbus Cassidy Council #5231 again provided two large boxes of brand-new winter coats for youth, keeping many children warm this winter.
  - Several private donors provided new clothing, toys and gift cards for families in Medfield.
  - 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 for the Community Assistance Fund “CAF” 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.

- **Volunteer programming** - Medfield Outreach hosts volunteers of all ages to assist with prevention programming. Opportunities arise throughout the year within both the Coalition for Suicide Prevention and Medfield Cares About Prevention.. Assistance with youth prevention programs, parent education programs, and hands-on assistance during Medfield Day are available annually. All volunteering is time limited with a specific purpose. Board member openings are anticipated for 2024 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 2023, 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 Select Board  
and Residents of Medfield:

The Council on Aging mission is to foster an atmosphere of wellness by addressing the emotional, social, and physical and often, spiritual needs of individuals and their families during the aging process. Our focus is to enhance the quality of life and promote independence through the sharing of information, programming, services, and referrals to appropriate agencies.

The Center offers valuable services to our senior community and their families by providing transportation, meals, counseling, and a variety of other benefits. The Council on Aging is under the guidance of an appointed board. Those currently serving are Robert Heald, Chairman, Richard Ryder, Annette Wells, Patty Byrne, and Rose Thibault. The Council on Aging staff includes Sarah Hanifan, Director, Susan Longmoore, Outreach Coordinator, Lois Abramo Volunteer/Program Coordinator, Dennis Bates, Transportation Coordinator/Building Support, Adult Respite Care staff Dianne Croteau, Coordinator and Ann Hunter and Saturday staff Vicky Ferguson, Anne Marie Gieskes, Priscilla Lyons, Alex Benjamin and Arlene DiDonato.

The Council on Aging offers a very active Outreach/Social Service coordination through collaboration with other human service agencies, voluntary organizations, governmental agencies, area agencies on aging and other in the community to provide services to the older adults in the community. Assistance in obtaining housing, home care services, long term care placement, caregiver support, food stamps, fuel assistance, low vision support, monthly legal clinics and SHINE appointments (Serving the Health Insurance Needs of Elders) and more are available through the Centers Outreach Department.

The Centers success is because of all the volunteers and participants that support the many programs and services we offer. Last year 78 volunteers provided over 6,587 hours of service to different town departments, including the Center.

The youth in Medfield help with the Snow Shoveling program which provides seniors a shoveled walkway and mailbox area during the winter months. Several high school students also volunteered to help clean up around the building and some seniors' homes.

The Center hosts a AARP Tax-Aide Program which provides free personal income tax assistance and preparation to low-moderate income taxpayers, with special attention to those ages 60 and older. Counselors, under the direction of the local coordinator, provide tax assistance and preparation service to clients. In 2022 the Center provided tax preparation assistance to 75 individuals. We estimate that this free service saved those taxpayers a total of between \$11,250 and \$15,000.

Medfield's Tax Work-Off Program for senior homeowners aged 60 and over continues to provide benefit to town departments and helps to reduce the real estate tax obligation for participants. Senior workers were placed in the Library, Assessors, Board of Health, Animal Shelter, Clerk, Conservation, DPW Departments, along with schools and the COA. The 2023 Tax Work-Off Volunteers provided 3,8865 hours of service to town departments. Each participant completing their hours reduced their real estate taxes by nearly \$1,000.

The following is a sampling of the services the COA provides: 14 fitness and exercise, educational and social programs, food shopping assistance, friendly visiting, individual and group support, health benefits counseling, health screenings, health services, assistance with fuel and food stamp applications, supporting home delivered meals, home repair referrals, housing assistance, medical equipment loans, legal assistance, pre-retirement support, snow shoveling program, the Club program, transportation, wellness checks, salon services, tax work-off program and a variety of unique trips.

The Respite Program (The Club) had an average of 12 participants who attend the 2-day program each week. This program is under the direction of Dianne Croteau and support of Medfield resident, Ann Hunter. The program is offers respite care (supervised companionship) and has shown to be an excellent option for caregiver.

The chart below shows the age range of unduplicated active participants in FY2023

**People that were active between 07/01/2022 and 06/30/2023**

<u>Age Range as of 06/30/2023</u>	<u>Count</u>	<u>Percent</u>
<u>Ages 55-59</u>	<u>10</u>	<u>0.7%</u>
<u>Ages 60-64</u>	<u>45</u>	<u>3.3%</u>
<u>Ages 65-69</u>	<u>122</u>	<u>9.0%</u>
<u>Ages 70-74</u>	<u>147</u>	<u>10.8%</u>
<u>Ages 75-79</u>	<u>342</u>	<u>25.2%</u>
<u>Ages 80-84</u>	<u>268</u>	<u>19.7%</u>
<u>Ages Below 55</u>	<u>6</u>	<u>0.4%</u>
<u>Ages Over 85</u>	<u>406</u>	<u>29.9%</u>
<u>Unknown</u>	<u>11</u>	<u>0.8%</u>
<u>Totals</u>	<u>1357</u>	<u>100%</u>

Respectfully submitted,

Sarah Hanifan, Director  
Robert Heald, Chairman  
Richard Ryder  
Annette Wells  
Patty Byrne  
Rose Thibault



## PARK AND RECREATION COMMISSION

To the Honorable Select Board  
and Residents of Medfield:

The Medfield Parks & Recreation Commission is a five member, elected board of volunteers charged with the responsibility of providing safe affordable programs to Medfield residents of all ages in well-maintained facilities. The Parks & Recreation Department manages 13 acres of landscaping and 19 acres of athletic fields, including the Pfaff Community Center, Metacomet Park, McCarthy Park, Baxter Memorial Park, Meeting House Pond, and Hinkley Park & Swim Pond. We also perform groundskeeping and landscaping services for the Town Hall, Library and Public Safety Building, as well as several historical buildings including the Dwight Derby House, Lowell-Mason House and the Historical Society at the Medfield Library Annex.

The Commission's responsibilities include recruiting and hiring qualified personnel; creating policies; generating diversified recreational and enrichment opportunities; monitoring the maintenance schedule for the properties we maintain; and advising the Director to achieve the goals set forth in the Park & Recreation Comprehensive Master Plan. The Parks and Recreation department is comprised of a Director, Program Coordinator, and an Equipment Operator/Landscaper. Additional independent contractors and instructors are recruited to teach programs throughout the year and seasonal employees are hired for our summer camps and Hinkley Swim Pond. The department's responsibilities include creating, implementing, evaluating and adjusting year-round opportunities to recreate; establishing fiscal and personnel plans to complete the objectives for each program; monitoring public property usage; and implementing an ongoing maintenance plan for the properties we oversee.

In 2023, we welcomed our new Director Katie Walper. Our department implemented new policies and procedures for Birthday Parties, Rental Groups for use of various facilities as well as a robust and fiscally responsible new Refund Policy. We are currently conducting a field study to ensure the quality of our fields continue to be well maintained. In summer 2023 our Hinkley Swim Passes went to a FOB system, so patrons who have a seasonal swim passes simply scan in. Our Summer Camps sold out quickly again, and without additional space we will not be able to expand on camp offerings. Our Marlins Summer Swim Team did great, and we look forward to hosting home swim meets in Summer 2024. Lastly, in summer, we were able to hire and employ around 80 part-time seasonal employees who did a fantastic job. Without out seasonal help, we would not be as successful.

As summer turned to fall, we were able to offer a variety of different programs including Pre-K, Kinder and Micro Soccer, Musical Theatre, Paint Nights, and Kids' Night Out. We also added some new programs like Crystal Quest, Mass Audubon Animal Exploration, Puzzlepalooza, and various Music Classes just to name a few. We developed some new special events like Movie Nights, Easter Egg Hunt, and Lucky Leprechaun search in the parks.

The McCarthy Memorial Fields was awarded the Fields of Excellence from Pioneer Athletics. Summer Camp was awarded Best Summer Camp from both Hometown Weekly and Community Kangaroo for Southern Massachusetts.

The department is dedicated to providing quality and affordable programs that enhance the quality of life for Medfield residents of all ages and continues to see an increase in participation in its programs and summer camps. Parks & Recreation continues to be a vital and affordable resource that brings our community together and focuses on the health and wellness of our great Town.

We're excited to announce that in 2024 we will break grounds on a new Hinkley Playground. We cannot thank Hinkley Helpers enough who led the effort to get this project off the ground and raised a majority of the funds to replace the current playground. Our hopes in 2024 is to complete the new playground, pave the parking lot of Hinkley, add a disc golf course to town, and replace the existing lights at Metacomet Tennis Courts. The Recreation department, as well as the Commission, also acknowledges some future projects such as re-surfacing Metacomet Tennis Courts, re-paving McCarthy Memorial Driveway/Parking lots, adding pickleball courts to town, as well as a new recreation center. We are excited that we have more residents participating in our programs, however with limited space we often have to turn people away as we simply do not have enough space to accommodate higher numbers.

The department would like to thank the many parents and other residents who volunteer their time on weekends and weeknights to our programs AMAZING as well as affordable. We have volunteers for soccer, basketball, T-Ball and we are

lucky to get parents to volunteer for our Middle School Ski Club trips in the winter. It doesn't get said enough, but **THANK YOU** for all your help, input, resources and time that you put in to help make our department function!

Respectfully submitted,

Katie Walper, Director of Parks & Recreation  
Jacqui Conley, Program Coordinator  
Brian Schools, CPSI, Equipment Operator/Landscaper

**Mel Seibolt, Chairman**

Lauren Beitelspacher

Rob Tatro

Tim Walsh

Kirsty Young

## **TREE WARDEN AND INSECT CONTROL DEPARTMENT**

To the Honorable Select Board  
and Residents of Medfield:

This report is for the calendar year ending December 31, 2023

The Town contracts with a Tree Service Company as the Department consists only of a Tree Warden position which is a part-time position in the Town of Medfield. Stumpy's Tree Service is the Town's current contractor working under the first year of their two-year contract.

There were approximately 25 calls from the Police Department for tree damage due to high winds this past year. Many of the trees needed the assistance of Eversource crews as high voltage electric lines were damaged by large limbs and full uprooted trees.

Fifteen (15) stumps were removed by grinding them with a shared stump removal machine.

Five (5) trees were planted in 2023, all at the Vinelake Cemetery. One of the newly planted trees was chosen for an Arbor Day Proclamation ceremony to continue the Town's dedication to environmental awareness and keeping the Town's Tree City USA status.

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.

We recommend that all firewood be purchased locally due to the concerns of the Asian Long-horned Beetle. The Winter Moths are also damaging the Hemlock trees around town.

The presence of Lyme disease is still prevalent.

The ongoing line clearing by Eversource is continuing on the following streets: West Mill Street, West Street and the entire length of Main Street from the Dover Town Line to the Millis Town Line. The project was overseen by an Eversource Arborist and the Tree Warden.

The following streets have been accepted by Town Meeting in years past 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.* Eversource is required to have a public hearing in reference to the removal of trees that are on these Town scenic roads. The Eversource arborist and the Medfield Tree Warden determined that some Ash, Maple and Pine trees have been damaged due to severe storms and/or the Emerald Ash Borer beetle, and subsequently must be removed.

The Tree Department would like to thank Stanley Tree and Stumpy's Tree Service 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 1<sup>st</sup> of that year. This notice must be given each year.

Respectfully submitted,

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

# **NORFOLK COUNTY REGISTRY OF DEEDS**

**2023 Annual Report to the Town of Medfield**

**William P. O'Donnell, Register**

**649 High Street, Dedham, MA 02026**

This year saw some significant milestones and achievements for the Norfolk County Registry of Deeds. We were proud to release our third volume of Notable Lands Records, titled “We Remember Our Veterans,” in honor of the veterans of Norfolk County. Also, The Registry, in partnership with Quincy Access Television, achieved national recognition by winning the “Best of Experimental Access Center Professional” award at the 2023 Hometown Media Awards.

The release of the “We Remember Our Veterans” booklet was commemorated with an open house with keynote speaker Secretary of Veteran Service Jon Santiago. The third edition of Notable Lands Records is a tribute to the brave men and women of Norfolk County, from the Revolutionary War to present-day peacekeepers. The booklet features detailed stories of veterans all throughout the 28 communities that make up Norfolk County, including Rear Admiral Jeffrey A. Cook from **Medfield**.

The “Best of Experimental Access Center Professional” award is given to individuals or teams who have demonstrated exceptional creativity, innovation, and impact in their work and was presented by the Alliance for Community Media Foundation for the segment “History Comes Alive, Norwood Town Hall,” an extension of a History Comes Alive land record project at the Norfolk County Registry of Deeds.

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.

## **2023 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 2023, **the Registry collected approximately \$51.2 million dollars in revenue.** Out of that money, more than \$45.7 million was apportioned to the Commonwealth and more than \$5.4 million was disbursed to Norfolk County in the form of deeds excise taxes and recording fees and surcharges. Of that money in accordance with M.G.L. Ch. 64D Sect. 12(a) not less than 40 per cent shall be disbursed and expended for the automation, modernization and operation of the registries of deeds. There was collected \$4,363,400 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 2,750.** The Registry recorded more than **74,500 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 73%. This technology alone brought in close to \$44 million.
- In 2023, we shelved Registry of Deeds Book 41575. At the end of 2023, we were processing the documents for Book 41583. 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 2023, the Registry processed nearly **9,700 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](http://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](http://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. Over 2,000 Norfolk County residents have signed up for this free service. For more information, please see our website at: [www.norfolkdeeds.org](http://www.norfolkdeeds.org).
- In 2023 we continued our partnerships with, among others, Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the Veterans Affairs Boston Healthcare System Voluntary Service Program, Circle of Hope in Needham, United Parish's Thrifty Threads, St. Vincent de Paul in Plainville, St. Francis House in Boston, Suits and Smiles in Jamaica Plain, InnerCity Weightlifting and New Life Furniture Bank of Massachusetts in Walpole to assist those who are in need of clothing as well as 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, 2023 – December 31, 2023**

During 2023, **Medfield** real estate activity saw a decrease in the total number of deeds and number of mortgages recorded.

There was a significant decrease in the number of documents recorded at the Norfolk County Registry of Deeds for **Medfield** in 2023; a decrease of 649 documents from 2,481 to 1,832.

The total volume of real estate sales in **Medfield** during 2023 was \$162,483,616, an 18% decrease from 2022. The average sale price of homes and commercial

property remained steady decreasing only 1% in **Medfield**. The average sale price was \$939,212.

The number of mortgages recorded (340) on **Medfield** properties in 2023 was down 38% from the previous year. Also, total mortgage indebtedness decreased 40% to \$169,998,081 during the same period.

There were no foreclosure deeds filed in **Medfield** during 2023, the same number recorded the previous year. The total number of notices to foreclose was 6, equal to the number last year.

Homestead activity decreased by 13% in **Medfield** during 2023, with 247 homesteads filed compared to 285 in 2022.

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,



William P. O'Donnell  
Norfolk County Register of Deeds



**MEDFIELD PUBLIC SCHOOLS**  
**REPORT FOR THE YEAR ENDING**  
**DECEMBER 31, 2023**

## 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.

We would like to acknowledge that your responsibilities extend beyond the roughly 2,600 students in our district and their families. In addition to the staff of over 450 teachers, administrators, other professionals, and our school committee, you collaborate with many town departments, surrounding towns, and educational and professional organizations. 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 continuing this successful partnership across the town departments, and thank you and the administration, faculty, staff, and community members for helping us to achieve our goals while providing the best opportunities for all Medfield students.

### **2023 Highlights:**

One of the most important achievements was the approval and initial [2023-2028 Strategic Plan](https://online.fliphtml5.com/yxekh/cotb/#p=1), (<https://online.fliphtml5.com/yxekh/cotb/#p=1>). The Strategic Plan Steering Committee comprised of students, teachers, parents, administrators, and members of the School Committee developed the plan, which was launched in September. The strategic plan establishes our direction for the next 5 years by identifying priorities, strategies, key actions, and a Dashboard to report back on the performance of the plan. In addition, the School Committee also approved an updated mission statement, core values, and vision statement as part of the process which are summarized below:

Medfield Public Schools  
**Strategic Plan** | 2023-2028

**Our Mission**  
The Medfield Public Schools, in partnership with families and the community, fosters a safe, inclusive learning environment, empowering our students to meet high standards, adapt to change, and become responsible, contributing members of society.

**Our Vision**  
Embracing our time together to empower students to make a meaningful difference

**Our Core Values**  
Inclusivity • Respect  
Responsibility • Continuous Growth

**Priorities and Strategies**  
After developing a mission, core values, and a vision, the Strategic Plan Steering Committee began the work of developing the priorities that will serve as the core focus of district improvement for the next five years.

- 1 Safety, Belonging, and Well-Being
- 2 Community Engagement and Communication
- 3 Curriculum, Instruction, and Assessment
- 4 Finance, Facilities, and Personnel





While we are very excited to implement the Strategic Plan, we were disappointed in December to learn that we were not accepted into the MSBA program to support a New or Renovated/Addition Elementary School. Despite this disappointment, we were pleased with the progress of the School Building Committee, and remain committed to finding a viable solution for our students, residents, and administration. (School Building Committee progress can be seen using this link - [See Link](#) or <https://www.town.medfield.net/2148/School-Building-Committee>)

In addition to the above, some additional highlights of the year are outlined below:

- Selection and implementation of new K-5 Mathematics program and program review of Pre-K-5 Literacy program.
- Expansion of Parent-Teacher conferences with over 1,500 parents participating across both Blake and the High School
- Superintendent delivery of the first [“State of the Schools”](https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/775/Medfield_Public_Schools/2939080/State_of_our_Schools_2023_Spread_1.pdf) ([https://core-docs.s3.amazonaws.com/documents/asset/uploaded\\_file/775/Medfield\\_Public\\_Schools/2939080/State\\_of\\_our\\_Schools\\_2023\\_Spread\\_1.pdf](https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/775/Medfield_Public_Schools/2939080/State_of_our_Schools_2023_Spread_1.pdf)) document that was shared with the entire town and focused on key budget information and relevant school information.
- Initiated active process to examine the potential benefits and challenges of adjusting school start times for the 2025-2026 school year
- Launched the [Strategic Plan Dashboard](https://lookerstudio.google.com/u/0/reporting/79b7271e-3613-48d4-8379-1820c3fd5283/page/qNw5C), (<https://lookerstudio.google.com/u/0/reporting/79b7271e-3613-48d4-8379-1820c3fd5283/page/qNw5C>) to provide a visual "scorecard" of progress with our newly adopted Strategic Plan.
- School Committee and the Board of Selectmen jointly sponsored Article 20 to appropriate \$250,000 to be expended by the School Building Committee as they work towards a new or renovated Elementary school.

- Commitment to complete the modernization and migration of the School Committee Policy Manual to make it easier to access and navigate all policies.
- Ongoing partnership with Medfield Cares About Prevention including official Support for “[Raising the Bar](https://core-docs.s3.us-east-1.amazonaws.com/documents/asset/uploaded_file/775/Medfield_Public_Schools/3728321/School_Committee_Raising_the_Bar_11.16.23.pdf)”, ([https://core-docs.s3.us-east-1.amazonaws.com/documents/asset/uploaded\\_file/775/Medfield\\_Public\\_Schools/3728321/School\\_Committee\\_Raising\\_the\\_Bar\\_11.16.23.pdf](https://core-docs.s3.us-east-1.amazonaws.com/documents/asset/uploaded_file/775/Medfield_Public_Schools/3728321/School_Committee_Raising_the_Bar_11.16.23.pdf)) which is a Town-wide initiative to keep youth events substance-free.
- Community Engagement and Communication initiatives have progressed with site council members now joining principals for School Committee status meetings, assigning School Committee members to each school’s PTO and SEPAC, regularly scheduled “Informal Conversations” with School Committee members, and weekly School Updates on Social Media with over 1,000 followers.  
(See example - <https://www.facebook.com/MedfieldSC/>)

Overall we are pleased with the progress, and 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 Special Education Parent Advisory Council (SEPAC), Medfield Coalition for Public Education (MCPE), the Medfield Parent Teacher Organizations, (PTOs), the Medfield Foundation (MF), the Medfield Music Association (MMA), other supporting organizations, and the amazing families who make educating all children a top priority in our district.

Finally, I would like to thank my colleagues on the School Committee; Michelle Kirkby, Leo Brehm, Will Horne, and Diana Frascella for their great work and positive attitude, along with Anna Mae O’Shea Brooke, Jess Reilly, and Kristin Simonini who also served during the year. I also want to thank Molly Chin, our student representative on the School Committee along with our class reps and Site Council members. 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 our meetings, subcommittees, negotiations, budget discussions, and community organizations.

Overall we had a great year, and look forward to working with you in the year ahead.

With gratitude,  
 Tim Knight  
 School Committee Chair

# **MEDFIELD PUBLIC SCHOOLS**

## **Enrollment Figures**

**As of October 1, 2023**

### **Memorial School**

Pre - K	40
Kindergarten:	193
Grade 1:	177

### **Ralph Wheelock School**

Pre - K	11
Grade 2:	207
Grade 3:	182

### **Dale Street School**

Grade 4:	206
Grade 5:	198

### **Thomas A. Blake Middle School**

Grade 6:	193
Grade 7:	192
Grade 8:	200

### **Amos Clark Kingsbury High School**

Grade 9:	163
Grade 10:	176
Grade 11:	175
Grade 12:	185
Invest Program:	6

**Total: 2504**

# 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 2023. The Fiscal Year 2024 budget was \$41,176,784 or an increase of 4.23%. In FY24, the District will fund 51 positions using grants, tuitions, and fees totaling over \$4 million dollars. We continue to search for creative funding solutions. We thank you for supporting our FY24 budget at the Annual Town Meeting. In 2023, we also revamped our traditional “Budget Mailer” document into a “State of the Schools” report that highlighted important statistical data, as well as spotlights on student alumni and educators in the district. The “State of the Schools” was mailed to every household in Medfield.

## **Enrollment**

Our December 31, 2023 enrollment was 2497. The enrollment by school was: Memorial (PreK-1): 422; Wheelock (2-3): 389; Dale Street (4-5): 404; Blake Middle (6-8): 581; and High School (9-12): 701. We have several indications that we are approaching higher elementary enrollment for the next few years. An increase of birth rates, and impending construction all point to a potential increase in student enrollment. Most of the new students in 2023 entered our elementary schools. We will continue to work closely with town officials to monitor the factors that increase our enrollment.

## **Medfield Strategic Plan**

Our new 5 year strategic plan was developed with a Strategic Plan Steering Committee. This Committee was comprised of students, teachers, parents, administrators, and School Committee members. Our five year plan focuses on:

- Safety, Belonging, and Well-Being
- Community Engagement and Communication
- Curriculum, Instruction, and Assessment
- Finance, Facility, and Personnel

Our plan can be found at <https://online.fliphtml5.com/yxekh/cotb/#p=1> along with the reporting dashboard at [https://lookerstudio.google.com/u/0/reporting/79b7271e-3613-48d4-8379-1820c3fd5283/page/p\\_0u758bk09c](https://lookerstudio.google.com/u/0/reporting/79b7271e-3613-48d4-8379-1820c3fd5283/page/p_0u758bk09c)

## **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, equity, mathematics, assessment, reading instruction, 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, equity and belonging, technology and other leadership issues.

### **Early Childhood Learning**

Medfield understands the important role early childhood learning has in the success of our students in the future years. In 2023, we offered a Full Day Kindergarten Program for a seventh year and expanded our Preschool offerings. We had 191 students enrolled in our tuition-based Full Day Kindergarten Program. We are pleased to offer these outstanding learning experiences for our youngest students. However, if our 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 and achieved top ten scores in Massachusetts in the following grades:

- Grade 3 ELA and Math
- Grade 5 ELA and Math
- Grade 7 ELA
- Grade 8 Science
- Grade 10 Science

The district continues to use test data to improve curriculum and instruction and we anticipate additional gains. 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 Medfield High School PTO, SEPAC, and Medfield Music Association for providing assistance to our schools. These organizations continue to offset the costs of programming, 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](http://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	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	79%	N/A	89%	83%	85%
Exceeding Expectations	20%	N/A	37%	23%	33%
Meeting/Expectations	59%	N/A	52%	60%	52%
Partially Meeting Expectations	19%	N/A	11%	17%	14%
Not Meeting Expectations	2%	N/A	0%	0%	1%

## GRADE 10 – MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	83%	N/A	81%	83%	82%
Exceeding Expectations	35%	N/A	31%	27%	28%
Meeting/Expectations	49%	N/A	50%	56%	55%
Partially Meeting Expectations	15%	N/A	19%	16%	16%
Not Meeting Expectations	1%	N/A	0%	1%	1%

## GRADE 10 – SCIENCE AND TECH/ENGINEERING

Achievement Level	2019	*2020	*2021	2022	2023
Meeting/Exceeding Expectations	93%	N/A	N/A	91%	86%
Exceeding Expectations	54%	N/A	N/A	32%	39%
Meeting/Expectations	39%	N/A	N/A	60%	48%
Partially Meeting Expectations	6%	N/A	N/A	8%	14%
Not Meeting Expectations	1%	N/A	N/A	1%	0%

## GRADE 8 - ENGLISH LANGUAGE

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	66%	N/A	69%	62%	68%
Exceeding Expectations	14%	N/A	9%	9%	10%
Meeting/Expectations	52%	N/A	60%	53%	58%
Partially Meeting Expectations	31%	N/A	28%	34%	27%
Not Meeting Expectations	3%	N/A	3%	4%	5%

## GRADE 8 - MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	66%	N/A	56%	63%	61%
Exceeding Expectations	13%	N/A	8%	12%	9%
Meeting/Expectations	52%	N/A	47%	51%	51%
Partially Meeting Expectations	32%	N/A	42%	33%	34%
Not Meeting Expectations	2%	N/A	3%	4%	5%

\* MCAS canceled due to COVID-19 Pandemic

# MCAS Annual Comparisons

## GRADE 8 - SCIENCE

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	73%	N/A	74%	76%	75%
Exceeding Expectations	21%	N/A	22%	13%	20%
Meeting/Expectations	52%	N/A	52%	63%	55%
Partially Meeting Expectations	25%	N/A	23%	23%	22%
Not Meeting Expectations	2%	N/A	2%	2%	3%

## GRADE 7 - ENGLISH LANGUAGE ARTS

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	80%	N/A	68%	76%	77%
Exceeding Expectations	15%	N/A	14%	15%	19%
Meeting/Expectations	65%	N/A	55%	61%	58%
Partially Meeting Expectations	19%	N/A	29%	20%	18%
Not Meeting Expectations	2%	N/A	3%	4%	5%

## GRADE 7 – MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	81%	N/A	55%	68%	69%
Exceeding Expectations	25%	N/A	6%	11%	14%
Meeting/Expectations	56%	N/A	49%	57%	55%
Partially Meeting Expectations	17%	N/A	41%	26%	24%
Not Meeting Expectations	2%	N/A	4%	6%	7%

## GRADE 6 - ENGLISH LANGUAGE ARTS

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	80%	N/A	74%	66%	72%
Exceeding Expectations	19%	N/A	18%	10%	15%
Meeting/Expectations	61%	N/A	56%	56%	57%
Partially Meeting Expectations	18%	N/A	21%	29%	22%
Not Meeting Expectations	2%	N/A	4%	5%	6%

## GRADE 6 – MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	77%	N/A	56%	70%	60%
Exceeding Expectations	18%	N/A	7%	4%	10%
Meeting/Expectations	59%	N/A	50%	66%	51%
Partially Meeting Expectations	22%	N/A	38%	26%	35%
Not Meeting Expectations	1%	N/A	6%	4%	5%

\* MCAS canceled due to COVID-19 Pandemic

## MCAS Annual Comparisons

### GRADE 5 - ENGLISH LANGUAGE ARTS

<b>Achievement Level</b>	<b>2019</b>	<b>*2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Meeting/Exceeding Expectations	73%	N/A	71%	67%	76%
Exceeding Expectations	6%	N/A	11%	11%	10%
Meeting/Expectations	67%	N/A	60%	56%	65%
Partially Meeting Expectations	26%	N/A	27%	29%	20%
Not Meeting Expectations	1%	N/A	2%	5%	4%

### GRADE 5 – MATHEMATICS

<b>Achievement Level</b>	<b>2019</b>	<b>*2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Meeting/Exceeding Expectations	65%	N/A	64%	76%	73%
Exceeding Expectations	6%	N/A	10%	15%	13%
Meeting/Expectations	59%	N/A	54%	60%	61%
Partially Meeting Expectations	33%	N/A	30%	20%	24%
Not Meeting Expectations	2%	N/A	5%	4%	3%

### GRADE 5 - SCIENCE

<b>Achievement Level</b>	<b>2019</b>	<b>*2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Meeting/Exceeding Expectations	64%	N/A	69%	69%	66%
Exceeding Expectations	6%	N/A	8%	14%	16%
Meeting/Expectations	58%	N/A	60%	54%	51%
Partially Meeting Expectations	32%	N/A	26%	28%	28%
Not Meeting Expectations	4%	N/A	5%	3%	6%

### GRADE 4 - ENGLISH LANGUAGE ARTS

<b>Achievement Level</b>	<b>2019</b>	<b>*2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Meeting/Exceeding Expectations	70%	N/A	78%	64%	68%
Exceeding Expectations	14%	N/A	13%	13%	16%
Meeting/Expectations	57%	N/A	66%	51%	53%
Partially Meeting Expectations	27%	N/A	18%	29%	29%
Not Meeting Expectations	3%	N/A	4%	7%	3%

### GRADE 4 – MATHEMATICS

<b>Achievement Level</b>	<b>2019</b>	<b>*2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Meeting/Exceeding Expectations	70%	N/A	66%	74%	82%
Exceeding Expectations	17%	N/A	11%	18%	20%
Meeting/Expectations	53%	N/A	55%	56%	62%
Partially Meeting Expectations	26%	N/A	30%	21%	16%
Not Meeting Expectations	5%	N/A	5%	5%	2%

\* MCAS canceled due to COVID-19 Pandemic

# MCAS Annual Comparisons

## GRADE 3 - ENGLISH LANGUAGE ARTS

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	80%	N/A	77%	72%	75%
Exceeding Expectations	17%	N/A	22%	9%	16%
Meeting/Expectations	63%	N/A	56%	63%	60%
Partially Meeting Expectations	19%	N/A	20%	25%	23%
Not Meeting Expectations	2%	N/A	3%	4%	2%

## GRADE 3 - MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023
Meeting/Exceeding Expectations	71%	N/A	54%	67%	78%
Exceeding Expectations	17%	N/A	12%	12%	17%
Meeting/Expectations	54%	N/A	42%	55%	61%
Partially Meeting Expectations	24%	N/A	39%	30%	21%
Not Meeting Expectations	4%	N/A	7%	4%	1%

\* MCAS canceled due to COVID-19 Pandemic

**MEDFIELD PUBLIC SCHOOLS**  
**STAFF DIRECTORY**  
**CENTRAL OFFICE**

<b>Name</b>	<b>Position</b>	<b>Appointment</b>
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
Colleran, Amy	Director of Facilities	2018
Fahey, Caitlin	Director of Food Service	2019
Moores, Andrea	Administrative Assit. 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 to Director of Student Services	2019
Durkey, Marleen	Student Services Secretary	2023
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 M.Ed., Simmons College	2021
Ballou, Katherine	Science Teacher	BS, Stonehill College M.Ed., Boston College M.Ed., Endicott College	2004
Barrows, Zachary	Social Studies Teacher	BA, Univ. of Massachusetts M.Ed., American Int. College	2014
Becker, Russell	Adjustment Counselor	BA, College of Charleston MA, University of Pennsylvania	2015
Bellinger, Brian	Wellness Teacher	BS, Ithaca College M.Ed., Boston University	2022
Bennett, Elizabeth	Nurse	BS, Simmons College BA, Framingham State College	2015
Benoit, Matthew	Technology Assistant	BA, University of Rhode Island	2020
Berry, Orla	Science Teacher	BS, National University of Ireland M.Ed., Univ. of Massachusetts	2004
Bielik, Jason	Music Teacher/Band Director	BA, Univ. of Massachusetts MA, Univ. of Massachusetts	2018
Bliss, Kelly	Math Teacher	BS, University of Connecticut MS, University of Connecticut	2022
Bon Temp-Amato, Sophia	Special Education Teacher	BS, Springfield College MS, Assumption College	2021
Broks, Ksenija	English Teacher	BA, Smith College MA, Simmons College	2011
Brown, Philip	Science Teacher	BA, University of Aberdeen GCert., Univ. of Aberdeen	2011
Brown, Sarah	English Teacher	BA, Syracuse University M.Ed., Simmons College	2009
Buckingham, Rachel	Social Studies Teacher	BA, University of San Diego MA, University of San Diego	2016
Burke, Bailey	Science Teacher	BA, Stonehill College M.Ed., Bridgewater State Univ.	2011
Cambridge, Jeffrey	Wellness Teacher	BS, Bridgewater State Univ. M.Ed., Endicott College	2007
Chamberlain, Madeline	English Teacher	BA, McGill University MA, Tufts University	2008
Chojnowski, John	Special Education Teacher	BS, Bridgewater State University M.Ed., Wheelock College	2023
Clark, Elena	Math Teacher	BA, Boston College M.Ed., Boston College	2020
Cotter, Michael	Social Studies Teacher	BA, Harvard University JD, Yale University	2017
Coutinho, Paul	Wellness Teacher	BS, Southern Connecticut Univ. MS, Northeastern University	2002
Cowell, Kerry	Librarian	BA, Bridgewater State Univ. M.Ed., Bridgewater State Univ.	2002
Cowell, Michael	Physics Teacher	BA, Univ. of Massachusetts M.Ed., Bridgewater State Univ.	2013
Danielski, Meghan	Special Education Teacher	BA, Univ. of Massachusetts M.Ed., Univ. of Massachusetts	2016
DiLuzio, Alyse	Guidance Counselor	BS, Providence College MS, Boston College	2020

# MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
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	Admin. Assist. to Principal	BS, Boston College	2017
Flanagan, Jacqueline	Math Teacher	BS, Boston University MS, Suffolk University	1996
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
Goodwin, Jared	Special Education Coach	BA, Rhode Island College MA, Fitchburg State College	2021
Grolnic, Linda	Special Education Teacher	BA, Univ. of Massachusetts	2007
Hamilton, Paula	World Language Teacher	BA, Framingham State College MA, University of Chicago	2012
Hardiman, Brittany	Nurse	BS, Boston College MS, Worcester State College	2018
Hester, Ellen	Speech Language Pathologist	BA, Univ. of Massachusetts MA, Worcester State College	2023
Higger, Sara	Art Teacher	BA, Boston University M.Ed., RI School of Design	2017
Holms, Matthew	World Language Teacher	BA, Rutgers University MA, University of Georgia	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
Kincaid, Garland	Social Studies Teacher	BA, University of Colorado MS, SUNY Potsdam	2007
Kraemer, Michael	Math Teacher	BA, College of Holy Cross MA, Bridgewater State Univ. MS, Worcester Polytechnic Inst.	1987
Lee, Simone	Admin. Assist. 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
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

# MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Mandosa, Francis	English Teacher	BA, St. Anselm College M.Ed., Cambridge College	2002
Marks, Stephen	Wellness Teacher	BS, Ithaca College	2023
Mason, Michael	Assistant Athletic Director	MA, Ohio Northern University BA, Bridgewater State College	2023
McGrory, Gretchen	Admin. Assist. Guidance	BA, Boston College	2021
Mioduszewski, Kathleen	Math Teacher	BA, Assumption College	2021
Morin, Thomas	Social Studies Teacher	MA, Framingham State College BA, Colgate University Cert., Bridgewater State JD, New England School of Law	2005
Northrup, Andrew	Physics Teacher	BS, Univ. of Massachusetts MS, Univ. of Texas	2022
Noonan, Christine	Special Education Teacher	BA, Quinnipiac University MA, Long Island University	2023
Oasis, Perry	Social Studies Teacher	BA, Brown University MA, Brown University	2016
Ormberg, Erik	Guidance Counselor	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	MA, American College of Education BA, University of Kentucky	2006
Reilly, Colby	Biology Teacher	MA, Hobart William Smith Colleges MA, College of The Atlantic S.D., Baylor University	2020
Reynolds, Morgan	English Teacher	BA, Chester College of NE MA, Simmons College	2013
Rimbey, Ashley	Chemistry Teacher	BA, Elizabethtown College	2019
Rodenhiser, Sarah	World Language Teacher	M.Ed., Lebanon Valley College BA, Bowdoin College	2000
Rose, Pirelli	Special Education Teacher	MA, Middlebury College M.Ed., Lesley University	2023
Rosenberg-Penn, Mark	Social Studies Teacher	MA, Tufts University 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
Sancher, Bethan	English Teacher	BA, Brigham Young University MA, Framingham State College	2007
Sawtelle, Gwynne	English Teacher	MA, Endicott College BA, Dickinson College	2007
Scott, Eric	Athletic Director	MA, Simmons College BS, Bridgewater State	2012
Seri, Leora	World Language Teacher	BA, Bates College	2006
Shaffer, Karen	Business Teacher	MA, Middlebury College BA, University of Phoenix	2019
Sieber, Colleen	English Teacher	MA, Clarion University BS, Assumption College	2010
Smith, Kathleen	Admin. Assist. Main Office	M.Ed., Endicott College BA, Mass. College Liberal Arts MS, Boston University	2014

## 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
		M.Ed., Framingham State College	
Tevis-Finn, Julie	Social Studies Teacher	BA, Boston College	2011
Thomas, Andrea	Wellness Teacher	BA, Wilfrid Laurier University	2023
Toubman, Ellen	World Language Teacher	BA, Connecticut College	2002
		M.Ed., Harvard University	
Tremblay, Ann Marie	Music Teacher	BA, Maryland University	2016
		MA, The Boston Conservatory	
Welling, Veronique	World Language Teacher	MA, The Boston Conservatory	2004
		BA, Univ. of Massachusetts	
		MA, Univ. of Massachusetts	
		M.Ed., Boston Conservatory	
Williamson, Holly	ELL Teacher	BA, Univ. of Massachusetts	2016
		M.Ed., Simmons College	
Worthley, David	Director of SEL	BS, Eastern CT University	2016
		M. Ed., Boston University	
		M. Ed., Endicott College	
Worthley, Stephanie	Guidance Department Chair	BS, Springfield College	2006
		M.Ed., Springfield College	
		M.Ed., Endicott College	
Wren-Burgess, Bonnie	English Teacher	BA, Boston University	2002
		MA, Simmons College	
Zhang, Xuguang	World Language Teacher	BA, Jinlin College of Arts	2015
		M.Ed., Brandeis University	

## 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 MA, University of Buffalo	2011
Alland, Emily	Social Studies Teacher	BA, Western NE College M.Ed., Simmons College	2007
Allen, Tracy	Guidance Counselor	BA, Vassar College MA, Boston College	2004
Avery, Deborah	Admin. Assistant, Guidance	BA, Ithaca College	2011
Balardini, Stacey	Special Education Teacher	BA, Providence College MA, Wheelock College	2000
Batts, Maura	World Language Teacher	BA, Middlebury College M.Ed., Univ. of Massachusetts	1993
Boulos, Susan	World Language Teacher	BS, Brown University MA, Endicott College	2001
Buley, Kristin	Science Teacher	BS, St. Michaels College M.Ed., Northeastern University	2014
Burkell, Kathleen	English Teacher	BS, Southern Connecticut State MS, Southern Connecticut State	2007
Burns, Stacy	Adjustment Counselor	BS, Bryman College MS, Cambridge College	2021
Bycoff, Susan	Math Teacher	BA, Stonehill College MA Bridgewater State Univ.	2011
Choukri, Houda	World Language Teacher	BA, International University MA, International University	2022
Cole, Kiersten	Librarian	BA, Drew University MS, Salem State College	2018
Corcoran, Kristin	School Psychologist	BA, Lafayette College MA, Univ. of Massachusetts	2017
Cuomo, Amy	English Teacher	BA, Colby College M.Ed., Lesley College	2015
Dalzell, Julianne	Science Teacher	BA, Bowdoin College M.Ed., Lesley University	2016
Delaney, Christina	Art Teacher	BA, Mass. College of Art M.Ed., Lesley University	2005
Dexter, Ryan	Music Teacher	BA, Univ. of Massachusetts MA, Framingham State Univ.	2000
Dondero, Jennifer	Guidance Counselor	BA, Boston College MA, Boston College	2011
Doolan, Constance	Math Teacher	BS, Bradley University M.Ed., Cambridge College	2004
DuBois, Mary Ellen	Math Teacher	BA, Regis College	2014
Farinacci, Catherine	Admin. Assist. Main Office	BA, Holy Cross College MBA, Babson College	2022
Farrahar, Kevin	Special Education Teacher	BA, Providence College	2019
Farrell, Kara	Math Teacher	BA, Bridgewater State Univ. M.Ed., Univ. of Massachusetts	2010
Fratolillo, Ann	English Teacher	BA, Worcester College M.Ed., National University	1994
Gagne, Ian	English Teacher	BS, Boston College MA, National University	2000
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

## THOMAS A. BLAKE MIDDLE SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
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	2004
Gow, Michael	Social Studies Teacher	MA, Framingham State Univ. BS, University of Wisconsin	2001
Gumas, Marissa	Math Teacher	M.Ed., Bridgewater State Univ. BA, Arcadia College	2001
Heafitz, Michael	Special Education Teacher	M.Ed., Lesley College BA, Connecticut College	2007
Heim, Jason	Science Teacher	BS, SUNY Albany M.E., Simmons College	2002
Heim, Marjorie	Science Teacher	BA, Univ. of Massachusetts	2006
Horvath, Diane	Tech Integration Specialist	M.Ed., Univ. of Massachusetts BA, University of Wisconsin	2012
Interrante, Maurya	Special Education Teacher	M.Ed., Lesley University M.Ed., Endicott College	
Kearney, Erin	Math Teacher	BA, Framingham State Univ. MA, Framingham State Univ.	2014
Keohan, Gregory	Social Studies Teacher	BS, University of Richmond MA, Salem State	2007
Knaus, Joseph	Art Teacher	BFA, Mass College of Arts	2013
Lickteig, Kelly	Reading Teacher	BA, St. Joseph's University MA, S. Connecticut State Univ.	2023
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 M.Ed., Lesley University	2002
Manning, Kristin	World Language Teacher	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
Pratt, Sarah	English Teacher	BA, Univ. of New Hampshire MA, Simmons College	2022

## THOMAS A. BLAKE MIDDLE SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
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 M.Ed., Cambridge College MA, Simmons College	1995
Scales, Kathleen	Physical Therapist	BS, Boston University MS, Boston University	2018
Sergi, Steven	Music Teacher	BA, Boston Conservatory MA, Boston University	2021
Shaw, Jillian	Science Teacher	BS, Worcester College MS, Bridgewater State Univ.	2013
Skerry, Sharon	Administrative Assist. to Principal	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
Therriault, 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	Admin. Assist. 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 M.Ed., Simmons College M.Ed., Endicott College	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 MA, Simmons College	1999
Callahan, Christina	Reading Teacher	BA, Stonehill College M.Ed., Bridgewater State Univ.	2008
Callahan, Eileen	Special Education Teacher	BA, Eastern Nazarene College MA, Eastern Nazarene College	2018
Chamblin, Kelly	Grade 5 Teacher	BA, Connecticut College M.Ed., Simmons College	2014
Condon, Maura	Grade 5 Teacher	BA, Boston College M.Ed., Boston College	2015
DiPesa, Leanne	Grade 4 Teacher	BA, Univ. of New Hampshire M.Ed., Lesley University	2011
Douglas, Michael	Grade 4 Teacher	BS, Stonehill College M.Ed., Cambridge College	1995
Dowd, Shannon	Grade 4 Teacher	BS, Framingham State College M.Ed., Framingham State College	2014
Flynn, Suzanne	Grade 4 Teacher	BA, Merrimack College M.Ed., Framingham State College	2006
Gilberti, Anne	Admin. Assist. Principal	BA, Stonehill College MA, Western New England College	2019
Gustafson, Kathleen	Nurse	BS, American International College	2003
Gutierrez, Nicole	Grade 4 Teacher	BA, Keene State College MA, Keene State College	2020
Hamilton, Susan	Special Education Teacher	BA, Colgate University M.Ed., Framingham State College	2003
Hayes, Christine	Grade 5 Teacher	BA, Bridgewater State Univ. M.Ed., American Int. College	2019
Hayes, Margot	Grade 4 Teacher	BA, Bridgewater State Univ. M.Ed., Framingham State College	2007
Isaacson, Sara	Grade 4 Teacher	BA, Brandeis University M.Ed., Brandeis University	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 MA, Lesley University	2019
Malmquist, Lynne	Admin. Assist. Main Office	BA, Framingham State College	2015
Maloney, Lindsey	Guidance Counselor	BA, Boston College MA, Boston College	2016
McKenzie, Kelsey	Grade 5 Teacher	BA, Providence College MS., Framingham State College	2018

## DALE STREET SCHOOL

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

# WHEELOCK SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Caulfield, Holli	Principal	BA, Salem State College M.Ed., Lesley University G Cert., Boston College	2019
Alberts, Karen	Speech 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	K-8 English Literacy Specialist	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	Admin. Assist. Main Office	BS, Babson College	2014
Dion, Joan	Grade 2 Teacher	BA, Boston College	2002
Dunn, Shannon	Grade 2 Teacher	M.Ed., Lesley University BS, 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 MA, Univ. of Massachusetts	2013
Keigan, Aimie	Nurse	BS, Univ. of Massachusetts	2018
Keleher, Marissa	Wellness Teacher	BA, Bryant University	2021
Kennedy, Kelley	Special Education Teacher	M.ED., Emmanuel College BS, Univ. of Massachusetts	2013
Kern, Laurie	Reading Teacher	MA, Framingham State College BS, Providence College	2023
Kuehl, James	Grade 3 Teacher	MA, Simmons College BA, University of Arizona	1997
Laliberte, Kayla	Grade 2 Teacher	MA, Simmons College BA, Univ. of Massachusetts	2011
Lamb, Sheanah	Preschool Teacher	BS, Bridgewater State Univ.	2023
Larche, Kathleen	Speech Language Pathologist	M.Ed., Framingham State College DR., Nova Southeastern University	2023
Larkin, Caitlin	Reading Teacher	BS, Assumption College MA, Bridgewater State Univ. M.Ed., Gordon College	2023

## WHEELOCK SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
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
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
Parker, Kelsey	Grade 3 Teacher	BS, Southern NH University M.Ed., Southern NH University	2018
Pedersen, Brendan	Grade 2 Teacher	BA, Dean College	2023
Plympton, Lauren	Grade 2 Teacher	BS, Bridgewater State Univ. MA, Bridgewater State Univ.	2016
Previdi, Cynthia	Grade 2 Teacher	BA, University of Vermont MS, Wheelock College	2006
Reddy, MaryBeth	Admin. Assist. Principal	BA, Providence College	2018
Ryan, Alison	Grade 2 Teacher	BS, Framingham State College MA, Assumption College	2018
Sheehan, Nicole	Grade 3 Teacher	BS, Bridgewater State Univ. MS, Wheelock College	1994
Singer, Margaret	Occupational Therapist	BA, New York University MA, Boston University	1998
Stevens, Nicholas	Wellness Teacher	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 MA, Quinnipiac University	2016
Watson, Erin	Grade 3 Teacher	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
Barbes, Colleen	Kindergarten Teachers	BA, Westfield State University M.Ed., Westfield State Univ.	2020
Bockhorst, Kathleen	Guidance Counselor	BA, Bates College MA, Boston College	2004
Chen, Joy	Occupational Therapist	BA, Oberlin College	1994
Bureau, Tanya	Admin. Assist. Main Office	BA, Sonoma State University	2023
Colantoni, Julianne	Grade 1 Teacher	BS, Wheelock College M.Ed., Lesley University	1991
Dardia, Christine	Preschool Teacher	BA, Boston College M.Ed., 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	2016
Elrick, Stefanie	Grade 1 Teacher	BA, Assumption College MA, Simmons College	2003
Estes, Caroline	School Psychologist	BA, University of Rhode Island MA, University of Rhode Island	2022
Farrahar, Anne	Librarian	BA, Boston College MA, Boston College	2010
Foley, Patricia	Art Teacher	BA, Bridgewater State Univ. MA, Univ. of Massachusetts	2021
Gelinas, Ellen	Wellness Teacher	BS, Univ. of New Hampshire M.Ed., Boston University	2011
Grace, Herbert	Wellness Teacher	BS, Keene State College MA, Cambridge College	1992
Grace, Paula	Kindergarten Teacher	BS, Westfield State College M.Ed., Lesley College	2007
Guilbert, Alison	Kindergarten Teacher	BS, University of Vermont M.Ed., Lesley College	2001
Healey, Karyn	Grade 1 Teacher	BA, University of Connecticut M.Ed., Univ. of Massachusetts	2023
Herring, Heather	Grade 1 Teacher	BA, Assumption College M.Ed., Lesley University	2001
Keenan, Carina	Kindergarten Teacher	BA, Fairfield University M.Ed., Fairfield University	2019
Kennedy, Joan	Speech Language Pathologist	BS, Univ. of New Hampshire M.Ed., Northeastern University	2015
Kristof, Kimberly	Grade 1 Teacher	BS, Muhlenberg College	2021
Ladouceur, Beth	Technology Data Manager	BA, Rhode Island College	2017
Lozano, Guillet	ELL Teacher	BA, Simmons College M.Ed., Lesley College	2016
Maggio, MaryKate	Grade 1 Teacher	BA, Bridgewater State Univ. M.Ed., Framingham State College	2018
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	Admin. Assist. Main Office	High School Diploma	2016

## MEMORIAL SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Newton, Melissa	Kindergarten Teacher	BA, Pennsylvania University M.ED., Lesley University	2020
Nickerson, Jeninne	Kindergarten Teacher	BS, Bridgewater State Univ. M.Ed., Northeastern University	1998
Nogueira, Lynn	Kindergarten Teacher	M.Ed., Simmons College BA, Saint Anselm College 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 M.Ed., Lesley University	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
Sperling, Keri	Math Specialist	BA, University of Rhode Island M.Ed., Lesley College	2000
Taney, 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
Truchon, Janette	Kindergarten Teacher	BA, Roger Williams University	2023
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	Middle School Night Custodian	2017
Berghaus, Terrance	Dale Street Night Custodian	2023
Bond, Robert	Memorial School Head Custodian	2005
Burke, Stephen	Middle School Night Custodian	2007
Clark, Daniel	Memorial School Night Custodian	2023
Farrell, Paul	High School Night Custodian	2015
Frazier, Matt	Head Custodian Middle School	2004
Gillespie, Dillon	Wheelock Night School Custodian	2021
Johnson, Michael	Head Custodian Dale Street	2006
Lawler, Christopher	High School Night Custodian	2013
Murray, Jeffrey	Middle School Night Custodian	2005
Sawyer, Andrew	High School Night Custodian	2019
Spence, Ryan	Wheelock Head School Custodian	2018
Stanley, James	Wheelock School Night Custodian	2013
Vantour, Rich	Maintenance Specialist	2023
Vogel, Keith	High School Head Custodian	2001
Wilson, Chris	Dale Street School Night Custodian	2017

## FOOD SERVICES DEPARTMENT

NAME	BUILDING	APPOINTMENT
Boudreau, Kathleen	Manager Dale Street School	2016
Chilton, Susan	High School	2021
DeRoche, Nancy	Manager High School	1995
Flinn, Lauren	Middle School	2023
Hatch, Misty	Manager Middle School	2016
Jones, Chris	Dale Street School	1988
Johnson, Sherry	Memorial School	2022
Hora-Kulakowska, Maria	Dale Street School	2023
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
Orellana, Sherry	Memorial School	2023
Ryan, Lisa	High School	2023
Tausek, Ethan	Wheelock School	2023
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 2023 Annual Report of the Director of Finance and Operations. Finance and Operations were very busy departments throughout 2023.

The following Capital Projects were completed in Fiscal Year 2023:

- High School - Gym Roof Replacement
- High School - Fire Alarm Panel Replacement
- High School - Air Handling Unit repairs – ongoing
- Blake - Partial Roof Replacement (6<sup>th</sup> grade wing)
- Blake - Renovation of the Auditorium (new seating/carpet/paint)
- Blake - New Carpet in the Guidance Offices
- Blake - New VCT Flooring in 2 classrooms
- Blake - Boiler Replacement
- Blake - Hot Water Heater Replacement with Heat Pumps
- Dale - 3 Classroom Renovations (new ceiling tiles/improved lighting)
- Dale - New VCT Flooring/Walk Off Mat in Modular Hallway
- Dale - New VCT Flooring in Physical Education Office
- Dale - Teacher Lounge Renovation (new flooring, cabinetry and paint)
- Dale - Replaced Two Roof Top Units at the Modulars
- Wheelock – New Carpet Main Office and Library
- Wheelock – New VCT Flooring in One Classroom and the Gym Hallway
- Wheelock – Hot Water Heater Replacement with Heat Pumps
- Memorial – New VCT Flooring in Cafeteria

The Facilities Department is thrilled to welcome our new Facilities Supervisor, Shayn Robitaille. In addition, we welcome Maintenance Specialist, Rich Vantour and 3 new custodians.

Federal guidelines instituted throughout the pandemic required our Food Service Department to provide free lunches to each student. This continued throughout 2022 and again in 2023. Food Services continued to maintain a solid student participation in the school meal programs, with an average of a 62% daily participation rate. This participation rate shows an increase of 26% from five years

ago. The walk-in freezer at the High School was upgraded after the previous one had surpassed its' usable lifespan. This project cost in excess of \$20,000. All Food Service Department employees participated in Skills training through the John Stalker Institute. The purpose of this training was to improve safety and efficiency in all of our kitchens. The Medfield Food Service Department received a third round of Federal Supply Chain Assistance Funds. These funds were utilized to offset the costs related to unexpected product substitutions because of reduced product availability and unpredicted price increases of food items. The Food Service Department welcomed the new Food Service Workers – Sherry Johnson, Laurie Flinn, and Maria Kulakowska.

The 2023 school year brought with it numerous enhancements to our Human Resources processes. Among notable updates are:

- The use of Google Suite and ADP onboarding has streamlined the hiring process.
- The MIAA Wellness Grant provided wellness appreciation boxes to every staff member. This supports wellness initiatives detailed in the District Strategic Plan.
- In further support of the wellness faction of the District Strategic Plan, we implemented several programs including exercise classes, mindfulness guidance, interactive nutrition classes, diabetes-focused wellness opportunities, “headspace” to promote mental health, and the popular “10K a day” challenge.

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, 2023. 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, 2023, was 705. There were 200 graduates in the Class of 2023. Last year, 93% of the graduating class went on to four-year colleges. These colleges included the following, among many others:

- Amherst College
- Boston College
- Boston University
- Bowdoin College
- Bucknell University
- Clemson University
- Colby College
- Colgate University
- College of the Holy Cross
- Columbia University
- Fairfield University
- Northeastern University
- Northwestern University
- Providence College
- The Boston Conservatory at Berklee
- Trinity College
- Tufts University
- University of Connecticut
- University of Massachusetts (Amherst)
- University of Miami
- Washington University in St. Louis
- Worcester Polytechnic Institute

In addition, 102 members of the graduating Class of 2023 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 Marilyn Tyer highlighted classwork that made her think, share, and problem-solve. She noted, “I learned that every problem; no matter how daunting, is approachable.” Honor Essayist Audrey Callahan told her classmates, “While we are bonded by the commonality of being part of the Class of 2023, we are all

special in our own unique way, with our own destinations and our own ways of arriving there.” Honor Essayist John O’Sullivan reminded his classmates, “We have the ability and the potential to significantly and positively impact this world, every single one of us.” Finally, Senior Speaker Megan Colleran told her peers, “The most important thing I learned at MHS was that no matter how big or small your impact is, everyone’s impact is different and everyone’s impact is equally important...”

In 2023, six seniors, Ava Blake, Leah DellaMonica, Thayer Frankel, Andre Leger, Emily Underwood, and Julia Wall 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 542 AP exams. On these exams, 77% 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 - 85% Meeting/Exceeding
- Math - 82% Meeting/Exceeding
- Science & Technology/Engineering - 86% Meeting/Exceeding

In 2023, 86 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. These senior projects were completed prior to graduation.

In October, we hosted our first-ever round of teacher conferences at MHS. These conferences provided an opportunity to further strengthen the home-school partnership which is an important goal of ours. We are thankful for the many families that participated, and to our teachers for their work in preparing and hosting these meetings.

The Library Media Center (LMC) is proud to be a bustling hub for all students before and after school and during each school day. It is often at maximum capacity during each Flex block and students use the time to collaborate, work on projects, or work with classmates in a shared space. Throughout the past year, many teachers collaborated with the LMC in bringing students down for book circulation, small projects, research skills workshops, digital literacy skills, and much more. The LMC is an important aspect of the academic community at MHS.

The following section highlights departmental accomplishments from the calendar year 2023:

This past year, the English department focused on adjusting curriculum maps to align teaching practices to the Massachusetts frameworks. They examined textbooks for implicit bias, and reviewed preparation strategies in advance of the MCAS and AP exams. In an effort to support building and district-wide initiatives, several teachers participated in various committees including the Social Emotional Learning Task Force, the DEI Task Force, and the teacher conference committee, among others.

The Medfield High School Band, Chorus, and Orchestra participated in the MICCA Festival. Our Concert Band earned a Gold Medal and our Orchestra and Concert Choir received Silver Medals. In addition:

- MHS Orchestra - 1st place Big Apple Festival, New York
- MHS Concert Band - Eight students were selected to participate in the Eastern District Festivals, and one student was selected to participate in the All-State Music Festival.
- MHS Jazz Band - Gold Medal at the MAJE District and All-State Festivals.
- MHS Concert Choir - Two students participated in the All-National Choral Festival and eight students participated in the Eastern District Senior Festival.

The MHS Theater Society performed the musicals, *Chicago*, this past spring and *Grease* in the fall.

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. Other exhibits included the UMASS Juried Exhibit, the MAEA Convention, and the PMA Tidal Shift exhibit in Portland, Maine, among others.

In addition, the MHS Art Department received a sizeable MCPE grant that helped fund five new pottery wheels. The Art Department provided learning experiences outside the classroom which included field trips to the MFA Boston, ICA Boston, and the Gardner Museum. Also, 38 students traveled to Italy in April where they explored various sites related to art history. This trip included stops in Rome, Florence, Assisi, Capri, and Pompeii. Finally last year, 11 students went on to pursue four-year college art degrees. They will be studying in the fields of design, art management, art education, and architecture.

In science, our biology classes are now designated as DESE Bio+C courses to augment the curriculum already in place with computational thinking practices. Biology teacher Kerry Lynch is supporting students who are

participating in a National Science Foundation-funded study on student understanding of photosynthesis and cellular respiration. Our environmental studies classes have expanded their partnership with the Minerva Action Group to measure carbon sequestration in various trees located on the school campus. As usual, there were a number of guest speakers that visited science classes throughout the year.

The social studies department saw all juniors complete a required civics project. This year's focus was on local government in their hometown of Medfield. In small groups, students chose topics of interest including composting in school, improving recycling efforts, and looking for ways to increase student parking at MHS. The students contacted appropriate local authorities and created public service announcements to state their case. In addition, as part of her senior project, Julianne Hawley held a voter registration drive at MHS. Dozens of students and staff took advantage of the opportunity. Also, a very popular new elective was offered, American Pop Culture. In addition, several students enrolled in Financial Literacy and News and Media Literacy for the first time.

The Business Department saw DECA (business club preparing emerging leaders and entrepreneurs in marketing, finance, hospitality and management) membership grow. They competed in the Massachusetts District 4 competition, and several students advanced to the international competition in Orlando, Florida.

Our world languages and cultures department awarded 22 seniors with the Seal of Biliteracy. In addition, 41 students were recognized for their exceptional scores on the National Latin Exam. The World Language Department organized two international trips this past spring. Two separate groups traveled to Costa Rica and France. And lastly, over 100 students were inducted into the Spanish, French, Latin, and Mandarin Honor Societies.

The math department has continued to work this year to create and revise learning maps for each of our core courses and electives. We have adjusted these to meet the frameworks and our current schedule. A tremendous benefit of our schedule has been Flex, which provides an opportunity for students to meet with their teachers during the school day. The math department has also participated in a variety of professional development opportunities, at both the secondary and district level. One highlight was the work done by some of our ninth-grade teachers to ensure a smooth transition for our incoming 8th-grade students. These teachers have continued to meet monthly with their colleagues from all disciplines to ensure that students have the best possible high school experience.

The counseling 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 counseling department continues 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 presentation 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. In addition, the 12th-grade students were exposed to the program, SOS: Life Beyond High School. This program discusses the signs and symptoms of depression and/or suicide, as well as treatment options.

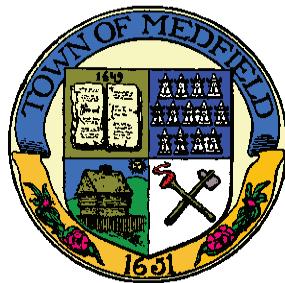
On behalf of the entire faculty at Medfield High School, I want to sincerely thank the Medfield School Committee and the Medfield community at large for their continued support.

Respectfully submitted,  
Robert Parga  
Principal

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# Commencement Exercises of

## MEDFIELD HIGH SCHOOL



The Amos Clark Kingsbury High School

Class of 2023

June 3, 2023

1:00 PM

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## CLASS OF 2023 OFFICERS

Marilyn Tyer, *President*

Makayla Mathews, *Vice President*

Emily Morgan, *Secretary*

Madaleine Le, *Treasurer*

Gabrielle Curl, *Representative to the School Committee*

*Class Advisors*

Anne Lodge & Stephanie Worthley

## ADMINISTRATION

Dr. Jeffrey J. Marsden, *Superintendent*

Robert Parga, *Principal*

Brenda Hagan, *Assistant Principal*

Heather M. Mandosa, *Assistant Principal*

## SCHOOL COMMITTEE

Timothy Knight, *Chairperson*

Leo Brehm

Will Horne

Michelle Kirkby

Kristin Simonini



## GRADUATION PROGRAM

NATIONAL ANTHEM .....	Neva "Jasper" Fuller
WELCOME .....	Marilyn Tyer <i>President, Class of 2023</i>
OPENING REMARKS .....	Dr. Jeffrey J. Marsden <i>Superintendent of Schools</i>
HONOR ESSAYISTS .....	Audrey Callahan, John O'Sullivan
MESSAGE TO THE CLASS OF 2023 .....	Timothy Knight <i>Medfield School Committee</i>
SENIOR SPEAKER .....	Megan Colleran
MESSAGE FROM THE PRINCIPAL.....	Robert Parga

## PRESENTATION OF DIPLOMAS

Dr. Jeffrey J. Marsden .....	<i>Superintendent of Schools</i>
Robert Parga.....	<i>Principal</i>
Brenda Hagan .....	<i>Assistant Principal</i>
Heather M. Mandosa .....	<i>Assistant Principal</i>



## CLASS OF 2023

KATHERINE HARRISON ARMSTRONG  
KEVIN JOSEPH ARTHUR  
VICTORIA RACHAEL BARBAROSSA  
ANDREW THOMAS BARR  
LAUREN GRACE BATE  
MAXWELL HENRY BEAN  
+ MARY KATHERINE BENSON  
RHILEY LOUISE BERGES-O'DONNELL  
ALEXANDRA ELIZABETH BLAKE  
+ AVA CAROLINE BLAKE  
THOMAS RYAN BOLAND  
WILLIAM RICHARD BOLAND  
WILLIAM CHARLES BOWEN  
> HANNAH MARIE BOYD  
ISABELLA CATHERINE BRADBURY  
JOHN CHARLES BRASSIL  
> PATRICK BANIGAN BRENNAN  
CLAIRE ALISSA BRODEUR  
+ > JOHANNA HELEN BROOSLIN  
RILEY LOIS BRYSON  
GRACE LINDSAY BUZGO  
ANDREA LORRAINE MANALO CABOCHAN  
+ AUDREY NORA CALLAHAN  
CECILIA DOROTHY CAMM  
SAMUEL JAMES CARNES  
KAILEY EMMA CHEN  
ZANE EOGHAN CLARKE  
GEORGE COBI  
JESSICA VICTORIA COLETTI  
MEGAN BRANDT COLLERAN  
ETHAN KEANE COLLINS  
JACK FLANAGAN COLLINS  
+ SARAH ELIZABETH CONCAGH  
NICOLETTE ANTONIA CORBETT  
GABRIELLE JORDAN CURL  
THOMAS CALLAHAN DAVIS  
STEFANIA VALENTINA DE LEÓN RAMOS  
> MAYA GRACE DEBETTENCOURT  
JACOB ROGER DECOSTE  
> NEEMIAS SILVA DEFIGUEIREDO  
CASEY ROBERT DEIGNAN  
LEAH ISABELLE DELAMONICA  
MATTEO JOSEPH DEMARZO  
KEIRA EVELYN DENNEHY  
CARTER MATTHEW DEPIERO  
PAULINA A DEREVYANKO  
MIRHANDA DESTIN  
CAROLINE REILLY DEWAR

BRUCE ALEX DHAITI  
RYAN JAMES DOLAN  
ISAIAH COLE DONAHUE  
SCOTT WILLIAM DONAHUE  
CASEY MARIE DONOVAN  
> MOLLY KATE DONOVAN  
KATHERINE KELLY FARMER  
PETER JOSEPH FAUST  
NATHAN ROBERT FERNANDES  
LEE PATRICK FERRIS  
BRIDGET MAURA FESSENDEN  
EMILY ROSE FISCH  
SAM HAYDEN FLAMAND  
ARIANA MARIE FOLAN  
HARPER ROSE FOSCALDO  
LAUREN ELIZABETH FOSTER  
+ THAYER KAIN FRANKEL  
+ > NEVA "JASPER" FULLER  
CALEB SILER GARVERICH  
JILLIAN ELIZABETH GAUCH  
LAUREN JUDITH GERARDI  
BRADY ROBERT GIPSON  
JORDAN ELIZABETH GIUNTA  
ALEX GJERASI  
AIDAN MICHAEL GLENN  
+ CLAIRE ELIZABETH KINGSBURY GOODSON  
EVAN DOUGLAS GRODZICKI  
MATTHEW ROBERT GUINDON  
JACK RYAN HARKINS  
COLBY MATTHEW HATCH  
JULIANNE MARIE HAWLEY  
MATTHEW CHRISTIAN HERBST  
CHRISTOPHER CHARLES HOFFMAN  
EMILY ELISABETH HOLLANDER  
MATTHEW THOMAS HOLMAN  
+ DAVID WILSON HOM  
+ CHLOE KEATING HUNT  
THOMAS MATTHEW JOYCE  
COLIN PATRICK KAY  
EMMA ROSE KEANE  
LILY MARIA KEEFE  
> GABRIELLA SOPHIA KEEGAN  
AMELIA JANE KEENE  
ELLA ROSE KIDD  
JULIA ANNE KIRK  
MICHAEL KOBRI  
+ SCARLETT BYGDEN KOHLER  
> RAHUL KUMAR

### SYMBOLS OF DISTINCTION

Gold tassels: National Honor Society ..... Multi-colored cords: Art Honor Society  
Purple/Gold cords: Latin Honor Society ..... Royal Blue/Red cords: French Honor Society  
Red/Gold cords: Spanish Honor Society ..... Navy Blue/White cords: Student Government  
Burnt Orange cords: Chinese Honor Society



## CLASS OF 2023

ANDREW HOLLAND LAMOREAUX LADD  
+ > LEX PHILLIP LANGER  
MADALEINE SIMONE LE  
+ ANDRE LEANDRO LEGER  
KYLE ROBERT LEVANGIE  
JOHN SEBASTIAN LIBERTINE  
AIDAN ELLSWORTH LINDGREN  
BRANDON JOHN LINDGREN  
KAISEI LINEHAN  
BROOKE ELIZABETH LYONS  
ADAM NELSON MADEJ  
BRANDON PETER MAK  
ASHLEY LYNNE MALMQUIST  
+ KENNETH ROBITAILLE MANNING  
ANNA REBECCA MARTIN  
+ MAKAYLA KATHLEEN MATHEWS  
CONNOR STEPHEN MATHEWS  
APRIL ROSE MCDONALD  
CASSIE MARIE MCDONALD  
> JOSEPH CHRISTOPHER MCDONALD  
MARISA RENA MCKAY  
BRIDGET CURRAN MCMAHON  
BRENDAN MURPHY MEAD  
AIDEN CHRISTOPHER MENARD  
CALEB ANDREW MENARD  
ANDREW J MOON  
EMILY ELISE MORGAN  
+ JACK PATRICK MORRISSEY  
BRENNAN MATTHEW MULOCK  
SHANNON MARY MURRAY  
> THAIS HELENA OLIVEIRA NAKAO  
+ JULIA ROSE NARDELLI  
SEAN MICHAEL NARKEWICH  
KRISTIE JEAN NEALON  
MAXWELL HANS NELSON  
BRADY RICHARD NICKERSON  
MAEVE CLARE O'HARA  
JOHN PATRICK O'LEARY  
KATHERINE ELIZABETH OLENIK  
PAIGE MACKENZIE OSTROWSKI  
> JOHN CHRISTOPHER O'SULLIVAN  
MOLLY ROSE OTERI  
ELIZABETH ANN PANCIOCCO  
SABRINA YOUNG PAQUIN  
WILLIAM BOLTON PERACHI  
MIKAYLA ALEXIS POLLARD  
ANNA IVES PUNTONIO  
SMRITI RIJAL  
CHLOE NOEL ROBERTSON  
JOHN DOUGLAS ROBERTSON  
CAMERON JAMES ROMAGNOLO  
> LEANDRO ROMO

HANNAH ELIZABETH ROSS  
MADELINE FRANCES ROTHSTEIN  
SADIE ARMELLE ROTHSTEIN  
+ > LILY MIRA SAAB  
MADISON ALEXANDRIA SABER  
> HEITOR BARROS SARAIVA  
ANNA CAROLINE SCHECK  
ROBERT WILLIAM SCOTT  
MICHELLE BROOKE SHABIN  
HARSHIL RAKESH SHAH  
+ PRANIT PIYUSH SHAH  
PREET HITENDRAKUMAR SHAH  
EMILY ELLEN SHEPPARD  
CHLOE ISABELLA SHIELD  
SHAYNA BROOKE SHUSTERMAR  
OLIVIA ALEXA SMITH  
ANNE MYLES SPAETH  
JACK THOMAS ST. MARY  
JULIA ELISABETH ST. MARY  
ANDREW HOWLAND STANFIELD  
ELISABETH MACKENZIE STEVENS  
CHRISTOPHER CHARLES SULLIVAN  
BRIDGET JULE TARIS  
MOSBAH MOUNIR TAYARA  
+ THALIA MOUNIR TAYARA  
NED JUDSON TEANY  
RAJAL THAPA  
ELLA CARLEY THOMPSON  
BROCK STERLING THOMSON  
MARIN ALICE TOOHEY  
EVE FRANCES TORMEY  
PARASKEVI TOTIKIDIS  
STAVROULA TOTIKIDIS  
LILY MARIE TRACEY  
MORGAN LISA TURNER  
JAMES WILLIAM TYER  
MARILYN ELIZABETH TYER  
+ EMILY ELIZABETH UNDERWOOD  
> KIMBERLY RACHEL VASQUEZ  
NIKHIL CHACKO VERGHESE  
YALIANI ARALIZ VILLEGRAS  
+ JULIA MARIE WALL  
> VICTOR WALSH  
ELENA NICOLE WELLENIUS  
ZOE DANIELLE WHELAN  
ISABELLA ROSE WHITE  
> LARA CAROLINE WILSON  
RYAN MICHAEL WIRTZ  
NICHOLAS PETER KEUNG WONG  
+ SHEA KATHERINE WOOLLEY  
+ ZOE MADELINE ZILINSKI

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



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## DEPARTMENTAL AWARDS

### ART:

Ai Weiwei Art Historian Award .....	Elisabeth Stevens
Excellence in Ceramics Awards .....	Anna Martin, Emily Sheppard
Excellence in Visual Arts Awards.....	Andrea Cabochan, Zoe Whelan
MAEA Emerging Artist Awards .....	Andrea Cabochan, Zoe Whelan
NAEA Awards.....	Katherine Armstrong, Paulina Derevyanko, Victor Walsh, Zoe Whelan
Steven Spielberg Video Award .....	John O'Sullivan

### ENGLISH:

Building Bridges .....	Lily Tracey
English Awards.....	Neva "Jasper" Fuller, Marisa McKay
Film Theory .....	Maya DeBettencourt
Honors Writing Seminar .....	David Hom
Literary Magazine.....	Thalia Tayara
Speech.....	Yaliani Villegas
Yearbook Award.....	Lauren Bate

### LIBRARY MEDIA CENTER:

Susan Pope Heart of the Library Awards.....	Thalia Tayara, Yaliani Villegas
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### MATHEMATICS:

Excellence in Math.....	Ava Blake, Thayer Frankel
MAA American Mathematics Competition.....	Thayer Frankel (1st place), Harshil Shah (2nd place), Kenneth Manning (3rd place)
New England Math League .....	Kenneth Manning (1st place), Brandon Mak (2nd place)

### MUSIC:

John Philip Sousa Band Award.....	Christopher Sullivan
Louis Armstrong Jazz Awards.....	John Brassil, Nikhil Verghese
National Chorus Award.....	Patrick Brennan
National Orchestra Award .....	Pranit Shah



## DEPARTMENTAL AWARDS (Continued)

### SCIENCE:

Anatomy & Physiology.....	Rahul Kumar
Biology .....	Julia Nardelli
Engineering II .....	Preet Shah
Environmental Science .....	Shea Woolley
Physics.....	Ava Blake
Society of Women Engineers .....	Elisabeth Stevens, Shea Woolley, Zoe Zilinski

### SOCIAL STUDIES:

Social Studies Award .....	Thayer Frankel
Gary Stockbridge Global Citizenship Award .....	Hannah Boyd
Richard DeSorgher Active Citizen Award .....	Julianne Hawley

### WELLNESS:

Outstanding Participation in Wellness .....	Andrew Ladd, Makayla Mathews
Outstanding Participation in Athletic Training .....	Pranit Shah

### WORLD LANGUAGES & CULTURES:

French .....	Lauren Bate, Elisabeth Stevens
Mandarin.....	Thayer Frankel, Gabriella Keegan
Spanish .....	Hannah Boyd, Maya DeBettencourt
Paul Bruemmer Award for Excellence in Multiple Languages.....	John O'Sullivan

#### National Latin Exam:

Latin II, cum laude.....	Lauren Foster
Latin II, maxima cum laude (silver medal) .....	Jillian Gauch
Latin IV, magna cum laude .....	Ryan Dolan, Lee Ferris
Latin IV, maxima cum laude (silver medal) .....	Patrick Brennan, Makayla Mathews, John O'Sullivan
Latin IV, summa cum laude (gold medal) .....	Joseph McDonald, Anna Scheck, Lara Wilson

Massachusetts Seal of Biliteracy ....Hannah Boyd, Patrick Brennan, Johanna Brooslin  
Maya DeBettencourt, Neemias DeFigueiredo, Molly Donovan,  
Neva "Jasper" Fuller, Gabriella Keegan, Rahul Kumar, Lex Langer,  
Joseph McDonald, Thais Nakao, John O'Sullivan, Leandro Romo,  
Lily Saab, Heitor Saraiva, Kimberly Vasquez, Victor Walsh, Lara Wilson



## SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS

Academic Excellence Awards .....	Mary Katherine Benson, Ava Blake, Johanna Brooslin, Audrey Callahan, Sarah Concagh, Thayer Frankel, Neva "Jasper" Fuller, Claire Elizabeth Goodson, David Hom, Chloe Hunt, Scarlett Kohler, Lex Langer, Andre Leger, Kenneth Manning, Makayla Mathews, Jack Morrissey, Julia Nardelli, John O'Sullivan, Lily Saab, Pranit Shah, Thalia Tayara, Emily Underwood, Julia Wall, Shea Woolley, Zoe Zilinski
American Legion Al Manganello Scholarship Award .....	Matthew Guindon
American Legion Chief William Mann Scholarship Award .....	Thomas Joyce
American Legion Phil Burr Scholarship Award .....	Eve Tormey
Amy Fiske All School Poetry, Honorable Mention .....	Victor Walsh
Amy Fiske Creative Writing Award-Senior Prose .....	Anna Scheck
Berkshire Hathaway Page Realty Scholarship in memory of Michael Conlon and Eric Zorn .....	Zoe Zilinski
Bird's Hill Pharmacy Scholarship .....	Emily Fisch
Brian W. Lawler Scholarship .....	Matthew Guindon
Daughters of the American Revolution Citizenship Award .....	Marilyn Tyer
Daniel C. Palermo Spirit of Drama Awards .....	George Cobi, Julia Wall
David E. Medeiros Theatre Society Memorial Award .....	Lily Tracey
Don Brown Memorial Youth Hockey Scholarships .....	Matthew Guindon, Makayla Mathews
Doug Woodruff Memorial Youth Hockey Scholarship .....	James Tyer
Framingham Teachers Association Award .....	Leandro Romo
Eric Michael Perkins Football Scholarship .....	Aiden Menard
Hannah Adams Scholarships .....	Lauren Bate, Elizabeth Panciocco, Eve Tormey
The 2023 heART Award in honor of Marcia Robitaille .....	Patrick Brennan
John Panciocco Humanitas Award .....	Julianne Hawley
Larry Dunn Memorial Scholarship .....	Connor Mathews
Lowell Mason House Scholarships .....	John Brassil, Julia Wall
Lowell Mason Music Education Award .....	Neva "Jasper" Fuller
Madelyn L. Grant Scholarships .....	Mary Katherine Benson, Audrey Callahan
Margaret T. Jenkins Memorial Scholarship .....	Thais Nakao
Medfield Democratic Town Committee Scholarship .....	Julianne Hawley
Medfield Employers & Merchants Organization Scholarships .....	Jessica Coletti, Brady Gipson, Marisa McKay
Medfield Firefighters Relief Association .....	Cecilia Camm



## SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS (Continued)

Medfield Historical Society Scholarship  
in Memory of Adam Opiela.....Leah DellaMonica

Medfield Lions Club Scholarships .....Julianne Hawley, Chloe Hunt

Medfield Permanent Firefighters  
Association Scholarships .....Matthew Guindon, Colby Hatch

Medfield Police Daniel McCarthy Memorial Scholarship.....Ashley Malmquist

Medfield Police Detective Robert E. Naughton  
Memorial Scholarship.....John O'Leary

Medfield High School Scholar/Athlete Awards .....Ava Blake, Thayer Frankel

Medfield Soccer, Inc. Scholarships.....Samuel Carnes, Lily Keefe

Medfield Sportsmen Club  
Harry S. Sonnenberg Scholarships .....Thomas Davis, Emily Morgan

Medfield Youth Basketball Association  
Bob Porack Memorial Scholarship .....Aidan Glenn

Medfield Youth Lacrosse Scholarships.....Cassie McDonald, Connor Mathews,  
Chloe Shield, Nicholas Wong

MHS Alumni Association  
John Panciocco Memorial Scholarship .....David Hom

MHS Alumni Association  
Lord's William J. Kelly Memorial Scholarship .....Victor Walsh

MHS Alumni Association  
"Once a Warrior, Always a Warrior" Scholarship .....Makayla Mathews

MHS PTO Community Service Award.....Molly Donovan

MHS PTO Excellence Award.....Makayla Mathews

MHS PTO School Spirit Awards .....Elizabeth Panciocco, Marilyn Tyer

MHS Reunion Committee Scholarship - Class of 1972 .....Preet Shah

MHS Reunion Committee Scholarship,  
In Memory of Elaine Rawding Taylor.....Marin Toohey

MHS Theatre Society Awards .....Patrick Brennan, Leah DellaMonica,  
Kenneth Manning, Sean Narkewich, Sadie Rothstein

MHS Theatre Society Award of Distinction.....Neva "Jasper" Fuller, Chloe Robertson

Michael Harman Memorial Scholarships .....Caroline Dewar, Marilyn Tyer

Michael McCloud Baseball Scholarship .....Jack Collins

Michael J. Sullivan Memorial Scholarships .....Hannah Boyd, Anna Martin

Middlesex Savings Bank Scholarship.....Robert Scott



## SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS

(Continued)

Mitchell Construction Scholarship ..... Smriti Rijal

Music Pillar Awards ..... Sadie Rothstein, Ned Teany, Nikhil Verghese

MYBS Kevin Glasheen Scholarships ..... Caroline Dewar, Colby Hatch, Chloe Hunt

National Honor Society Awards ..... Sarah Concagh, Megan Colleran, Ethan Collins, Maya DeBettencourt, Bridget Fessenden, Julianne Hawley, Madaleine Le, Julia Nardelli, Maeve O'Hara, John O'Sullivan, Leandro Romo, Hannah Ross, Harshil Shah, Mosbah Tayara, Thalia Tayara, Morgan Turner, Shea Woolley

National Merit Commended Scholars ..... Ava Blake, Leah DellaMonica, Thayer Frankel, Andre Leger, Emily Underwood, Julia Wall

New 'N Towne of Medfield Scholarships ..... Johanna Brooslin, Ethan Collins

Norfolk Teachers Association Scholarship ..... Kristie Nealon

Peter Kenny Medfield TV Award for Excellence in Community Media ..... Andrea Cabochan

Peter Panciocco Youth Hockey Scholarship Award ..... Cassie McDonald, Nicholas Wong

Renaissance Award ..... Thayer Frankel

Richard "Doc" Nickerson Memorial Scholarship ..... Maxwell Bean

SEPAC - Andrea Trasher Scholarships ..... Caleb Menard, Christopher Sullivan

SEPAC Awards ..... Isabella Bradbury, Eve Tormey

Sons of the Legion Scholarship (American Legion) ..... Caroline Dewar, Matthew Guindon, Colin Kay

Stephen Hinkley Memorial Award (American Legion) ..... Matthew Guindon

Student Council Awards ..... Jessica Coletti, Molly Donovan, Elizabeth Panciocco

Student Council Unsung Leadership Awards ..... Lex Langer, Nikhil Verghese

Student Government ..... Hannah Boyd, Johanna Brooslin, Grace Buzgo, Kailey Chen, Jessica Coletti, Megan Colleran, Gabrielle Curl, Neemias DeFigueiredo, Casey Deignan, Molly Donovan, Thayer Frankel, Emily Hollander, Lily Keefe, Scarlett Kohler, Madaleine Le, Aidan Lindgren, Makayla Mathews, Joseph McDonald, Emily Morgan, Julia Nardelli, John O'Sullivan, Elizabeth Panciocco, Marilyn Tyer

Sunshine Assistant Principals' Award ..... Lee Ferris

Sunshine Principal's Award ..... Emily Hollander

Thomas Reis Sportsmanship Awards ..... Gabrielle Curl, Makayla Mathews

## MEDFIELD HIGH SCHOOL 2023 HALL OF EXCELLENCE AWARD

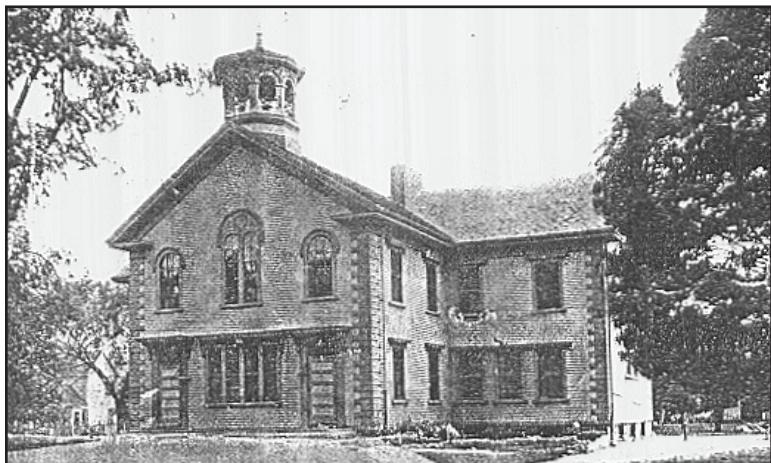


**BOB MEANEY**  
**CLASS OF 1972**

**BILL KINGSBURY**  
**CLASS OF 1972**

*Police Chief Robert E. Meaney, Jr. dedicated himself to a career in law enforcement that spanned from 1974 to 2018. Twenty of those years were spent serving in the Medfield Police Department, twelve as Police Chief. Throughout his career in Medfield he collaborated with many different people and organizations, most notably Medfield Outreach, Medfield Coalition for Suicide Prevention, and the Medfield Public Schools. Chief Meaney was especially proud to support the staff and students of MPS as he appreciated that the schools prepare our next generation for the future – much as he felt MPS did for him. He is a proud bagpiper for many years and credits the music department of MPS that instilled an appreciation for music that continues today. Chief Meaney served the community of Medfield faithfully over his tenure, always looking to make meaningful relationships with all.*

*Fire Chief William “Bill” Kingsbury devoted himself to a distinguished career as a Medfield Fire Department Firefighter from 1972 to 2017. His journey began with the work study program at Medfield High School, which equipped him with invaluable skills for the construction industry where he assumed the role and responsibilities of fleet supervisor. While working in construction full time, Chief Kingsbury began as an on-call firefighter. Kingsbury was propelled through the ranks; he was promoted to Lieutenant in 1985, Captain in 1989, and Fire Chief in 1989. During Chief Kingsbury’s tenure, he oversaw the department’s transition from solely on-call members to its present-day configuration, ensuring that Medfield now benefits from full-time, round-the-clock fire and emergency medical services. With humility and selflessness, Chief Kingsbury faithfully served the Medfield community for 45 years.*



**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, 2023. 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 2023 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 provided 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 7<sup>th</sup> 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. During the 2022-2023 school year, the adaptations were brought to fruition for the school year. In the fall of 2023, as part of this work, the 7 learning skills have been refined to 4 key areas of focus for feedback and growth:

- *S1. Collaborates with others*
- *S2. Engages in learning*
- *S3. Meets expectations for work completion*
- *S4. Makes connections to extend learning*

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 2023 our 8th graders participated in 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 also 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 6<sup>th</sup> grade include: 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 7<sup>th</sup> 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, Middle Ages and renaissance research, solar cookers and Ecology PBL unit in Science, 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 8<sup>th</sup> grade include: articulation and alignment of priority standards across all disciplines, math portfolios and hands-on math activities, 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, Rosalba Solis visiting eighth grade Spanish classes, 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. Imagilabs has also been established as a coding license for the whole school.

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. A significant contribution from MCPE helped to update the Blake Auditorium with new seating, carpeting, paint, and ceiling tiles.

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 2023 year, including Trout Release Day, Worcester Art Museum for 7th grade, 8th grade bike tour of Medfield, Creature Feature field trip to elementary schools, 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, Egyptologist speaker for 6th grade, reader of the Gettysburg Address at Medfield’s Memorial Day ceremony, monthly library challenges to encourage reading, Neurodiversity Week, Inktober, Turkey Bowl flag football tourney at Thanksgiving with our 8th graders, and student-staff volleyball and basketball games. Our 8th grade trip to Washington, D.C. was a success and we also were thrilled to add a 3-day experience at Hale Reservation with our 6th graders to start the school year. These experiences are rooted in our Blake curriculum and provide avenues for learning and team building that enhance our lessons; we hope that 2024 will allow us to incorporate more of them.

In alignment with the year’s Belonging theme, the library has been organizing a yearlong Reading Challenge sponsored by the Massachusetts Center for the Book. The choice of reading material offered each month ensures that every student can participate if they choose. The library has worked collaboratively with different departments to help facilitate the use of our research databases and the encouragement of choice reading. The continued development of the library collection to reflect diversity and variety in books follows both Blake’s mission statement and the district’s strategic plan.

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 Discovery 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 (Medfield 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” via email 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 MCAS. These are the percentages of students in the Meeting/Exceeding Expectations range:

Grade	Blake ELA MCAS	MA ELA MCAS	Blake Math MCAS	MA Math MCAS	Blake Sci/Tech MCAS	MA Sci/Tech MCAS
6	72%	44%	60%	41%	N/A	N/A
7	77%	40%	69%	38%	N/A	N/A
8	68%	44%	61%	38%	75%	41%

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 2024 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 2023 calendar year we continued efforts to support our LGBTQ youth and families. Blake's GSA (Gay Straight Alliance/Gender and Sexuality Alliance) has evolved into the PRIDE Alliance. In the fall of 2023 Kristin Manning joined Jen Dondero as a co-advisor. We have maintained our collaboration with Jeff Perrotti and Landon Callahan from DESE's Safe Schools 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. Jackson Dunn, 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: Blake 7 & 8 Orchestra - Gold Medal at the Great East Festival; Blake 7 & 8 Chorus - Gold Medal at the Great East Festival; Blake Jazz Choir - Gold Medal at the Great East Festival;

Blake 7 & 8 Band - Gold Medal at the Great East Festival; Blake Jazz Ensemble - Gold Medal at the MAJE District Festival; Blake Jazz Ensemble - Platinum Medal at the Great Festival; Three students selected to the MMEA Eastern Junior District Band and one to the Jazz Band; Successful performances of Hound of Baskerville (Spring) and Aladdin (November); Scholastic art and writing awards (2 gold key awards).

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 2023 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 2024 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.

Specific areas of professional development for Blake staff included: Digital Learning Day, teacher-led professional development, attendance and presentations at MassCue, Learning & the Brain (thanks to MCPE), coursework on Artificial Intelligence, Mental Health certification, MA Down Syndrome conference, Desmos for 7th grade math. Members of our music department participated in the Bornoff conference, Midwest Conference, Learning for Justice Professional Learning cohort-Critical Practices for Social Justice Education, and the Fred Rogers Institute.

Our Student Services staff participated in: Evaluation of Suicidal Youth and Treatment Planning in the Outpatient Setting  
MASCA Conference; MASCA Anti-Racism in School Counseling; Surviving to Thriving Strategies to avoid Burnout  
MASCA How to Handle our Hardest Students; Student Privacy: What Schools need to know; Counseling Ethics; School Refusal and School Connectedness: A Braided Thread; Let's Talk About the "A" word: Anxiety. For 2024 our staff will be involved in IEP professional development, with the new IEP template starting in the 2024-2025 school year.

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 2023 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**

Care for our community, broadly defined, has remained an integral part of our work at Blake.

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. We attended the Connections Conference at Sutton High School in March. This work has evolved under the direction of Matt Marenghi, one of our counselors, into the Multicultural Awareness Group. A goal we have for 2024 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 2024 and beyond, as we implemented 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 to be coupled with family 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, DEI Task Force, and the SEL curricula committee. 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 three ‘No Homework Weekends’ (*Martin Luther King, Jr. Day, Memorial Day, and Veterans Day*), along with the ‘No Homework Vacations’.

The 2023 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 2024, we will build off of 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, maintaining recess as a core aspect of 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 2024 include: adapting practices with the advent and reality of Artificial

Intelligence, exploring scheduling alternatives to support and provide intervention for students during the school day, embed professional development to support our efforts with meaningful feedback, examining entry points for students with a desire to join music ensembles, enhance and diversify our curricula to support culturally responsive teaching practices, reviewing our 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 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:

It is with great pleasure that I, on behalf of Dale Street School, share with you the Annual Report for the year ending December 31, 2023. This report serves to provide a concise yet informative summary of the notable achievements attained at Dale Street throughout the preceding calendar year. We are proud to share the following highlights, showcasing the dedication and hard work of our esteemed students, staff, and community members:

## ENROLLMENT

The Dale Street School serves children in grades four and five. Dale Street's enrollment as of October 1, 2023 totaled 404 students. This total was 206 fourth graders and 198 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 23.

As with all Medfield Schools, Dale Street is proud to offer a wide range of regular and special education services that are carefully designed to meet the unique learning needs of every child. In addition to our comprehensive special education services, we also provide ELL services and dedicated support for students who may require extra assistance in reading and mathematics.

## INSTRUCTIONAL HIGHLIGHTS AND ACHIEVEMENTS

Dale Street School aims to deliver instruction that incorporates engaging activities at suitable challenge levels to meet the individual needs, interests, and abilities of each student. To accomplish this objective, teachers from all subject areas actively engaged in a range of professional development opportunities throughout the year. In the previous year, Dale Street School's instructional emphasis was centered on:

- **English Language Arts** - Dale Street students continued to participate in standards-based reading, writing and word study lessons throughout the year. Fourth and fifth-grade students experienced a mix of reading opportunities including independent choice reading, reading in connection to research projects, and reading as members of student-led book clubs. These types of reading opportunities support the writing experiences that students have as they learn to navigate the craft of generating narrative, informational, and opinion writing pieces. In the fall of 2023, Dale Staff implemented new assessment and instruction protocols through the administration of a new literacy screening tool and exploring a new approach to thinking about the words and their meanings. Teachers are currently investigating an updated routine for word study with a focus on morphology instruction. Helping students to increase their awareness of the morphemes in our language supports their overall reading, vocabulary

and spelling development. Lastly, classroom teachers have had monthly opportunities for professional development by working in tandem with the district literacy coordinator and a privately hired literacy consultant.

- **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 hands-on lessons and textbook guidance from 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 was funded by the Medfield Water Department.
- **Mathematics** - After completing an extensive mathematics pilot of potential math programs, Dale Street staff engaged in professional learning experiences designed to familiarize them with the problem-based lesson structure used in Illustrative Mathematics, our new core math program for grades K-5. This professional learning began in the spring and summer of 2023 and continued throughout the fall, as staff members collaborated with Mrs. Brenda Perachi, the math specialist, and Mrs. Jen Belsky, the elementary math coordinator, during common planning time and curriculum meetings. Their work focused on analyzing data and effectively using the resources of Illustrative Mathematics to meet the needs of all students. In addition to these resources, 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. A couple of years ago, Dale Street went 1:1 with Chromebooks, so every student has access to a device throughout the school day. Our 4th and 5th graders enhance their learning experiences by listening to books, conducting research, and creating digital products from content. We have a technology integration specialist who visits classrooms regularly to provide instruction on technology literacy skills such as digital citizenship, coding, and the use of Google Workspace apps. 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 of 2023, Library Media Specialist, Julie Lowerre, and Library Media Aide, Donna Knott introduced a new theme for the Dale Street Library - “Know Yourself as a Reader.” Their goal was to help students become lifelong readers. The first step was to help students discover what type of books they enjoyed. Mrs. Lowerre and Mrs. Knott started each weekly library session with a book talk - introducing a new book, a new genre, a new author or going back to an oldie-but-goodie that may have been overlooked. In addition, weekly special activities centered on helping students expand their knowledge of books and authors. Grade levels began their monthly visits to the Makerspace which was constantly being updated and improved. Projects such as 3-D maps of North America, Native American homes, 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: Being My Best Self, Valuing Each Other, Communicating With Each Other, and Learning From Each Other. In addition, there were 8 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. Mrs. Maloney and Mr. Grenham are participating in the SEL Committee, based on feedback from the Strategic Plan, in which a group of staff members K-12 will evaluate SEL programming in order to provide consistency with the support in each school.

## COMMUNITY INVOLVEMENT

### **Dale Street’s community involvement continued to be a top priority:**

- In December, 2023, 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.

- In the fall/winter of 2023, the Dale Street Student Council along with the Dale Street PTO facilitated a donation drive to support Cradles to Crayons. Dale Street students and their families collected new PJs and socks for the Cradles to Crayons organization.
- Dale Street continued its close connection (formal and informal conversations as well as a variety of safety drills) with 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.

### **AREAS OF FOCUS FOR SCHOOL YEAR 2023-2024**

As we entered the 2023-2024 school year, Dale Street will be focused on these areas for the school year:

- Student and Staff Well-Being - Keeping everyone safe (physically and emotionally).
- School Culture - Continuing to build relationships with students and colleagues.
- Illustrative Math - Implementing the program with fidelity.
- Strategic Plan - Getting familiar with the new plan (2023-2028) and taking a deeper dive into the plan.
- Evidence Based Reading - Reviewing the ELA data (surveys, discussions, and research) and looking at formulating a plan for the next two school years.

### **CONCLUSION**

We would like to take a moment to honor the incredible contributions of Mrs. Kathy Thompson, our beloved school nurse, who has recently retired at the end of the 2023 school year. Mrs. Thompson's unwavering dedication to the health and well-being of the Medfield school community has left an indelible impact that will be forever cherished. She will always be remembered as an exemplary and beloved member of both the Dale Street School and the Medfield Public Schools. We wish her all the best in this new chapter of her life.

With Mrs. Thompson's retirement, we are fortunate to welcome Mrs. Kate Gustafson as the new school nurse for Dale Street. We extend a warm and heartfelt welcome to her and look forward to the positive impact she will undoubtedly make in our school community.

At Dale Street School, we are dedicated to achieving excellence through the collective efforts and collaboration of our incredible colleagues. We are incredibly fortunate to have the unwavering support of the following individuals: The Medfield School Committee, Dr. Jeffrey Marsden, Ms. Mary Bruhl, Dr. Christine Powers, Mr. Eoin O'Corcora, and Mr. Michael La Francesca. Their dedication and

support have been instrumental in driving our progress and success. Additionally, our outstanding staff and families consistently demonstrate their willingness to collaborate and work together as a unified force, always putting the best interests of our students first. We want to express our deep gratitude to two exceptional groups that continuously provide invaluable support to Dale Street: the MCPE and our PTO. Their contributions continually go above and beyond, greatly enriching our learning environment. Through their generosity, we are able to fund exciting educational grants, provide essential supplies for our school, implement engaging project-based learning initiatives, and so much more. We are proud to be part of such a supportive and positive community, where everyone is committed to making learning fun and empowering our students to reach their full potential.

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, 2023. Ralph Wheelock is the school that houses the 2nd and 3rd graders as well as one class of preschool age students in Medfield. The building is located at 17 Elm Street, Medfield, MA.

## **ENROLLMENT**

The Ralph Wheelock School serves children in grades two and three as well as a class of Pre-K students (age 3). Wheelock's enrollment as of October 1, 2023 totaled 399 students. 11 students enrolled in the Pre-K class. 206 students enrolled in Grade 2 and 182 students enrolled in Grade 3. There are currently 9 classes at each grade level and 1 Access classroom which serves as our sub-separate program for students who need significant support throughout the day.

## **PROFESSIONAL DEVELOPMENT AND CONFERENCES**

At Wheelock School, we are committed to fostering a culture of continuous learning and growth among our educators through robust professional development initiatives. Over the past months, we have had the privilege of engaging in transformative training sessions led by consultants Kate Shade and ELA Coordinator Jamee Callahan. These sessions specifically focused on enhancing our English Language Arts (ELA) practices, drawing from the latest research and innovations in the field. Kate Shade and Jamee Callahan's expertise has proven invaluable as they shared insights and strategies to elevate our ELA instruction, ensuring that our students receive the best possible education.

In addition to the ELA focus, we have made significant strides in the implementation of Illustrative Math, aligning our curriculum with this comprehensive and research-based approach to mathematics education. The training sessions associated with Illustrative Math led by Math Coordinator Jennifer Belsky, have empowered our teachers with the tools and methodologies needed to cultivate a deeper understanding and appreciation for mathematical concepts among our students.

Culturally Responsive Practices remain at the forefront of our professional development agenda. Recognizing the importance of creating an inclusive and culturally aware learning environment, our educators have actively participated in ongoing training sessions. These sessions provide a platform for reflection and discussion on best practices to ensure that our teaching approaches are sensitive to the diverse backgrounds and experiences of our student body.

As we work towards the implementation of the Medfield Strategic Plan, professional development continues to play a pivotal role in equipping our educators with the knowledge and skills necessary to implement the plan effectively. The collaborative efforts of our dedicated staff ensure that we remain at the forefront of educational innovation, preparing our students for success in an ever-evolving world.

The commitment to professional development at Wheelock School not only strengthens the capabilities of our educators but also reinforces our collective dedication to providing a high-quality and inclusive education. We look forward to building upon these initiatives and embracing new opportunities for growth as we strive to meet the evolving needs of our students and community.

### **WELL-BEING AND THE WHOLE CHILD**

At Wheelock School, nurturing the well-being of the whole child is at the heart of our educational philosophy. We believe that fostering a supportive and positive environment is essential for academic success and personal growth. To this end, our commitment to the well-being of our students is evident through various initiatives, including lessons provided by the Harmony program. These lessons focus on social-emotional learning, promoting skills such as empathy, communication, and conflict resolution, ensuring that our students develop not only academically but also as well-rounded individuals.

Our Health and Wellness teachers play a pivotal role in instilling healthy habits and well-being practices through our comprehensive wellness program. These dedicated professionals engage students in lessons that cover physical health, mental well-being, and strategies for managing stress. By integrating well-being into our curriculum, we aim to empower students with the knowledge and tools to make informed decisions about their health and to cultivate a lifelong commitment to well-being.

At the core of our educational approach are the values of Inclusive, Respect, Responsibility, and Continuous Growth. These values serve as the guiding principles that shape our school culture and contribute to the creation of a positive and inclusive community. Emphasizing these core values helps to instill a sense of character, integrity, and social responsibility in our students, preparing them to navigate the complexities of the world beyond the classroom.

We take pride in involving students actively in shaping the school environment. The 3rd-grade student job program provides students with opportunities to take on responsibilities within the school community, fostering a sense of accountability and leadership from a young age. The 3rd-grade student council further amplifies

student voices, encouraging them to contribute ideas and actively participate in decision-making processes that impact the school community.

As part of our commitment to creating a peaceful and respectful school climate, we have implemented the Wheelock PeaceBuilder Pledge. This pledge serves as a collective commitment among students and staff to promote kindness, empathy, and understanding. By embracing the principles of the PeaceBuilder Pledge, we aim to create a school environment where each student feels valued, supported, and inspired to reach their full potential.

## **COLLABORATIVE LEARNING**

Assessments including the Star 360 Math (Renaissance), Dibels, QRI, 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 and/or Spanish are 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 Rainbow Color Run, 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; Victory Garden helpers, 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, Earth Dome, Tanglewood Marionettes, the Discovery Museum and the Boston Museum of Science, among others.

Students at Wheelock participate in many after school enrichment programs F.A.S.T. Athletics and Chess Wizards. Also 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.

Wheelock continues to partner 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 several updates over the summer. New carpeting was laid in the Main Office as well as the Library Media Center. The tile outside of the large gym was also replaced. Several wall painting projects were also completed.

## **FUTURE TRENDS**

Next year, our primary focus will be on enhancing English Language Arts (ELA) instruction, with an emphasis on implementing best practices for teaching reading to young learners. We are committed to refining our approach to ensure an effective and engaging learning experience for our students.

Another key priority is the Social Studies curriculum, where we are dedicated to staying current and relevant. To achieve this, we will be investing in new curriculum materials that not only enhance the educational experience but also align seamlessly with our Social Studies instruction.

The Arts continue to hold a significant place in our commitment to educating the whole child. The Night of the Arts is already scheduled for Spring of 2024. This collaborative effort among our music and art teachers has proven to be a source of excitement, allowing Wheelock students to showcase and celebrate their artistic achievements.

As part of our ongoing efforts to maintain and improve facilities, we are increasing technology opportunities for our students and providing essential training for teachers. Safety remains a top priority, and we will continue supporting initiatives and training for both staff and students.

Ensuring smooth transitions among the three elementary schools remains a key focus as we collaborate for the benefit of Medfield's children. The Town of Medfield is steadfast in recognizing the importance of the whole child and the social-emotional well-being of its students. Our commitment is to deliver an equitable and challenging learning experience for all students.

I want to extend my sincere appreciation to our talented staff for their hard work and dedication. Special thanks to the Medfield School Committee, Superintendent Marsden, the PTO, and the Medfield Coalition for Public Education for their unwavering support of Wheelock School. It is truly an honor to lead Ralph Wheelock School, and I eagerly anticipate an exciting future ahead.

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, 2023.

## **ENROLLMENT AND STAFFING**

The Memorial School services students in our integrated preschool, kindergarten and first grade programs. Memorial's enrollment as of October 1, 2023 totaled 410 students. This total consisted of 40 preschoolers enrolled in morning, afternoon and extended day sessions, 193 kindergarteners who attended half-day or full-day sessions, and 177 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 and first grade classrooms.

Average class sizes are as follows:

- Preschool: 12
- Kindergarten: 22
- Grade One: 20

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. In addition, Kindergarten and Grade One staff, as well as the reading specialists, attended regularly scheduled professional development sessions during which they explored best practices, designed lessons, analyzed data and debriefed model lessons. 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 occurred under the direction of our Math Coordinator. In addition, after a comprehensive pilot that was completed last year, we adopted a new K-5 math curriculum. Teachers participated in ongoing professional development to support this implementation.

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. Students in Grade One transitioned to Chromebooks in the fall of 2023 after a successful pilot in the spring of 2023.

To support the Social Emotional development of our students, the Memorial School continues to work to focus on providing opportunities for learning and practice. Utilizing Inner Explorer, 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, etc...). This amazing organization continues to fund projects and resources to enhance the lives of our students. The return of the Rainbow Run as well as Stay and Play events continue to be 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 upgrades to our playground that are designed to be inclusive and accessible to all students.

## **RETIREMENTS**

It is with mixed emotions that I report the retirement of Kindergarten Teaching Assistant, Kim Estes. Kim dedicated 23 years to the children and families of Medfield; supporting kindergarten students throughout their day. We are extremely grateful to her and while we will certainly miss having her at Memorial, we wish Kim all the best in her retirement.

In closing, the 2022-2023 year was filled with exciting opportunities for learning and social development. 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 with phenomenal students.

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, 2023.

## SPECIAL EDUCATION

The Special Education Department continues to look at programming and supports for all students. The 2022-23 school year brought more targeted professional development in the areas of reading and language based learning supports, social emotional well-being, behavior management, and a partnership with McLean Hospital. The 2023 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, 2023) has increased since last year. This showed a slight increase at ages 3-5 and an increase of 38 students for ages 6-21. There was a decrease to the number of students that are placed in out of district placements as well.

Students Age	10/1/19	10/1/20	10/1/21	10/1/22	10/1/23
<b>3 - 5</b>	27	10	17	15	16
<b>6-21</b>	284	288	299	317	355
<b>OOD</b>	28	19	21	21	15
<b>Total</b>	<b>339</b>	<b>317</b>	<b>337</b>	<b>353</b>	<b>386</b>

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 support structures district wide. We added 1.5 special education teachers to the district to focus on special education reading services as well.

## PRESCHOOL

The programming within the integrated preschool provides 5 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 two 4 full-day program (Tuesday-Friday 9:00-2:00). All of the teachers are dual certified in special education and early childhood. The addition of a second full day classroom at the Wheelock school was new for the 2023 school year and has allowed the district to support more students both within

the general education and special education realm. 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**

Medfield Public Schools employs six full time nurses, one each at Memorial-Blake and two at MHS, and two part time nurses, one at Blake and one at MHS. Long time nurse leader, Kathy Thompson, retired after last year and Brittany Hardiman moved into the nurse leader role. Kate Gustafson is the new Dale Street School nurse; Meghan Carlson moved from MHS to Blake and Liz Bennett increased her hours from part time to full time at MHS. Liz Sandeman is a permanent substitute nurse who assists in all schools.

The nurses treat students with complex chronic health issues such as diabetes, seizure disorders, asthma, autoimmune disease and more. Injuries are triaged daily from scrapes and bruises to broken bones, concussions, lacerations, sports injuries and 911 emergencies in the building as well. There has been a growing need for attention to the mental health of students. The nurses collaborate with families, school psychologists and counselors, administration and other staff members to ensure the care and support of the whole child. MCPE awarded a grant to the nursing staff for a ‘calming corner’ in each school nurse’s office. It consists of mental health tools and comfort measures for students struggling during the school day. The school nurses, with the director of the Wellness Department, lead the Wellness Committee and finalized the updated Wellness Policy in September.

The nurses receive grant funds from Massachusetts Comprehensive School Health Services. These funds can be used to support school health screenings, decreasing chronic absenteeism, identifying students with mental health issues that are not receiving support, ensuring health care plans for students with special healthcare needs, and any unmet healthcare needs of our ELL students.

The diverse role of the school nurse also includes: coordinating the care for children with special health care needs, writing and supporting individualized healthcare plans, participation at 504 and Special Education Team meetings, conducting home visits as needed, maintaining the automated external defibrillators (AEDs) in each building, monitoring state requirements including: physical examination and immunization records, health screenings (hearing and vision, height and weight with body mass index, postural screening and

substance use assessment (SBIRT), as well as providing education on pertinent health issues for students, staff, and parents. All teaching staff are trained in **Standard Precautions** and Life Threatening Allergies with administration of Epinephrine via auto-injectors. Several CPR/AED and First Aid classes are offered after school for staff members. Flu shot clinics are offered for staff in each school, in coordination with Osco Pharmacy.

The nurses continue to broaden their knowledge base and skills to maintain clinical licensure and keep updated on new clinical advancements through graduate courses, attendance at conferences on pertinent topics and in-house professional development. The nurses are part of MPS groups such as Medfield Cares about Prevention, The 84 Movement, Multi-Tiered Systems of Support, and the School Improvement Plan. Future goals of the nursing staff are: a school nurse website, working on shared resources for newcomer families, increasing the education on e-cigarettes/vaping and a cessation program at Blake and MHS, increasing resilience in elementary aged students to gain time in the classroom.

## GUIDANCE

The School Counseling Department at Medfield Public Schools is designed to cater to the diverse needs of all students, aligning with the Massachusetts Curriculum Frameworks for School Counseling. With a team of eleven guidance counselors and two adjustment counselors spread across the district's five schools, the School Counseling Department Chair oversees programming for students from Kindergarten to 12th grade, ensuring a comprehensive approach.

Elementary students benefit from three dedicated counselors—one for each school building (Memorial School for K-1, Wheelock School for 2-3, and Dale St. School for 4-5). Group counseling programs such as Mastermind/Impulse Control Lunch Groups, Self-Calming/Anger Management Group, and Friendship Groups are available, alongside grade-specific lessons on Zone of Regulation, Empathy, and Mindfulness. The Elementary School Counselors focus their lessons on teaching social and emotional learning skills to students.

At Blake Middle School, three full-time School Counselors focus on fostering academic success, healthy self-esteem, time management, and social skills for students in grades six through eight. Each counselor teaches group guidance classes tailored to the developmental needs of the students, addressing transitions, social skills, resiliency, self-advocacy, and autonomy. The School Adjustment Counselor provides crucial support, intervention, and resources for emotional, mental, and physical well-being.

Medfield High School's School Counseling Department centers on the academic, social, and emotional well-being of each student. The team of five School Counselors, including the Department Chair, builds relationships with students

from eighth-grade transition through high school graduation. Collaborative curriculum planning ensures students receive developmentally appropriate guidance. Topics covered include transitions and first-year success in ninth grade, career planning and personality assessments in tenth grade, and future planning processes in eleventh and twelfth grades. The School Adjustment Counselor continues to offer essential support, crisis intervention, and resources for students and families.

School Counselors implement the Signs of Suicide program in 7th, 9th, and 12th grades. Both the middle and high school counselors actively engage in educating students about depression and suicidality through the evidence-based SOS Signs of Suicide Prevention Program. This program, listed on SAMSHA's National Registry of Evidence-Based Programs and Practices, addresses suicide risk and depression while reducing suicide attempts.

#### **ENGLISH LEARNER (EL) DEPARTMENT**

The overall number of EL students (SIMS data as of Oct. 1, 2023) has decreased.

##### **English Learner Students (EL): October 1, 2023**

Grades	10/1/2019	10/1/2020	10/1/21	10/1/22	10/1/23
<b>K-5</b>	13	15	24	20	20
<b>6-8</b>	2	3	3	8	5
<b>9-12</b>	3	1	2	3	3
<b>Total</b>	<b>18</b>	<b>19</b>	<b>29</b>	<b>31</b>	<b>28</b>

The FEL (students are monitored for four years following their formal exit date from program) number has decreased since last year. The students currently monitored within the Medfield Public Schools are indicated below:

##### **Former English Learner (FEL): October 1, 2023**

Grades	Number of Students
K-5	14
6-8	9
9-12	9
<b>Total</b>	<b>32</b>

The languages spoken by the current EL and FEL populations are as follows:

### Primary Language of EL and FEL Students: December 31, 2023

Language	Number of Students
Albanian	1
Arabic	6
Armenian	1
Chinese	2
German	1
Greek	2
Hebrew	3
Italian	1
Korean	3
Mandarin	1
Nepali	1
Portuguese	14
Russian	6
Spanish	13
Turkish	5

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, 2023. It is my pleasure to report that for the twenty-sixth year in a row over seventy-five percent of the Medfield High School student body participated in athletics. This statistic reaffirms the integral part athletics plays in our school and the education of our students. My goal is 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	Herb Grace
	Assistant	Evan Moon
	JV	Mark Spolidoro
	Freshman	Mark Maguire
Basketball (Girls)	Varsity	Mark Nickerson
	Assistant	Ellen Gelinas
	JV	Paul Coutinho
	Freshman	Mary Laughna
Ice Hockey (Boys)	Varsity	Bill Ladd
	Assistant	Pat Prendergast
	JV	Cam Bird
Ice Hockey (Girls)	Varsity	John Summers
	Assistant	John Clark
Indoor Track (Boys)	Head	Shawn Luce
	Assistant	Matt Frazier
	Assistant	Mike Kraemer
Indoor Track (Girls)	Head	Shawn Luce
	Assistant	Nick Stevens
	Assistant	Cindy Previdi
Gymnastics	Head	Jennifer Libin
	Assistant	Chrissy Tosti

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  
Mike Landry  
Joe Davanage  
Bill Mazukina

Softball

Varsity  
Assistant

Travis Taliaferro  
Joe Clifford

Tennis (Boys)

Head  
JV

Jonathan O'Neil  
Garland Kincaid

Tennis (Girls)

Head  
JV

Beth Eby  
Monique Goodrow-Trach

Track and Field (Boys)

Head  
Assistant  
Assistant

Mike Kraemer  
Brian Frazier  
Shawn Luce

Track and Field (Girls)

Varsity  
Varsity  
Assistant

Cindy Previdi  
Kim Brenton  
Nick Stevens

Volleyball (Boys)

Varsity  
JV

Jerry Shu  
Tim Mei

Lacrosse (Boys)

Varsity  
Assistant  
JV  
Freshman

John Isaf  
Blake Frasca  
Will Whittlesey  
Bobby Macleod

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	Lynne Malmquist Brittany Hardiman Sally DeGeorge N/A
Soccer (Boys)	Varsity Assistant JV Freshman	Jason Heim Travis Taliaferro Elena Clark James Hatch
Soccer (Girls)	Varsity Assistant JV Freshman	Melinda Lohan Perry Oasis Mary Laughna N/A

Our 2022-2023 winter seasons started and ended with the same tradition of success. The boys' ice hockey team (17-2-1), girls' ice hockey (7-8-5), gymnastics team (5-2), boys' indoor track (3-2), girls' indoor track (2-3), girls' swim and dive (7-2), girls' basketball team (19-1), and boys' basketball team (9-11) all enjoyed terrific seasons highlighted by a Tri Valley League (TVL) Championship, a final four run in girls basketball, and an Elite Eight trip for boys' hockey. The Warriors had two TVL Most Valuable Players (MVP) (Kate Olenik for girls' basketball and Nora Herbstzuber for swim) and two coaches of the year (Mark Nickerson for girls' basketball and Bill Ladd for boys' hockey).

The spring season was also extremely successful. Three TVL Champions (softball, boys lacrosse, and boys volleyball), and two second-place teams (girls lacrosse and baseball). Warriors amassed 97 wins in 135 total contests for a 72% winning percentage!

Medfield had four TVL league MVPs, (Kelly Blake for lacrosse, Jack Collins for baseball, Kaelyn Larkin for softball, and Adam Madej for volleyball) numerous All-Stars, and All-Scholastics! The spring season was capped off by deep runs for boys' volleyball (Elite 8), boys' lacrosse (State Semi-Finalist), girls' lacrosse (State Semi-Finalist), and baseball (State Finalist)!

In the fall of 2023, student-athletes were once again excited to be 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. Volleyball and golf captured the TVL crown! The Warriors boasted two TVL MVPs (Haydon Hillenmeyer for boys' soccer and Tamlyn Shu for girls' volleyball). Medfield had two TVL coaches of the year (Diane Lyon for girls' cross country and Jerry Shu for girls' volleyball) as well as EMSCA D3 coach of the year Jason Heim (boys' soccer), and a couple of sportsmanship awards to highlight the Fall 2022 season. The season was highlighted by a Final Four appearance for girls' soccer, a state championship appearance for both boys' and girls' cross-country, and a state finalist for girls' volleyball!

## **WINTER 2022-2023**

### **Team: Boys Hockey**

Record: 17-2-1 (14-0-1 TVL Large) - **TVL Champions - #3 in D3**

All-Stars: Kevin Arthur, James Tyer, and Andrew Ladd. Bill Ladd (**TVL Coach of the year**)

### **Team: Girls Ice Hockey**

Record: 7-8-5 Overall (4-3-3 TVL) - **#26 in D2**

All-Stars: Kiki Matthews, Cassie McDonald, and Katelyn Nicotera

### **Team: Girls Winter Track**

Record: 2-3

All-Stars: Audrey Callahan, Ella Kane, and Molly Oteri

### **Team: Boys Winter Track**

Record: 3-2

All-Stars: Julian Ram-Tylerbest, Andrew Barr, and Michael Iannone

### **Team: Girls Swim and Dive**

Record: 7-2 (7-1 TVL)

All Stars: Nora Herbstzuber (**MVP**), Jill DePiero, Jordan Iovino, and Anna Koch

### **Team: Boys Basketball**

Record: 9-11 (7-9 TVL Large)

All-Stars: Luke Lisciandra

### **Team: Girls Basketball**

Record: 19-1 (16-0 TVL Large) - **TVL Champions - #2 in D2 - State**

#### **Semifinalist**

All Stars: Kate Olenik (**MVP and Herald and Globe All-Scholastic**), Annie Stanton, and Izzy Kittredge. Mark Nickerson (**TVL Coach of the Year**)

### **Team: Gymnastics**

Record: 5-2 (5-2 TVL)

All-Stars: Lizzie Forster (DS)

**Alpine Ski**

Girls – 8th Place, Boys – 2nd Place in CMSL

All-Stars: Tyler Zilinski (**Globe All-Scholastic**)

**SPRING 2023**

**Team: Girls Tennis**

Record: 12-4 Overall (12-3 TVL Large) - **#6 in D3**

All-Stars: Mary Palladino and Juliet Lane

**Team: Boys Tennis**

Record: 10-6 Overall (10-4 TVL Large) - **#10 in D3**

All-Stars: Warren Churchill, Will Bowen, Alec Borman, and Nathan DePaola  
(**TVL Sportsmanship Award**)

**Team: Girls Lacrosse**

Record: 17-3 Overall (12-2 TVL Large) - **2<sup>nd</sup> Place TVL Large - #2 in D3 -**

**State Semifinalist**

All-Stars: Kelly Blake (**MVP, Globe and Herald All-Scholastic, USA Lacrosse All American**), Alex Blake (**Globe and Herald All-Scholastic and USA Lacrosse All American**), and Alex Proefrock (**USA Lacrosse All Academic**)

**Team: Boys Lacrosse**

Record: 12-6 Overall (11-1 TVL Large) - **TVL Large Champions - #5 in D3**

**State Semi-Finalist**

All-Stars: Kevin Arthur, Matt George, Tim Collins, Mike Long, Ben Lusby, and Joe Bartolotta. Blake Frasca (**TVL Assistant Coach of the Year**)

**Team: Baseball**

Record: 14-5 Overall (12-4 TVL Large) - **# 2 in D3 - State Finalist**

All-Stars: Jack Collins (**TVL Large MVP, Globe and Herald All-Scholastic**), Scott Donahue (**TVL Large DPOY**). Dave Worthley (**Globe D3 Coach of the Year**)

**Team: Softball**

Record: 10-8 Overall (9-6 TVL Large)

All-Stars: Kaelyn Larkin (**MVP and Globe and Herald All-Scholastic**), Jess Coletti, Brooke Lyons, and Kendall Larkin (**TVL Large Sportsmanship Award**)

**Team: Girls Track and Field**

Record: 2-3 (Overall and TVL Large)  
All-Stars: Alex Lusby, Audrey Callahan, and Ella Kane

**Team: Boys Track and Field**

Record: 2-3 (Overall and TVL Large)  
All-Stars: Julian Ram-Tylerbest, Andrew Barr, and Aidan Ryan (**TVL Sportsmanship Award**)

**Team: Boys Volleyball**

Record: 18-1 Overall (14-0 TVL) - **TVL Champions - #9 in D2**.  
All-Stars: Adam Madej (**MVP and MHSVB HM**), Caleb Garverich, and Jake Koterba. Jerry Shu (**TVL Coach of the Year**)

## **FALL 2023**

**Team: Football**

Record: 4-7 (0-5 TVL Large)  
All-Stars: Nick Gangemi, Chase Coughlin, and Matthew Stevens

**Team: Boys Cross Country**

Record: 2-3 Overall (2-3 TVL Large) - **5th Place D2 Divisional Meet**  
All-Stars: William Boxmeyer, Jack Daley, and Daniel Vasquez

**Team: Girls Cross Country**

Record: 3-2 Overall (3-2 TVL Large) - **3rd Place D2 Divisional Meet - 6th Place D2**  
All-Stars: Ella Kane (**15<sup>th</sup> at D2 Meet**), Chloe McCormack, and Anna LaRowe (**TVL Large Sportsmanship Award**). Diane Lyon (**TVL Coach of the Year**)

**Team: Boys Soccer**

Record: 9-6-3 (7-6-3 TVL Large) - **#11 in D3**  
All-Star: Haydon Hillenmeyer (**MVP, Herald All-Scholastic, and AMSCA All-Star**), Charlie Curmi (**EMSCA All-Star, TVL Large Sportsmanship Award**). Jason Heim (**EMSCA D3 Coach of the Year**)

**Team: Girls Soccer**

Record: 16-1-1 (14-1-1 TVL Large) - **#1 in 32 - State Semi-Finalist**  
All-Stars: Bridget Deignan (**EMASS 1<sup>st</sup> Team**), Kenzie Ellis (**All-State EMASS 1<sup>st</sup> Team and Herald and Globe All-Scholastic**), and Emily Hoffman (**EMASS 1<sup>st</sup> Team**), and Kelly Blake

**Team: Field Hockey**

Record: 7-9-2 (5-7-2 TVL Large). **#16 in D3**  
All-Stars: Mikayla Malmquist

**Team: Girls Volleyball**

Record: 19-1 Overall (15-0 TVL Large) - **TVL Large Champions - #1 in D3 - State Finalist**

All-Stars: Tamlyn Shu (**MVP and Globe All-Scholastic**), Kaelyn Larkin, and Anna Koch. Jerry Shu (**TVL Coach of the Year**)

**Team: Golf**

Record: 13-4 (10-1 TVL Large) - **TVL Large Champions**

All-Stars: Joey Nee, Aaron Ravech, Jack Branca, and Sadie Cumming.

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) and 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

**TOWN CLERK'S REPORT  
FOR THE YEAR ENDING  
DECEMBER 31, 2023**

## MARRIAGES 2023

1/14	Abby Hogan Johnathon Berdos	9/7	Christine McGue Michael Cozzo
2/17	Sara Oliveira Matthew MacQuilken	9/13	Aditi Prabhudesai Uday Narayanan
3/2	Lorena Saraiva Daniel Cordeiro	9/16	Maggie MacCready Nicholas Bennotti
3/10	Hannah McFetridge Gregory Brachna	9/30	Amelia Ayer Adam Frederick
4/22	Emily Perrotti Ian Cox	9/30	Anna Chaletzky Brett Yorks
4/23	Amy McHale Grant Ward, Jr.	10/2	Elina Melo Kristaq Papajani
6/17	Maureen Nowak David Flaherty	10/14	Eugenia Divris Ralph Bruno
6/29	Erin Baerst Joshua Wyndham	10/23	Katherine Blair Matthew Luiw
7/7	Julianne Bennotti Matthew DeSalvo	11/3	Kevin Walorz Christine Elisio
7/7	Kimberly Mankus Timothy Bement	11/18	Douglas Kingsley II BrindleVail
7/23	Nicole Foy Malik Ennis	12/18	Synthia DelVecchio Christopher Jones
7/28	Danielle Brodeur Andrew Bozier		

## DEATHS 2023

### JANUARY

1/3	Robert Geiger
1/3	Christine Dragotakes
1/10	William Horan
1/12	Ada Hobel
1/14	Patrick Gavaghan
1/15	Elaine Stuis
1/24	Barbara Schwartz
1/31	John O'Sullivan

### FEBRUARY

2/1	Alian Cecala
2/6	Robert Mozer
2/15	Helen Robertson
2/23	Osiris Arias Peguero
2/24	Joseph Anastasia

### MARCH

3/2	John Stobart
3/5	Leontina Anastasia
3/9	Stanley Grier
3/10	Patricia Posivak
3/25	Robert Anderson
3/26	Lillian Townsend
3/28	Lillian Mozer

### APRIL

4/1	Mary Brandolo
4/17	Richard Davidson
4/20	Susan Temmallo
4/21	Pauline Hogg
4/23	Ralph Manganiello, Jr.
4/24	James Hunter
4/28	Lorraine Tucceri

### MAY

5/2	Janet Carreiro
5/3	Henry Belloli
5/4	Anahid Bassett

5/7 Roger Silva

5/18 Betty Boole

5/19 Adele Mariani

5/31 Mary Perante

### JUNE

6/1	Richard Thibault
6/1	Peter Valentine
6/5	Robert Chin
6/13	Ann Finicane
6/14	John Garvey, Jr.
6/16	Hunter Williams
6/16	Mary Shanley
6/27	Thomas Langley

### JULY

7/3	Francis Foley
7/22	Kevin Costello
7/24	Margaret Goode
7/27	Micheline O'Sullivan
7/28	Thomas Aiello

### AUGUST

8/12	Joh Bonica
8/13	Daniel Wright
8/14	Selma Parker
8/15	Mary Marchione
8/17	Nancy Gerstel
8/18	Patricia Kerns
8/21	Myriem Bayali
8/27	Michael Harman, Sr.

### SEPTEMBER

9/4	David Gately
9/7	Margaret Warren
9/11	Marquis Lockett, Sr.
9/18	Jean Boshco
9/19	Cathleen Solomon
9/21	Gerard Davis

**OCTOBER**

10/1	Richard Widmer
10/1	Christian Weir
10/3	Elizabeth Carlson
10/4	Josephine Davis
10/10	James O'Brim
10/11	Jean Kingsbury
10/16	Marguerite Schmidt
10/19	Mary Cavanaugh
10/26	Dale Herbeck
10/28	Meaghan McLean
10/30	Marion Pelick

**NOVEMBER**

11/4	Michael Graham
11/6	Katherine Kearney
11/9	Edward Britt
11/6	Valerie Mariani
11/10	Virginia McCoubrey
11/15	Linda Liu
11/18	Walter Holland
11/19	Helen Zoza

**DECEMBER**

12/3	Paul Herendeen
12/14	Gail Albertini
12/18	Mary LaPlante
12/23	Margaret McDonald

**TOWN OF MEDFIELD**  
**WARRANT FOR THE ANNUAL TOWN ELECTION**  
**MARCH 27, 2023**

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-SEVENTH** day of March, A.D. 2023 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 annually by ballot, viz:

One Moderator for One Year

One Selectmen, One Assessor, Two School Committee Members, Two Library Trustees, Two Park Commissioners and Two Trust Fund Commissioner for Three years.

One Member of the Planning Board

Question: Board of Selectmen name change

Shall this town approve the charter amendment proposed by the town meeting summarized below?

Summary:

Change Board of Selectmen and Selectmen/Selectman to Select Board or Select Board Member in Articles 3, 4, and 10 and throughout other articles and sections of town charter, as specified in Article 15 of 2022 Annual Town Meeting Warrant and vote thereon, on file in Town Clerk's office.

Yes ( ) No ( )

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 7<sup>th</sup> day of March, Two Thousand and seventeen.

Gustave H. Murby, Sr., /s/  
Eileen M. Murphy, /s/  
Osler L. 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 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.

#### A TRUE COPY ATTEST:

Marion Bonoldi  
Town Clerk

**Statistics March 27, 2023  
Annual Town Election  
Town of Medfield**

Registered Voters 9501

Precinct One 2519

Precinct Two 2304

Precinct Three 2356

Precinct Four 2322

Total Vote Cast 565

Percentage 5.94%

The Town Clerk announced the results at 9:42pm. At the Town Election, March 27, 2023, Medfield had the following number of Early and Absentee Ballots.

Applications Received 8

Precinct One 2

Precinct Two 5

Precinct Three 1

Precinct Four 0

Ballot Cast 7

Ballots Not Returned 1

The Early/Absentee Ballots were put through the Ballot Box and they were counted with the ballots cast on Election Day.

  
\_\_\_\_\_  
Marion Bonoldi  
Town Clerk

**TOTAL****SELECTMEN****GUSTAVE H. MURBY, SR**

OTHERS

BLANKS

Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
96	113	114	93	416
7	13	10	8	38
22	34	22	33	111
0	0	0	0	0

**MODERATOR****SCOTT F. MCDERMOTT**

OTHERS

BLANKS

111	141	125	116	493
0	2	5	2	9
14	17	16	16	63

**ASSESSOR****KENNETH L. MANNING**

OTHERS

BLANKS

108	129	125	111	473
0	0	0	0	0
17	31	21	23	92

**SCHOOL COMMITTEE (VOTE FOR 2)****WILLIAM FRANKE HORNE****KRISTIN ANN SIMONINI**

OTHERS

BLANKS

98	135	124	103	460
97	123	119	98	437
7	12	14	25	58
48	50	35	42	175

**LIBRARY TRUSTEES (VOTE FOR 2)****JENNIFER CRONIN****LAUREN C. FEENEY**

OTHERS

BLANK

107	130	119	111	467
100	127	118	107	452
0	2	0	2	4
43	61	55	48	207

**PARK COMMISSIONER (VOTE FOR 2)****KIRSTEN E. YOUNG****TIMOTHY E. WALSH**

OTHERS

BLANKS

106	131	116	109	462
106	124	110	108	448
0	0	0	1	1
38	65	66	50	219

**PLANNING BOARD****SETH MEEHAN**

OTHERS

BLANKS

109	131	119	108	467
0	0	0	1	1
16	29	27	25	97

**TRUST FUND COMMISSIONER  
(VOTE FOR 2)**

**GEORGIA K. COLIVAS**

WRITE IN

Mike Marcucci

BLANKS

102	132	121	112	467
1	2	2	2	7
0	0	0	2	2
147	186	169	152	654

**QUESTION- BOS NAME CHANGE**

YES

NO

BLANKS

91	129	118	100	438
21	18	22	32	93
13	13	6	2	34

**TOWN OF MEDFIELD**  
**WARRANT FOR THE ANNUAL TOWN MEETING**  
**May 1, 2023**

On Monday, the first 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 achieved.

**Article 1. Annual Town Reports**

To see if the Town will vote to accept the reports of the several Town Officers for the past year(s).

**(Select Board)**

**Vote: Article 1 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

**Article 2. Elected Officer Compensation**

To see if the Town will vote to fix the salaries and compensation of the following elected officers: Moderator, Town Clerk, Select Board, 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	\$74,607	\$76,845
Select Board, Chairman	\$900	\$900
Select Board, Clerk	\$900	\$900
Select Board, Third Member	\$900	\$900
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

**(Select Board)**

**Vote: Article 2 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 3. Personnel Administration Plan**

To see if the Town will vote to amend the Personnel Administration Plan, Classification of Positions and Pay Schedule, effective July 1, 2023, as set out in the Warrant, or do or act anything in relation thereto.

### **PERSONNEL ADMINISTRATION PLAN CLASSIFICATION OF POSITIONS AND PAY SCHEDULE**

### **POLICE DEPARTMENT AS PER COLLECTIVE BARGAINING AGREEMENT**

<b>Sergeant</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4 (15 Yrs)</b>	<b>Step 5 (20 Yrs)</b>
<b>7/01/2022</b>	\$ 1,485.86	\$ 1,531.82	\$ 1,586.77	\$ 1,606.98	\$ 1,637.28
<i>Biweekly</i>	\$ 2,971.73	\$ 3,063.63	\$ 3,173.55	\$ 3,213.95	\$ 3,274.55
<b>7/01/2023</b>	\$ 1,530.44	\$ 1,577.77	\$ 1,634.38	\$ 1,655.19	\$ 1,686.39

Biweekly	\$ 3,060.88	\$ 3,155.54	\$ 3,268.75	\$ 3,310.37	\$ 3,372.79
7/01/2024	\$ 1,576.35	\$ 1,625.10	\$ 1,683.41	\$ 1,704.84	\$ 1,736.99
Biweekly	\$ 3,152.71	\$ 3,250.21	\$ 3,366.82	\$ 3,409.68	\$ 3,473.97

Police Officer	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (15 Yrs)	Step 8 (20 Yrs)
7/01/2022	\$1,145.09	\$1,182.66	\$1,217.02	\$1,254.66	\$1,293.45	\$1,333.46	\$1,353.67	\$1,383.98
Biweekly	\$2,290.18	\$2,365.32	\$2,434.03	\$2,509.32	\$2,586.89	\$2,666.93	\$2,707.33	\$2,767.95
7/01/2023	\$1,179.44	\$1,218.14	\$1,253.53	\$1,292.30	\$1,332.25	\$1,373.47	\$1,394.28	\$1,425.50
Biweekly	\$2,358.89	\$2,436.28	\$2,507.05	\$2,584.60	\$2,664.50	\$2,746.93	\$2,788.55	\$2,850.99
7/01/2024	\$1,214.83	\$1,254.68	\$1,291.13	\$1,331.07	\$1,372.22	\$1,414.67	\$1,436.10	\$1,468.26
Biweekly	\$2,429.65	\$2,509.37	\$2,582.26	\$2,662.13	\$2,744.43	\$2,829.34	\$2,872.21	\$2,936.52

Dispatcher	Step 1	Step 2	Step 3	Step 4
7/01/2022	\$904.41	\$953.95	\$1,006.57	\$1,061.92
Biweekly	\$1,808.81	\$1,907.89	\$2,013.14	\$2,123.84
7/01/2023	\$922.50	\$973.03	\$1,026.70	\$1,083.16
Biweekly	\$1,844.99	\$1,946.05	\$2,053.40	\$2,166.31
7/01/2024	\$940.95	\$992.49	\$1,047.24	\$1,104.82
Biweekly	\$1,881.89	\$1,984.97	\$2,094.47	\$2,209.64

#### 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
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 Firefighter/EMT

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Call FF/EMT	26.91	27.74	28.54	29.41	30.29	31.21	32.12	33.10

## Animal Control

## MANAGERIAL POSITIONS

	Minimum	Midpoint	Maximum
<b>Grade 1</b>	<b>57,786</b>	<b>65,0101</b>	<b>70,818</b>
Children's Librarian			
Technical Services Librarian			
Young Adult Librarian			
Outreach Social Worker			
Conservation Agent			
Circulation Supervisor			
<b>Grade 2</b>	<b>63,564</b>	<b>71,510</b>	<b>79,734</b>
Adult Services/Technology Senior Librarian			
<b>Grade 3</b>	<b>69,921</b>	<b>78,661</b>	<b>87,401</b>
Assistant to the Town Administrator/Public Information Coordinator			
Assistant Town Accountant/Budget Analyst			
IT Coordinator			
<b>Grade 4</b>	<b>76,914</b>	<b>86,528</b>	<b>96,142</b>
Council on Aging Director			
Public Health Nurse			
Building Commissioner			
<b>Grade 5</b>	<b>86,143</b>	<b>96,828</b>	<b>107,680</b>
Library Director			

Director of Outreach/Human Services

Town Planner

Building Commissioner

Park and Recreation Director

<b>Grade 6</b>	<b>96,482</b>	<b>108,380</b>	<b>120,601</b>
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Town Accountant

Principal Assessor

Treasurer/Collector

Deputy Police Chief

<b>Grade 7</b>	<b>108,060</b>	<b>121,567</b>	<b>135,075</b>
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Asst. Town Administrator

<b>Grade 8</b>	<b>114,112</b>	<b>136,933</b>	<b>159,756</b>
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Director of Public Works

## **HOURLY PAID POSITIONS**

Grade		Step								
		1	2	3	4	5	6	7	8	9
Grade	<b>20</b>	\$18.38	\$18.89	\$19.44	\$20.00	\$20.56	\$21.15	\$21.75	\$22.38	\$23.02
	<b>30</b>	\$20.21	\$20.78	\$21.39	\$22.00	\$22.62	\$23.26	\$23.93	\$24.60	\$25.29
	<b>40</b>	\$22.24	\$22.85	\$23.51	\$24.18	\$24.87	\$25.58	\$26.31	\$27.06	\$27.83
	<b>50</b>	\$24.45	\$25.15	\$25.87	\$26.60	\$27.36	\$28.13	\$28.93	\$29.76	\$30.62
	<b>60</b>	\$26.89	\$27.66	\$28.45	\$29.27	\$30.10	\$30.96	\$31.84	\$32.75	\$33.68
	<b>70</b>	\$29.31	\$30.19	\$31.10	\$32.03	\$32.98	\$33.98	\$35.00	\$36.05	\$37.12

	<b>80</b>	\$31.66	\$32.59	\$33.57	\$34.58	\$35.62	\$36.68	\$37.80	\$38.93	\$40.10
	<b>90</b>	\$34.17	\$35.20	\$36.26	\$37.36	\$38.48	\$39.64	\$40.84	\$42.06	\$43.33

## Grade 20

## Grade 30

## Office Assistant      Library Technician      Laborer

## Mini Bus Driver      Truck Driver

## Grade 40

## Senior Library Technician      Groundskeeper I      Mechanic

Administrative                    Maintenance                    Transp/Facilities  
Assistant I                    Technician                    Coordinator

**Asst Adlt Svcs /Tech Librarian Civilian Dispatcher (Non Union)**

Grade 50

## Payroll Coordinator      Administrative      Volunteer Coordinator

## Assistant II

## Elder Outreach Worker Equipment Operator Water Technician

## Field Appraiser

Grade 60

## Administrative Park and Recreation Program Coordinator Assistant III

Grade 70

## Heavy Equipment Operator      Groundskeeper II      Water/WWTP Operator

## Tree Warden      Lead Mechanic      Facilities Coordinator

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Grade 80

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## Crew Chief

## Grade 90

Highway Supervisor      Water Supervisor      WWTP Supervisor

### **SPECIAL RATE/FEE POSITIONS- PART TIME/TEMPORARY**

Veterans Agent	\$29,565	Annual
Sealer of Weights and Measures	\$2,804	Annual
Registrar	\$212	Annual
Library Page	\$11 to \$14	Hourly
Police- Private Special Detail	\$35.78	Hourly
Tree Climber	\$23.42	Hourly
Snowplow Driver	\$25.50	Hourly

### **FIRE**

Deputy Chief	\$4,313	Annual
Captain	\$2,588	Annual
Lieutenant	\$2,071	Annual
EMS Coordinator	\$2,012	Annual
Fire Alarm Superintendent	\$898	Annual

### **INSPECTORS**

Inspectors of Buildings	\$33.52	Per Inspection
Asst. Building Commissioner		\$6,000 Stipend

### **PARK AND RECREATION**

### **Hourly Salary Range**

Swim Pond Director	\$15	to	\$26
Swim Team Coach	\$15	to	\$23
Head Lifeguard	\$15	to	\$24
Lifeguard	\$15	to	\$21
Water Safety Instructor	\$15	to	\$22

Summer Camp Director	\$16	to	\$26
Summer Camp Specialist	\$15	to	\$25
Summer Camp Counselor	\$15	to	\$19
Summer Camp Jr. Counselor	\$15	to	\$16
Program Director	\$16	to	\$27

**(Personnel Board)**

**Vote: Article 3 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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#### **Article 4. Collective Bargaining Agreement: Police**

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money to implement a Collective Bargaining Agreement between the Town of Medfield and the Medfield Police League; or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 4 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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#### **Article 5. Revocation of Civil Service**

To see if the Town will vote to revoke the acceptance of Civil Service Laws for the Town of Medfield police officers at all ranks, including but not limited to police officer and sergeant, effective July 1, 2023, thereby removing the police force from the provisions of the Civil Service Laws, and the rules and regulations relating to the same, provided that this

revocation will not affect the Civil Service status of existing personnel in their current positions; or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 5 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 6. Creation of Opioid Stabilization Fund**

To see if the Town will vote to establish, pursuant to Chapter 40, Section 5B of the Massachusetts General Laws, a special purpose stabilization fund to be known as the “Opioid Settlement Stabilization Fund”, the purpose of which shall be for the funding of opioid prevention, harm reduction, treatment, and recovery programs as further detailed in the Massachusetts State Subdivision Agreement for Statewide Opioid Settlements and to see if the Town will dedicate all of the revenue received from the Massachusetts Statewide Opioid Settlement, effective for fiscal year 2024 beginning July 1, 2023, or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 6 passes as set out in Warrant.**

**PASSED BY TWO-THIRDS VOTE – MOTION CARRIES – 5/1/2023**

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### **Article 7. Transfer into Opioid Stabilization Fund**

To see if the Town will vote to transfer from Free Cash the sum of \$92,139 into the Opioid Settlement Stabilization Fund, created by Article 6 of this Annual Town Meeting, or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 7 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 8. Transfer out of Opioid Stabilization Fund**

To see if the Town will vote to transfer \$68,000 from the Opioid Settlement Stabilization Fund for the funding of prevention, harm reduction, treatment, and recovery programs as further detailed in the Massachusetts State Subdivision Agreement for Statewide Opioid Settlements, or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 8 passes as set out in Warrant.**

**PASSED BY TWO-THIRDS VOTE – MOTION CARRIES – 5/1/2023**

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### **Article 9. Authorization for New Vaccine Revolving Fund**

To see if the Town will vote to amend the Code of the Town of Medfield by adding a new Section 5.10, to establish and authorize the following revolving fund under Massachusetts General Laws Chapter 44, §53E½, as follows; and further to appropriate a sum of \$5,000 from Free Cash into the Vaccine Revolving fund;

#### **5.10 Vaccine Revolving Fund**

- (1) Fund Name. There shall be a separate fund called the Vaccine Revolving Fund authorized for use by the Public Health Department.
- (2) Revenues. The Town Accountant shall establish the Vaccine Revolving Fund as a separate account and credit to the fund all of the fees, charges or other

receipts to be charged and received by the Town in connection with vaccine clinics.

(3) Purposes and Expenditures. During each fiscal year, the Public Health Nurse may incur liabilities against and spend monies from the Vaccine Revolving Fund for vaccine clinic materials and expenses.

(4) Fiscal Years. The Vaccine Revolving Fund shall operate for fiscal years that begin on or after July 1, 2023.

or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 9 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 10. Annual Revolving Fund Expenditure Limit Authorization**

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 2024, 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	400,000
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
5.8	Transfer Station Recycling Revolving Fund	10,000
5.9	Former State Hospital Revolving Fund	100,000
5.10	Vaccine Revolving Fund	10,000
	Total	\$650,000

or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 10 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 11. Cemetery Perpetual Care Trust Funds**

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,

#### **Perpetual Care 2022**

Athena Kalemkeridis	\$3,000.00
Peter J. Kelly	\$1,500.00
John George Howard	\$3,000.00
Georganne & John Gerlach	\$3,000.00
Erin Colleen Davis	\$600.00
James Donovan	\$600.00
Richard T. Haverty	\$600.00
Helga Salomone	\$600.00
Andrea M. Conboy	\$750.00
Malcolm Leggett	\$3,000.00
Grover & Schaub-Foley	\$3,000.00
Bret Swedeen	\$600.00
Constance B. Geiger	\$750.00
Jonathan L. Danielson	\$750.00
Mary Lou Finn	\$3,000.00
Michael & Carole Rogers	\$100.00
Paul & Leigh Fitzgerald	\$750.00
Anna Maria Kennedy	\$600.00
William J. Petrusiak	\$3,000.00
Bob & Betsy Conlon	\$3,000.00
Andrew & Nancy Fitzgerald	\$750.00

Alan & Caroline Necchi	\$1,500.00
Joanne Mullen	\$3,000.00
Iris J. Carlson	\$600.00
Lynn Judge	\$3,000.00
Richard H. Holbrook	\$3,000.00
Steven Graziano	\$600.00
Cheryl & Daniel Vieira	\$3,000.00
Neal & Virginia Olsen	\$3,000.00
Eric Iafolla	\$600.00
Beverly Dillon	\$3,000.00
<b>Total</b>	<b>\$54,250.00</b>

or do or act anything in relation thereto.

**(Cemetery Commissioners)**

**Vote: Article 11 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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**Article 12. Vine Lake Cemetery Expansion Study**

To see if the Town will vote to appropriate \$80,000 from the Sale of Cemetery Lots Fund to be expended under the direction of the DPW Director and Cemetery Commissioners to pay for the costs of a Vine Lake Cemetery Expansion Study, including but not limited to engineering design and layout including infrastructure, and cost estimates for the Vine Lake Cemetery Expansion Project located at 625 Main Street, Medfield, MA; or do or act anything in relation thereto.

**(DPW Director/Cemetery Commission)**

**Vote: Article 12 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 13. Local PEG Access Appropriation**

To see if the Town will vote to appropriate \$283,107.19 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.

**(Select Board)**

**Vote: Article 13 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 14. Affordable Housing Trust Request for Funding**

To see if the Town will vote to appropriate the sum of \$15,000.00 and determine in what manner said sum shall be raised for the purpose of funding the Medfield Affordable Housing Trust (the “MAHT” or Trust) to employ consultants, including lawyers, to advise it in planning and negotiating with third party developers and/or operators of group homes for citizens with intellectual and developmental disabilities (“IDD”), a key goal of the Trust’s Housing Production Plan; or do or act anything in relation thereto.

**(Affordable Housing Trust)**

**Vote: Article 14 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 15. Transfers to the Municipal Building Stabilization Fund**

To see if the Town will vote to transfer a \$24,342 received from the Massachusetts School Building Authority for reimbursements for the Dale Street Feasibility Study, \$47,953 in unexpended appropriation funds, and the remaining balance, at June 30, 2023, of the fiscal year 2023 Emergency

Repairs fund to the Municipal Buildings Capital Stabilization Fund or do or act anything in relation thereto.

(Select Board)

**Vote: Article 15 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 16. Capital Projects: Municipal Buildings**

To see if the Town will vote to appropriate a sum of money and transfer said sum from the Municipal Stabilization Fund created under Article 42 of the 2018 Annual Town Meeting and the Parks and Recreation Revolving Fund for the purposes and amounts as set out below; or to take any other action relative thereto:

<b>FACILITY</b>	<b>PROJECT</b>	<b>RECOMMENDED FUNDING</b>
<b>Medfield High School</b>	Fire Alarm Replacement	\$300,000
	Preventive Maintenance - AHU's	\$15,000
	Preventive Maintenance - RTU's	\$25,000
	Tennis Courts	\$150,000
<b>Blake Middle School</b>	Preventive Maintenance - RTU's	\$25,000
	Auditorium Seating	\$150,000
	Carpet / Tile Replacement	\$15,000
<b>Dale Street School</b>	Asbestos Flooring Abatement/Replacement	\$50,000
	Gym/Auditorium Curtain	\$25,500
	Gym Lift Repair	\$8,000
	Ceiling Tile Replacement	\$50,000

<b>Wheelock</b>	Preventive Maintenance - Fan Coil Units	\$10,000
	Preventive Maintenance - Exhaust Fans	\$10,000
	Flooring / VCT Abatement / Carpet	\$25,000
<b>Memorial</b>	Preventive Maintenance - RTU's	\$15,000
	VCT Flooring Replacement	\$15,000
	Duct Cleaning	\$7,000
	Engineering Study - Boiler	\$15,000
<b>District Wide</b>	Equipment Replacement	\$12,000
<b>Town House</b>	Misc. Exterior Façade Repairs	\$20,000
	Carpet Replacement	\$40,000
	Preventive Maintenance - AHU	\$3,000
	Exterior Painting	\$60,000
	Preventive Maintenance - Exhaust Fans	\$5,000
	Engineering Study - Chiller	\$15,000
<b>Public Safety</b>	Card Reader Repairs	\$5,000
<b>Parks and Recreation</b>	Hinkley Bath Renovation	\$85,000
<b>Center at Medfield</b>	Building Envelope Repairs	\$15,000
	Roof Structure over Patio	\$15,000
<b>Public Library</b>	RTU Replacement (Green Communities)	\$65,000
	FA System Replacement	\$30,000
	ATC Computer Controls	\$10,000

<b>Town and School</b>	Emergency Repair Funding	\$175,000
	Project Management Services	\$25,000

<b>FUNDING SOURCES</b>	<b>AMOUNT</b>
Parks and Recreation Revolving Fund	\$85,000
Municipal Building Stabilization Fund	\$1,405,500
<b>Total</b>	<b>\$1,490,500</b>

**(Select Board/Capital Budget Committee/School Committee)**

**Vote: Move that the Town appropriate \$1,490,500 and transfer \$1,405,500 from the Municipal Building Capital Stabilization Fund and \$85,000 from the Parks and Recreation Revolving Fund for projects and purposes as set out in the Warrant.**

**PASSED BY TWO-THIRDS VOTE – MOTION CARRIES – 5/1/2023**

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### **Article 17. Appropriation to the Capital Stabilization Fund**

To see if the Town will vote to raise and appropriate and/or transfer from available funds, \$850,000, into the designated “Capital Stabilization Fund” or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 17 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 18. Capital Budget**

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 to take any other action relative thereto.

<b>Dept</b>	<b>Request</b>	<b>Recommended Amount</b>	<b>Funding Source</b>
Fire	Lease-Purchase payment for new Fire Engine (leased in FY21)	\$48,095	FY24 Tax Levy
Fire	Structural Fire Gear	\$30,000	Capital Stabilization Fund
Fire	Foam System for Engine 3	\$15,000	ALS Revolving Fund
Parks and Recreation	Hinkley Pond Storage Shed	\$12,000	Parks and Recreation Revolving Fund
DPW	Mini Excavator	\$85,000	Capital Stabilization Fund
DPW	New Hybrid Vehicle	\$55,000	Capital Stabilization Fund
DPW	Recycling Compactor	\$30,000	Capital Stabilization Fund
DPW PM	Pavement Management	\$185,000	Capital Stabilization Fund
IT	School Information Technology Infrastructure	\$300,000	Capital Stabilization Fund
IT	Town Information Technology Infrastructure	\$30,000	Capital Stabilization Fund
Police	Hybrid Vehicle Line Cruiser	\$36,000	Capital Stabilization Fund
Facilities	Vehicle Replacement	\$45,000	Capital Stabilization Fund
Water Ent	SCADA	100,000	Water Enterprise Funds
Water Ent	Water Main Replacement Eng	100,000	Water Enterprise Funds
Sewer Ent	SCADA	100,000	Sewer Enterprise Funds
Sewer Ent	Infiltration/Inflow	125,000	Sewer Enterprise Funds
	<b>Total</b>	<b>\$1,296,095</b>	

	<b>FUNDING SOURCES</b>	<b>AMOUNT</b>
	FY2024 Tax Levy	\$48,095
	Capital Stabilization Fund	\$796,000
	Parks and Recreation Revolving Fund	\$12,000
	ALS Revolving Fund	\$15,000
	Water Enterprise Free Cash	\$200,000
	Sewer Enterprise Free Cash	\$225,000
	<b>Total</b>	<b>\$1,296,095</b>

**(SELECT BOARD/CAPITAL BUDGET COMMITTEE)**

**Vote: Move that \$1,296,095 is appropriated to pay costs of funding the capital projects described in Article 18, in the recommended amounts identified in said Article 18 for each such project, including all costs incidental and related thereto (the “Approved Capital Projects”); that to meet this appropriation the Town shall fund each of said Approved Capital Projects from the recommended source of funding identified in said Article 11 and that the Board of Select Board is authorized to enter into any contracts and to take all actions necessary to carry out said Approved Capital Projects.**

**PASSED BY TWO THIRDS VOTE- MOTION CARRIES – 5/1/203**

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**Article 19. Construction of Garage at CENTER at Medfield**

To see if the Town will vote to transfer a sum of money from the proceeds of the Hinkley South sale of land, or otherwise provide a sum of money for the purpose of design and construction of a garage at the CENTER at Medfield, 1 Icehouse Road; or do or act anything in relation thereto.

**(Select Board/COA)**

**Vote: Move that the Town transfer the sum of \$300,000 from the proceeds of the sale of the Hinkley South parcel for the design and construction of a garage at the CENTER at Medfield.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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#### **Article 20. Elementary School Feasibility Study Funding**

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide 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, land surveys, wetlands surveys, preliminary site development plans, schematic designs, architectural and engineering designs, cost estimates, independent enrollment studies, 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.

**(Select Board/School Committee/School Building Committee)**

**Vote: Move that the Town appropriate \$250,000 from certified free cash 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.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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#### **Article 21. Prior Year Bills**

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide \$6,221.50 for the purpose of paying the prior year bills incurred in a prior Fiscal Year or do or act anything in relation thereto.

**Select Board**

**Vote: Move that the Town appropriate the sum of \$6,221.50 from overlay surplus for the purpose of paying the following prior year bills incurred in Fiscal Year 2022 and Fiscal Year 2021.**

**PASSED BY FOUR-FIFTHS VOTE – MOTION CARRIES –  
5/1/2023**

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**Article 22. FY2024 Operating Budget**

To see if the Town will vote to raise and appropriate and/or transfer from available funds, sums of money requested by the Select Board or any other Town Officer, Board, Commission, or Committee to defray operating expenses of the Town for the fiscal year commencing July 1, 2023 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.

**(Select Board)**

**Vote: Move that the Town appropriate \$69,319,327 to the various Departmental Operating Budgets to defray the operating expenses of the Town for the fiscal year commencing July 1, 2023, as set out in Article 22 of the Warrant Report under the column FY24 Warrant Committee Recommends, and that to meet said appropriation sums be raised on the Fiscal Year 2024 tax levy and/or transferred from other available funds totaling \$4,019,239 as set out in the Warrant Report.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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**ARTICLE 22 OPERATING BUDGETS**

<b>ORGANIZATION CODE</b>	<b>DEPARTMENT</b>	<b>Appropriated 2022/2023</b>	<b>DEPT REQUEST 2023/2024</b>	<b>FY24 WARR COMM RECOMMENDS</b>
01-912-2	WORKERS COMPENSATION INSURANCE	\$ 248,000	\$ 257,920	\$ 280,878
01-914-2	HEALTH & LIFE INSURANCE	\$ 4,692,109	\$ 5,113,948	\$ 4,944,710
01-945-2	LIABILITY INSURANCE	\$ 366,000	\$ 398,600	\$ 374,507
	TOTAL	\$ 5,306,109	\$ 5,770,468	\$ 5,600,095
01-913-2	UNEMPLOYMENT COMPENSATION	\$ -	\$ 50,000	\$ 30,000
01-916-2	MEDICARE INSURANCE	\$ 624,000	\$ 665,000	# \$ 665,000
01-911-2	COUNTY RETIREMENT CONTRIBUTION	\$ 3,394,258	\$ 3,394,258	\$ 3,296,275
01-915-2	OPEB CONTRIBUTION	\$ 500,000	\$ 525,000	\$ 525,000
*****	<b>TOTAL TOWN &amp; SCHOOL EMPLOYEE BENEFITS</b>	<b>\$ 9,824,367</b>	<b>\$ 10,404,726</b>	<b>\$ 10,116,370</b>
01-122-1	SELECTMEN-SALARIES	\$ 2,700	\$ 2,700	\$ 2,700
01-122-2	SELECTMEN-OPERATIONS	\$ 12,820	\$ 12,820	\$ 13,159
	TOTAL	\$ 15,520	\$ 15,520	\$ 15,859
01-123-1	TOWN ADMINISTRATOR-SALARIES	\$ 406,548	\$ 422,681	\$ 428,712
01-123-2	TOWN ADMINISTRATOR-OPERATIONS	\$ 24,340	\$ 24,340	\$ 24,340

	TOTAL	\$ 430,888	\$ 447,021	\$ 453,052
01-131-2	WARRANT COMMITTEE-OPERATIONS	\$ -	\$ -	\$ -
01-134-1	TOWN ACCOUNTANT-SALARIES	\$ 218,376	\$ 192,254	\$ 198,017
01-134-2	TOWN ACCOUNTANT-OPERATIONS	\$ 58,624	\$ 52,320	\$ 52,320
	TOTAL	\$ 277,000	\$ 244,574	\$ 250,337
01-141-1	ASSESSORS-SALARIES	\$ 207,342	\$ 218,348	\$ 227,883
01-141-2	ASSESSORS-OPERATIONS	\$ 27,395	\$ 27,585	\$ 24,585
	TOTAL	\$ 234,737	\$ 245,933	\$ 252,468
01-145-1	TREASURER/COLLECTOR-SALARIES	\$ 217,853	\$ 220,883	\$ 227,467
01-145-2	TREASURER/COLLECTOR-OPERATIONS	\$ 79,920	\$ 86,245	\$ 86,245
	TOTAL	\$ 297,773	\$ 307,128	\$ 313,712
01-151-2	TOWN COUNSEL-OPERATIONS	\$ 123,533	\$ 146,944	\$ 124,944
01-152-1	HUMAN RESOURCE-SALARIES	\$ 99,956	\$ 394,503	\$ 95,356
01-152-2	HUMAN RESOURCE-OPERATIONS	\$ 5,060	\$ 5,060	\$ 5,060
	TOTAL	\$ 105,016	\$ 399,563	\$ 100,416
01-155-1	INFORMATION TECHNOLOGY-SALARIES	\$ 80,509	\$ 81,734	\$ 84,167
01-155-2	INFORMATION TECHNOLOGY-OPERATIONS	\$ 154,700	\$ 154,700	\$ 154,700
	TOTAL	\$ 235,209	\$ 236,434	\$ 238,867
01-161-1	TOWN CLERK & ELECTION REGISTR-SALARIES	\$ 125,782	\$ 126,198	\$ 129,346
01-161-2	TOWN CLERK & ELECTION REGISTR-OPERATIONS	\$ 35,050	\$ 35,050	\$ 35,050

	TOTAL	\$ 160,832	\$ 161,248	\$ 164,396
01-171-1	CONSERVATION COMM.-SALARIES	\$ 36,669	\$ 70,000	\$ 36,050
01-171-2	CONSERVATION COMM.-OPERATIONS	\$ 7,940	\$ 7,940	\$ 7,940
	TOTAL	\$ 44,609	\$ 77,940	\$ 43,990
01-175-1	PLANNING + ZONING - SALARIES	\$ 121,925	\$ 125,975	\$ 129,751
01-175-2	PLANNING + ZONING & APPEALS-OPERATIONS	\$ 16,885	\$ 16,885	\$ 16,885
	TOTAL	\$ 138,810	\$ 142,860	\$ 146,636
01-192-1	TN PUBLIC BUILDINGS & PROPERTY MAINT-SALARIES	\$ 117,528	\$ 202,578	\$ 208,381
01-192-2	TN PUBLIC BUILDINGS & PROPERTY MAINT-OPERATIONS	\$ 529,900	\$ 541,646	\$ 547,346
	TOTAL	\$ 647,428	\$ 744,224	\$ 755,727
01-195-1	TOWN REPORT/MEETING-SALARIES	\$ 1,000	\$ 1,000	\$ 1,000
01-195-2	TOWN REPORT/MEETING-OPERATIONS	\$ 14,000	\$ 15,750	\$ 15,750
	TOTAL	\$ 15,000	\$ 16,750	\$ 16,750
01-210-2-1	POLICE OPERATIONS-SALARIES	\$ 2,504,347	\$ 2,539,604	\$ 2,607,465
01-210-2-2	POLICE OPERATIONS-OPERATIONS	\$ 281,999	\$ 298,477	\$ 298,477
	TOTAL	\$ 2,786,346	\$ 2,838,081	\$ 2,905,942
01-210-4-2	TRAFFIC MARKINGS/SIGN-OPERATIONS	\$ 65,024	\$ 62,007	\$ 37,007
01-220-7-1	FIRE & RESCUE OPERATIONS-SALARIES	\$ 1,417,287	\$ 1,483,497	\$ 1,485,537
01-220-7-2	FIRE & RESCUE OPERATIONS-OPERATIONS	\$ 173,150	\$ 179,295	\$ 179,295
	TOTAL	\$ 1,590,437	\$ 1,662,792	\$ 1,664,832

01-241-1	INSPECTIONS-SALARIES	\$ 240,162	\$ 274,930	\$ 283,149
01-241-2	INSPECTIONS-OPERATIONS	\$ 14,258	\$ 14,258	\$ 14,258
	TOTAL	\$ 254,420	\$ 289,188	\$ 297,407
01-244-1	SEALER-SALARIES	\$ 2,917	\$ 3,000	\$ 3,000
01-244-2	SEALER-OPERATIONS	\$ 200	\$ 200	\$ 200
	TOTAL	\$ 3,117	\$ 3,200	\$ 3,200
01-291-1	EMERGENCY MGMT-SALARIES	\$ 4,000	\$ 4,000	\$ 4,000
01-291-2	EMERGENCY MGMT-OPERATIONS	\$ 7,500	\$ 7,500	\$ 7,500
	TOTAL	\$ 11,500	\$ 11,500	\$ 11,500
01-292-1	ANIMAL CONTROL-SALARIES	\$ 99,740	\$ 99,740	\$ 102,702
01-292-2	ANIMAL CONTROL-OPERATIONS	\$ 14,854	\$ 14,854	\$ 14,854
	TOTAL	\$ 114,594	\$ 114,594	\$ 117,556
01-294-1	TREE CARE-SALARIES	\$ 24,491	\$ 24,491	\$ 25,226
01-294-2	TREE CARE-OPERATIONS	\$ 43,600	\$ 49,100	\$ 49,100
	TOTAL	\$ 68,091	\$ 73,591	\$ 74,326
01-422-1	HIGHWAY-SALARIES	\$ 1,094,673	\$ 1,108,461	\$ 1,115,836
01-422-2	HIGHWAY-OPERATIONS	\$ 401,975	\$ 454,975	\$ 439,975
	TOTAL	\$ 1,496,648	\$ 1,563,436	\$ 1,555,811
01-423-1	SNOW & ICE-SALARIES	\$ 110,463	\$ 110,464	\$ 110,464
01-423-2	SNOW & ICE-OPERATIONS	\$ 182,973	\$ 182,973	\$ 182,973
	TOTAL	\$ 293,436	\$ 293,437	\$ 293,437

01-424-2	STREET LIGHTING-OPERATIONS	\$ 12,500	\$ 12,500	\$ 12,500
01-426-1	EQUIP REPAIR/MAINT-SALARIES	\$ 157,046	\$ 159,072	\$ 163,491
01-426-2	EQUIP REPAIR/MAINT-OPERATIONS	\$ 293,513	\$ 293,513	\$ 308,513
	TOTAL	\$ 450,559	\$ 452,585	\$ 472,004
01-429-2	SIDEWALKS-OPERATIONS	\$ 35,000	\$ 35,000	\$ 35,000
01-433-1	SOLID WASTE DISPOSAL-SALARIES	\$ 235,582	\$ 238,562	\$ 245,616
01-433-2	SOLID WASTE DISPOSAL-OPERATIONS	\$ 390,232	\$ 393,232	\$ 393,232
	TOTAL	\$ 625,814	\$ 631,794	\$ 638,848
01-491-1	CEMETERY-SALARIES	\$ 171,746	\$ 173,360	\$ 160,516
01-491-2	CEMETERY-OPERATIONS	\$ 35,640	\$ 39,640	\$ 39,640
	TOTAL - SEE PERP CARE CREDIT BELOW	\$ 207,386	\$ 213,000	\$ 200,156
01-512-1	HEALTH-SALARIES	\$ 119,772	\$ 125,772	\$ 129,558
01-512-2	HEALTH-OPERATIONS	\$ 70,823	\$ 75,338	\$ 75,338
	TOTAL	\$ 190,595	\$ 201,110	\$ 204,896
01-541-1	COUNCIL ON AGING-PERSONNEL	\$ 216,898	\$ 237,007	\$ 222,125
01-541-2	COUNCIL ON AGING-OPERATIONS	\$ 33,940	\$ 34,800	\$ 34,800
	TOTAL	\$ 250,838	\$ 271,807	\$ 256,925
01-543-1	VETERANS'-SALARIES	\$ -	# \$ -	\$ -
01-543-2	VETERANS'-OPERATIONS	\$ 55,878	\$ 37,800	\$ 59,831
	TOTAL	\$ 55,878	\$ 37,800	\$ 59,831

01-599-1	OUTREACH-SALARIES	\$ 160,965	\$ 173,043	\$ 246,235
01-599-2	OUTREACH-OPERATIONS	\$ 24,380	\$ 24,830	\$ 24,830
	TOTAL	\$ 185,345	\$ 197,873	\$ 271,065
01-610-1	LIBRARY-SALARIES	\$ 580,581	\$ 593,683	\$ 609,530
01-610-2	LIBRARY-OPERATIONS	\$ 221,148	\$ 229,753	\$ 229,753
	TOTAL	\$ 801,729	\$ 823,436	\$ 839,283
01-630-1	PARK & RECREATION-SALARIES	\$ 259,725	\$ 260,747	\$ 275,535
01-630-2	PARK & RECREATION-OPERATIONS	\$ 51,900	\$ 58,720	\$ 58,720
	TOTAL	\$ 311,625	\$ 319,467	\$ 334,255
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	\$ 6,500	\$ 6,500	\$ 7,300
01-997-2	RESERVE FUND	\$ 170,000	\$ 170,000	\$ 170,000
*****	<b>TOTAL TOWN DEPARTMENTS</b>	\$ 12,717,037	# \$ 13,474,137	# \$ 13,343,535
01-996-2	<b>STABILIZATION</b>	\$ 700,000	\$ 200,000	\$ 500,000
01-710-2	TOWN DEBT-PRINCIPAL	\$ 3,958,200	\$ 2,914,709	\$ 2,914,709
01-751-2	TOWN DEBT-INTEREST	\$ 1,312,070	\$ 1,160,574	\$ 1,160,574
	<b>TOTAL DEBT PAYMENTS</b>	\$ 5,270,270	\$ 4,075,283	\$ 4,075,283

01-301-2	REGIONAL VOC SCHOOL-OPERATIONS	\$ 143,023	\$ 143,023	\$ 107,355
01-300-1	SCHOOL-PERSONNEL	\$ 33,014,934	\$ 41,472,784	\$ 34,436,364
01-300-2	SCHOOL ADMINISTRATION-OPERATIONS	\$ 6,492,014		\$ 6,740,420
*****	<b>TOTAL TOWN SCHOOLS</b>	\$ 39,506,948	\$ 41,472,784	\$ 41,176,784

#### S U M M A R Y

<b>TOTAL TOWN &amp; SCHOOL EMPLOYEE BENEFITS</b>	\$ 9,824,367	\$ 10,404,726	\$ 10,116,370
<b>TOTAL TOWN DEPARTMENTS</b>	\$ 12,717,037	\$ 13,474,137	\$ 13,343,535
<b>TOTAL TOWN STABILIZATION</b>	\$ 700,000	\$ 200,000	\$ 500,000
<b>TOTAL DEBT PAYMENTS</b>	\$ 5,270,270	\$ 4,075,283	# \$ 4,075,283
<b>TOTAL REGIONAL VOC SCHOOL</b>	\$ 143,023	\$ 143,023	# \$ 107,355
<b>TOTAL SCHOOLS</b>	\$ 39,506,948	\$ 41,472,784	\$ 41,176,784
<b>TOTAL OPERATING BUDGET</b>	<b>\$ 68,161,645</b>	<b>\$ 69,769,953</b>	<b>\$ 69,319,327</b>
 <b>LESS: CEMETERY- PERP CARE CREDIT</b>	\$ -	\$ 15,000	\$ 15,000
<b>LESS: FROM WAT ENT FD INDIR COSTS EFF FY24</b>	\$ 1,825,627	\$ 1,780,661	\$ 1,780,661
<b>LESS: FROM SEW ENT FD INDIR COSTS EFF FY24</b>	\$ 472,653	\$ 482,806	\$ 482,806
<b>LESS: FROM PENSION RESERVE FUND</b>	\$ 200,000	\$ 275,000	\$ 275,000
<b>LESS: FROM BOND PREMIUM RED GATE FARM</b>	\$ 1,833	\$ 1,633	\$ 1,633
<b>LESS: FROM BOND PREMIUM HS FIELD RENOVATION</b>	\$ 3,000	\$ 3,000	\$ 3,000
<b>LESS: FROM BOND PREMIUM TOWN GARAGE SOLAR ARRAY</b>	\$ 3,683	\$ 3,683	\$ 3,683
<b>LESS: BOND PREM IN EXCESS OF BORROWING COSTS 9/21</b>	\$ -	\$ 4,144	\$ 4,144
<b>LESS: EXCLUDED DEBT RESERVED FROM 9/21 REFUNDING</b>	\$ -	\$ 19,661	\$ 19,661
<b>LESS: FREE CASH FOR OPEB</b>	\$ 500,000	\$ 525,000	\$ 525,000
<b>LESS: FREE CASH FOR STABILIZATION</b>	\$ 700,000	\$ 200,000	# \$ 500,000

<b>LESS: USE OF SCHOOL PROPERTY REVOLVING-850</b>	\$ 30,000	\$ 30,000	\$ 30,000
<b>LESS: USE OF ALS REVOLVING FUND</b>	\$ 245,000	\$ 300,000	\$ 300,000
<b>LESS: USE OF ADULT RESPITE CARE REVOLVING FUND</b>	\$ -	\$ 10,000	\$ 10,000
<b>LESS: FROM TRANSPORTATION GRANT</b>	\$ 535	\$ 651	\$ 651
<b>LESS: FROM OPIOID SETTLEMENT STABILIZATION FUND</b>	\$ -	\$ 68,000	\$ 68,000
<b>LESS: FROM MSBA BAN INT REIMB</b>	\$ 4,194	\$ -	\$ -
<b>LESS: FROM MSBA GR TO OFFSET SCH DEBT</b>	<u>\$ 583,535</u>	<u>\$ -</u>	<u>\$ -</u>
<b>TOTAL OTHER REVENUE SOURCE</b>	\$ 4,570,060	\$ 3,719,239	\$ 4,019,239
 <b>NET OPERATING APPROPRIATION</b>	 <b>\$ 63,591,585</b>	 <b>\$ 66,050,714</b>	 <b>\$ 65,300,088</b>

#### **WATER & SEWER OPERATIONS**

60-410-1	WATER-SALARIES	\$ 458,019	\$ 494,971	\$ 509,806
60-410-2	WATER-OPERATIONS	\$ 551,020	\$ 620,820	\$ 650,320
60-410-2	WATER RESERVE FUND	\$ 50,000	\$ 50,000	\$ 100,000
	<b>TOTAL</b>	<b>\$ 1,059,039</b>	<b>\$ 1,165,791</b>	<b>\$ 1,260,126</b>
61-420-1	SEWER-SALARIES	\$ 313,842	\$ 337,937	\$ 348,059
61-420-2	SEWER-OPERATIONS	\$ 894,030	\$ 978,030	\$ 993,030
60-420-2	SEWER RESERVE FUND	\$ 50,000	\$ 50,000	\$ 100,000
60-420-2	SEWER I&I FUND	\$ 50,000	\$ 25,000	\$ 25,000
	<b>TOTAL</b>	<b>\$ 1,307,872</b>	<b>\$ 1,390,967</b>	<b>\$ 1,466,089</b>
*****	<b>TOTAL WATER &amp; SEWER</b>	<b>\$ 2,366,911</b>	<b>\$ 2,556,758</b>	<b>\$ 2,726,215</b>
		\$ 70,528,556	# \$ 30,853,927	# \$ 72,045,542

\$	30,700,827	#	\$	72,097,292
\$	153,100	#	\$	(51,750)
\$	28,100			Variances
\$	50,000			Variances
\$	50,000			Variances
\$	25,000			Variances
\$	153,100			

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### **Article 23. FY2024 Water and Sewer Enterprise Fund Budget**

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 and Sewer Board/DPW Director)**

**Vote: Move that the Town raise, appropriate, or transfer from available funds the sum of \$3,240,787 for the Water Enterprise Fund and \$2,173,895 for the Sewer Enterprise Fund as set out in the Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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### **Article 24. Rescind Bond Authorization for Water Treatment Plant**

To see if the Town will vote to rescind the \$500,000 portion of the \$12,000,000 borrowing authorization approved by the Town on May 17, 2021 (Article 13) for the water wells and water treatment plant project that has not been used and that is no longer needed for such purpose; or do or act anything in relation thereto.

**(Select Board)**

**Vote: Move that the Town hereby rescinds the \$500,000 portion of the \$12,000,000 borrowing authorization approved by the Town on May 17, 2021 (Article 13) for the water wells and water treatment plant project that has not been used and that is no longer needed for such purpose.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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## **Article 25. School Committee Power Purchase Agreement and Lease Authorization for Solar Photovoltaic**

To see if the Town will vote to authorize the Select Board and the Medfield School Committee, pursuant to MGL Chapter 59, Sec 38H to enter into power purchase agreements for power generated by solar energy systems to be constructed at the Amos Clark Kingsbury High School, 88R South Street, Blake Middle School, 24 Pound Street, and Memorial School, 59 Adams Street, or any other solar energy systems located on school property; and further to authorize the School Committee to lease portions of the property at the Amos Clark Kingsbury High School, Blake Middle School and the Memorial School any other solar energy systems located on school property for the purpose of constructing a solar energy system and accessory equipment for the installation of solar photovoltaic on such terms that the Select Board and/or School Committee deem to be in the best interest of the Town of Medfield or do or act anything in relation thereto.

**(Medfield Energy Committee/Medfield School Committee)**

**Vote: Article 25 passes as set out in Warrant.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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## **Article 26. Change of Hours for Noise Bylaw**

To see if the Town will vote to amend the Medfield Town Code Chapter 180. Noise, Article IV. Prohibited Operations and Activities, § 180-5. Prohibited Noise by adding the following language in **BOLD**:

**“ shall be prohibited between the hours of 7PM to 7AM except that no work shall take place on Saturday before 8AM or Sunday before 9AM.**

or do or act anything in relation thereto.

**(Select Board)**

**Vote: Move that Medfield Town Code, Chapter 180 Noise, Article IV, Section 180-5 be amended as set out in the Warrant.**

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**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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**Article 27. Water Conservation: Private Well Restrictions**

To see if the Town will vote to amend The Code of the Town of Medfield Chapter 270 Water Article I Water Conservation: Water Use Restriction and Ban as follows:

Section 270-3 Application and Exemptions Subsection A:

Strike existing language and replace with: Water supply conservation measures apply both to public water supply and private well owners or users,

Section 270-4 Definitions:

Medfield Water Supply: Add, at end of existing sentence: and private wells

Person: Strike existing language and replace with: Any individual, corporation, trust, partnership, or association or other entity located in Medfield and who is either connected to the Medfield water supply or owns or uses a private well to supply water.

Section 270-5 Declaration of state of water supply conservation

Add, at end of second sentence: as well as to private well owners or users ; or do or act anything in relation thereto.

**(Select Board)**

**Vote: Article 27 to be dismissed.**

**PASSED UNANIMOUSLY – MOTION CARRIES TO DISMISS –  
5/1/2023**

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## **Article 28. Citizens Petition: School Committee Public Hearings**

To see if the Town will vote to amend Town Charter Section 5, Article 5-2 School Committee

Powers and Duties, or create a new town bylaw under Chapter 10, Boards, Commissions,

Committees and Councils that would require a quorum of Medfield School Committee members

to hold a public hearing, if not already required by law and scheduled within 30 days, on a

topic within its scope of authority if requested in writing by at least 25 registered Medfield

voters with signatures verified by the Town Clerk.

The hearing shall be held not less than 14 days after publication of a notice thereof in a

newspaper having general circulation in the town.

At least 48 hours prior to such a public hearing, School Committee shall make available to the

public via electronic means its meeting packet containing relevant documents for the hearing.

At the time and place of the hearing, as properly advertised, all interested persons shall be given

the opportunity to be heard on the topic at hand under School Committee authority, which

primarily concerns the school budget, superintendent performance, and district educational goals

and policies.

Requests for a hearing related to school personnel (other than the superintendent) or students will

be generally prohibited.

Or take any other action in relation thereto.

**(Select Board)**

**Vote: MOVE that through a non-binding resolution, Town Meeting asks the School Committee to amend its Public Participation Policy BEDH and/or Public Hearing policy BEE to allow for a specified number of community members, as it deems appropriate, to request a hearing on an issue within School Committee purview, and to set the steps and requirements necessary to provide due notice in line with other public hearings that are mandatory for School Committee.**

**MOTION FAILED – 5/1/2023**

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#### **Article 29. Citizens Petition: Compensation Transparency**

To see if the Town will vote to Compensation Transparency: All Compensation, Bonuses and Reimbursements shall be made public on an annual basis to the citizens of Medfield through Town Warrant.

Monies collected by Department Heads, Town Managers, Superintendents, Assistants, and staff shall be itemized for Taxpayer review.

**(Citizens Petition)**

**Vote: Move to amend the Code of the Town of Medfield, Chapter 10, Boards,**

**Commissions, Committees, and Councils, Article I Administration by adding a new paragraph 10-8 Contents of Annual Report: The Annual Report shall include the wages, salaries, or other compensation of all Town Employees; and to renumber the succeeding paragraph.**

**PASSED UNANIMOUSLY – MOTION CARRIES – 5/1/2023**

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#### **Article 30. Citizens Petition: Creation of Groundwater Protection Committee**

To see if the Town will vote to create a Groundwater Protection Committee that would serve to protect the quality and sustainability of Medfield's water resources. The committee would be comprised of five or more members with expertise in a variety of related fields, including but not limited to water management, conservation, engineering, environmental science, public health, and/or communications.

In collaboration with Town administration, other Town boards and committees, and watershed protection partners, the Groundwater Protection Committee would: identify and review issues that impact Medfield groundwater; promote groundwater preservation and protection; broaden greater citizen understanding of groundwater-related issues; and help to make recommendations to the Town, as needed, for protection strategies. The Groundwater Protection Committee would serve as both an advisory and working committee to achieve stated objectives. It would also seek grant funding, as needed, to support its efforts, or take any other action in relation thereto.

**(Citizens Petition)**

**Vote: Article 30 to be dismissed.**

**PASSED UNANIMOUSLY – MOTION CARRIES TO DISMISS –  
5/1/2023**

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### **Article 31. Free Cash**

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 2024, or do or act anything in relation thereto.

**(Board of Assessors)**

**Vote: Article 31 to be dismissed.**

**PASSED UNANIMOUSLY – MOTION CARRIES TO DISMISS –  
5/1/2023**

And you are directed to serve the 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 Meeting.

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 Meeting aforesaid. Given unto our hands this thirteen day of April, Two-Thousand and Twenty-Three.

Osler L. Peterson /s/  
Gustave H. Murby, Sr. /s/  
Eileen M. Murphy /s/  
**SELECT BOARD**

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

Constable: Richard Davis  
Date: 4/13/2023

A TRUE COPY ATTEST:  
Marion Bonaldi  
Town Clerk

**ELECTION WARRANT**  
The Commonwealth of Massachusetts

**TRI-COUNTY  
REGIONAL  
VOCATIONAL  
TECHNICAL  
SCHOOL DISTRICT**

Norfolk, ss.

To the registered voters of the Towns of Franklin, Medfield, Medway, Millis, Norfolk, North Attleborough, Plainville, Seekonk, Sherborn, Walpole and Wrentham, Massachusetts,

**GREETINGS:**

You are hereby notified and warned that the inhabitants of the Towns of Franklin, Medfield, Medway, Millis, Norfolk, North Attleborough, Plainville, Seekonk, Sherborn, Walpole and Wrentham, Massachusetts registered to vote in any of said Towns being the members of the Tri-County Regional Vocational Technical School District, are to meet at their respective polling places, to wit,

In the TOWN OF FRANKLIN, at the Franklin High School Gymnasium, 218 Ozjc Street, in the TOWN OF MEDFIELD at the Medfield Town House, 459 Main Street, in the TOWN OF MEDWAY at the Medway Middle School Old Gymnasium, Door 8, 45 Holliston Street, in the TOWN OF MILLIS at the Town Hall, 900 Main Street, in the TOWN OF NORFOLK at the Freeman Kennedy School, 70 Boardman Street, in the TOWN OF NORTH ATTLEBOROUGH at the North Attleborough High School, 570 Landry Avenue, in the TOWN OF PLAINVILLE at the Public Safety Building, 194 South Street, in the TOWN OF SEEKONK at the Seekonk High School, 261 Arcade Avenue, in the TOWN OF SHERBORN at the Town Hall, 19 Washington Street, in the TOWN OF WALPOLE at the Town Hall, 135 School

Street, and in the TOWN OF WRENTHAM at the Public Safety Building, 89/99 South Street,

on Tuesday, October 24, 2023 at 12:00 o'clock noon, to vote by BALLOT on the following question:

"Do you approve of the vote of the Regional District School Committee of the Tri-County Regional Vocational Technical School District adopted on September 20, 2023, to authorize the borrowing of \$285,992,692 to pay costs of designing, constructing, originally equipping and furnishing a new District high school to be located at 147 Pond Street, Franklin, Massachusetts, which vote provides, in relevant part, as follows:

"VOTED: That the Tri-County Regional Vocational Technical School District (the "District") hereby appropriates the amount of \$285,992,692 for the purpose of paying costs of designing, constructing, originally equipping and furnishing a new District high school and related athletic facilities, located at 147 Pond Street, Franklin, Massachusetts, including the payment of all costs incidental and related thereto (the "Project"), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the School

Building Committee. To meet this appropriation the District is authorized to borrow said amount, under and pursuant to G.L. c. 71, §16(n), and the District Agreement, as amended, or pursuant to any other enabling authority. The District acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District; provided further that any grant that the District may receive from the MSBA shall not exceed the lesser of (1) fifty-six and fifty-six one hundredths percent (56.56%) of eligible, approved Project costs, as determined by the MSBA, and (2) the total maximum grant amount determined by the MSBA, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any

grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA. The debt authorized by this vote of the Committee shall be submitted to the registered voters of the District's member communities for approval at a District-wide election to be held on Tuesday, October 24, 2023 in accordance with the provisions of G.L. c. 71, § 16(n) and the District Agreement."

The polls will be open from 12:00 o'clock noon, to 8:00 o'clock in the evening.

The District Secretary is hereby directed to serve this Warrant by posting an attested copy thereof in at least one public place in each of the Towns of Franklin, Medfield, Medway, Millis, Norfolk, North Attleborough, Plainville, Seekonk, Sherborn, Walpole and Wrentham, Massachusetts, and by publishing a copy thereof at least once in a newspaper of general circulation in the District, said posting and publication to occur at least ten days before the day of election as aforesaid.

The District Secretary shall make due return of this Warrant with his or her doings thereon to the District Secretary, on or before the day of the election aforesaid.

Given under our hands and the seal of the Tri-County Regional Vocational Technical School district 20 day of September 2023.

John Klenk  
John Warder  
John Lee  
Brian Muschich  
Greg A. Zorn  
John W. Weller  
David Y. Knutson

Tracey Klenk  
Joanne La Francesca  
Christine Alessi  
John A. Rose  
John Wiemerski  
John Sullivan  
Joanne M. Stader

Tri-County Regional Vocational Technical School District School Committee

After the counting and tabulation of the ballots, the results were as follows

YES 188

NO 29

BLANK 1

TOTAL 218

Tracey Klenk, Warder; workers were Joanne La Francesca and Christine Alessi.

Marion Bonoldi, Town Clerk S/  
True Copy Attest

**FINANCIAL REPORTS  
FOR THE YEAR ENDING  
DECEMBER 31, 2023**

**BOARD OF ASSESSORS**  
**Comparative Financial Reports**  
**Fiscal Years 2022, 2023, 2024**

		<b>Assessed Values</b>		
<b>2022</b>	1 Residential	4189	\$ 2,823,883,508	
	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	
		<b>Assessed Values</b>		
<b>2023</b>	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	
		<b>Assessed Values</b>		
<b>2024</b>	1 Residential	4216	\$ 3,546,674,474	
	2 Open Space	0	\$ -	
	3 Commercial	146	\$ 108,478,748	
	4 Industrial	38	\$ 33,720,700	
	5 Personal Property	68	\$ 52,331,790	
	Total Property	4468	\$ 3,741,205,712	
		Tax Levy	\$ 54,771,251.63	
		Overlay	\$ 214,265.55	
		Tax Rate	\$ 14.64	

## **TREASURER/COLLECTOR**

To the Honorable Select Board  
and Residents of Medfield:

Fiscal Year	Real		Personal	Motor
	Estate		Property	Vehicle
	Tax		Tax	Excise Tax
2023	\$ 380,207		\$ 3,120	\$ 80,928
2022	92,624		1,183	27,717
2021	27,866		898	9,983
2020	11,363		961	8,410
2019	1,253		706	0
2018	3,189		983	0
2017	4,095		859	0
2016	2,262		369	0
2015	2,875		867	0

Respectfully submitted,  
Georgia K. Colivas, CMMT  
Treasurer/Collector  
TOWN OF MEDFIELD

## **TREASURER/COLLECTOR**

To the Honorable Select Board  
and Residents of Medfield:

### **Statement of Cash**

Receipts Fiscal Year 2023	
Including investment returns	\$84,987,336
Disbursements Fiscal Year 2023	
Including vendor and payroll	\$87,808,187
Cash Balance on June 30, 2023	\$31,160,422

General Fund

### **Statement of Investments**

Pooled Investment Fund	
Investments with MMDT	\$16,068,525
June 30, 2023	
 Savings and Investments June 30, 2023	\$15,091,897
General Fund	

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### **Statement of Interest Received on Savings/Investments-General Fund**

General Fund	\$ 268,773
Pooled Investment Fund	\$ 555,563

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Total Interest Earned in Fiscal 2023	\$824,336
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Respectfully submitted,  
Georgia K. Colivas, CMMT  
Treasurer/Collector  
TOWN OF MEDFIELD

# TREASURER/COLLECTOR

To the Honorable Select Board  
and Residents of Medfield:

## Outstanding Debt Accounts June 30, 2023

### Debt Exclusion:

Town Land Acquisition	239,500
HS/Middle School/Memorial Constr.	0
Public Safety Building	9,815,000
Red Gate Farm Acquisition	800,000
Adult Community Center	315,000
DPW Town Garage	<u>5,870,000</u>
	17,039,000

### Non-Exclusion:

Adult Community Center	0
Town Garage Solar Array	53,200
High School Athletic Field Renovation	900,000
West St. Reconstruction Project	100,000
DPW equip-Mack Truck/Sidewalk	150,000
Tractor	
Fire Truck	400,000
Fire Truck	0
	1,603,200

### Enterprise Fund:

WWTP Solar Panels	66,800
Hospital Water	3,480,000
Tower	
Water Treatment Plant	9,340,000
Flotation Thickeners	221,419
Water Main Repairs-Green St.	450,000

WWTP Improvements	100,000
Water Tower Painting	160,000
II Reduction-MWPAT	344,897
Granite Street Water Main	46,000
Medfield State Hospital Land	<u>465,000</u>
	<u>14,209,116</u>
<b>Total Long Term Debt (principal only)</b>	<b>\$33,316,316</b>

Respectfully submitted,  
 Georgia K. Colivas, CMMT  
 Treasurer/Collector  
 TOWN OF MEDFIELD

## TREASURER/COLLECTOR

To the Honorable Select Board  
and Residents of Medfield:

Trust Fund balances as of June 30, 2023:

Retirement	\$3,400,707.10
Conservation	15,354.60
Stabilization	3,147,770.09
Special Unemployment	131,730.25
Library Trust	45,147.95
Granville. Dailey	82,941.61
M Grant Library Fund	78,958.50
Cemetery	1,379,766.70
Vine Lake Cemetery Preservation	24,131.75
Municipal Insurance	307,645.03
Mad Grant Scholarship	86,811.43
Council on Aging	3,233.63
Moses Ellis GAR	15,986.43
Antiquities	7,289.46
Tricentennial	4,386.82
School Essay Fd	6,103.30
Allendale Sewer	59,817.06
Dela Park Acres	17,646.25
Cedarview Acres	23,523.12
Carruth Sewer Dis.	8,892.70
Maude Washburn	5,952.94
Elderly & Disabled	4,259.03
375 Anniv. Trust	1,703.59

Eliz Busconi Trust	\$34,069.88
Voluntary Local Education	8,784.09
Municipal Buildings Capital Stabilization	893,417.18
Catherine Bell Library	291,380.96
Capital Stabilization	925,290.44
M. Harman Scholarship	12,886.10
Total Trust Funds June 30, 2023	\$11,025,587.99

Respectfully submitted,  
Georgia K. Colivas, CMMT  
Treasurer/Collector  
TOWN OF MEDFIELD

**TOWN ACCOUNTANT**  
**TOWN OF MEDFIELD**  
**BALANCE SHEET**  
**FISCAL YEAR ENDED JUNE 30, 2023**

FUND: 01	GENERAL FUND	ACCOUNT BALANCE
<b>ASSETS</b>		
01	101000 CASH	15,864,751.31
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	897.82
01	121022 2022 PERSONAL PROPERTY TAX REC	1,182.55
01	121023 2023 PERSONAL PROPERTY TAX REC	3,119.95
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	27,865.61
01	122022 2022 REAL ESTATE TAX REC-CH59	92,623.58
01	122023 2023 REAL ESTATE TAX REC-CH59	380,206.69
01	123016 PROV FOR ABATE/EXEMP-2016	-4,556.57
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	123023 PROV FOR ABATE/EXEMPT-2023	-57,600.22

01	124000	TAX TITLE RECBL	245,214.60
01	124500	TAX FORECLOSURE RECBL	148,193.14
01	125300	DEF TAX RECBL ch59s5c41A	269,298.21
01	126120	2020 MVE TAX RECBL-CH60A	8,409.97
01	126121	2021 MVE TAX RECBL-CH60A	9,982.64
01	126122	2022 MVE TAX RECBL-CH60A	27,717.22
01	126123	2023 MVE TAX RECBL-CH60A	80,927.78
01	134002	AMB CHG BILLING AGENCY RECBL	249,696.47
01	136000	POLICE SPEC DETAIL RECBL	29,103.35
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	143123	2023 APP SEW BETT ADD TO TAX	332.40
01	143900	COMM INT SB ATTX	1,196.95
01	143918	APPORT SEW BETT NOT YET DUE	133,928.39
<hr/>			<hr/>
TOTAL ASSETS			17,081,931.97
<hr/>			<hr/>

**TOWN ACCOUNTANT**  
**TOWN OF MEDFIELD**  
**BALANCE SHEET**  
**FISCAL YEAR ENDED JUNE 30, 2023**

**LIABILITIES:**

01	120000	DEF REV-PROP TAX	-9,199.04
01	124001	DEF REV-TAX TITLE	-245,214.60
01	124501	DEF REV- TAX FORECLOSURE	-148,193.14
01	125301	DEF REV-DEFERRED TX	-269,298.21
01	126000	DEF REV-MVE TAX	-127,037.61
01	134100	DEF REV-AMBULANCE	-249,696.47
01	136100	DEF REV-POL SPEC DETAIL	-29,103.35
01	143925	DEF REV-SPECIAL BETT	-5,509.85
01	143926	DEF REV-SB NOT YET DUE	-133,928.39
01	201000	WARRANTS PAYABLE	-286,699.10
01	211000	ACCRUED SCHL PAYR PAYBL	-3,076,161.40
01	219001	OTH PAYR W/H PAYB-POL ACAD	-2,983.69
01	222000	PAYR P-RETIREMENT W/H	-236.74
01	222200	PAYR P-VOL LIFE W/H	-3,881.19
01	223000	PAYR P-HEALTH INS W/H	-348,901.11
01	223100	PAYR P-BASIC LIFE W/H	-31.82
01	226800	PAYR P-DENTL INS W/H	-9,727.03
01	226811	PAYR P-FLEX BEN-HEALTH-FSA	-35.00
01	227011	CONSVTN PROJ DEP PAYBL	-290.16
01	227012	PLNG & ZONGING PROJ DEP PAYBL	-0.48
01	227013	CONSULTING DEP PAYBL	-2,250.60
01	251010	SEIZED CURRENCY PAYABLE	-2,350.89
01	252010	TAILINGS PAYABLE-VW	-1,966.84
01	258010	OTHER DEPOSITS PAYABLE	-38,000.00
			<hr/>
		TOTAL LIABILITIES	<hr/> -4,990,696.71

**FUND BALANCE**

01	324001	F/B R-ENCUMBRANCE	-1,209,617.40
01	324002	F/B R-RES EXP-SP ART	-2,697,376.46
01	324006	F/B R-CAPITAL BUDGET	-97,000.00
01	328001	F/B RES FOR STAB	-147,294.61
01	329600	F/B RES REDUC FUTR EXCL DEBT	-19,661.00
01	333000	F/B R-EXPEND FR F C	-2,237,139.00
01	359000	F/B UNRESERVED	-5,683,146.79 *
			<hr/>
		TOTAL FUND BALANCE	<hr/> -12,091,235.26
			<hr/>
		TOTAL LIABILITIES + FUND BALANCE	<hr/> -17,081,931.97

\* CERTIFIED FREE CASH - \$5,142,310

Town of Medfield  
 Fund 22 & 28 - School Revolving Funds  
 Fiscal Year 2023

Fund <u>Number</u>	Project <u>Number</u>	Account Title	<u>6/30/2023</u>
22	800	School Lunch	\$ 994,805.47
		Total Fund 22-School Lunch Revolving	<u>\$ 994,805.47</u>
28	810	Athletics	\$ 72,385.77
28	815	Intramurals	\$ 9,411.41
28	816	Drama	\$ 42,708.40
28	820	Adult Education	\$ 41,527.12
28	821	Music	\$ 7,591.28
28	825	IPAD Revolving	\$ 4,779.59
28	830	Summer School Program	\$ 8,244.70
28	835	Restitution Revolv	\$ 793.72
28	840	Pre-K Tuition	\$ 37,634.61
28	841	Kindergarten Tuition	\$ 507,334.11
28	842	Tuition Foreign Exchange	\$ 116,156.07
28	843	District Access Progr	\$ 145,573.19
28	850	Use of School Properties	\$ 286,281.27
28	855	HS Parking	\$ 191,422.64
28	880	Before/After School Progr-DA	\$ 23,173.33
28	880	Before/After School Progr-WH	\$ 29,543.14
28	880	Before/After School Progr-ME	\$ 2,231.06
28	880	Before/After School Progr-DI	\$ 56,509.36
28	890	HS Extra Curricula	\$ 11,523.44
		Total Fund 28-School Other Revolving Funds	<u>\$ 1,594,824.21</u>

Town of Medfield  
 Fund 25 - School Federal Grants  
 Fiscal Year 2023

Fund <u>Number</u>	Project <u>Number</u>	Account Title	<u>6/30/2023</u>
25	CVRFA	F Sch Lunch CVRF	\$ 14.80
25	11922	F ESSER II Grant/Covid	\$ 52,498.64
25	14022	F Teachers Quality-140 FY22	\$ 0.42
25	14023	F Teachers Quality-140 FY23	\$ (11,294.00) *
25	24022	F Tit VIB Sped 94-142 240 FY22	\$ 8,089.09
25	24023	F Tit VIB Sped 94-142 240 FY23	\$ 4,084.04
25	25222	F American Rescue Plan FY22	\$ 45.02
Total Fund 25-School Federal Grants			<u>\$ 53,438.01</u>

Town of Medfield  
 Fund 26 - School State Grants  
Fiscal Year 2023

Fund <u>Number</u>	Project <u>Number</u>	Account Title	<u>6/30/2023</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	\$ 286,270.69
26	CSH20	S Comprehensive School Health Service Gr	\$ 2.99
26	CSH22	S Comprehensive School Health Revenue	\$ 18,600.00
26	CSH23	S Comprehensive School Health Revenue	\$ 9,292.90
Total Fund 26-School State Grants			<u>\$ 316,524.38</u>

\* OK 90 day recpt rule

Town of Medfield  
 Fund 29 - School Gift Accounts  
 Fiscal Year 2023

Fund Number	Project Number	Account Title	6/30/2023
29	900	Prof Dev Day Gift	\$ 2,816.13
29	905	EMC/Wroten Music Gift	\$ 111.82
29	909	Memorial School Gift	\$ 1,383.90
29	911	Telephone Utility Gift	\$ 1,241.90
29	914	Middle School Gift	\$ 20,331.54
29	915	Robert Hersee Memorial	\$ 150.00
29	916	Fidelity Gift	\$ 254.05
29	917	Wireless Computer Gift	\$ 151.65
29	919	Sepac Gift	\$ 9,219.49
29	920	Dale Street Library Gift	\$ 1,000.00
29	922	Boosters Coach Gift	\$ 16,882.38
29	926	Marimba Music Gift	\$ 3,109.16
29	927	Exchange Activities Gift	\$ 11,487.00
29	928	Dale St Schl Gift	\$ 7,702.04
29	929	Wheelock Schl Gift	\$ 1,598.47
29	930	High School Gift	\$ 12,485.91
29	931	Bay State Gas Gift	\$ 17,714.44
29	940	District Gift	\$ 6,000.00
29	941	Pupil Service Gift Account	\$ 669.12
29	29951	Coalition Gift-DA	\$ 20,964.77
29	29952	Coalition Gift-WH	\$ 23,577.87
29	29953	Coalition Gift-ME	\$ 30,040.14
29	29954	Coalition Gift-MS	\$ 35,301.90
29	29955	Coalition Gift-HS	\$ 29,458.79
29	29956	Coalition Gift-DW	\$ 46.30
Total Fund 29-School Gifts			<u><u>\$ 253,698.77</u></u>

Town of Medfield  
Fund 30 - Town Grants  
Fiscal Year 2023

Account Number	Account Title	06/30/23
30-004	S Green Communities Grant 2021-2022	\$ 3,644.00
30-006	S S-Police Drug Education	\$ 691.04
30-007	S DIA Safety Grant 2023	\$ (2,433.00) *
30-009	F FEMA Covid19	\$ (8,494.08) *
30-011	F ARPA-American Recue Plan Act of 2021	\$ 850,838.64
30-012	S AED Earmark Grant 2023	\$ 75,000.00
30-018	F POL LLE Eq+Tech \$11,376.90	\$ 124.47
30-022	S Complete Streets Tier II 2023	\$ (35,546.18) *
30-024	S S-State Aid to Library	\$ 85,716.61
30-027	F ARPA - County Portion	\$ 1,333,527.62
30-028	F FEMA-Pre Disaster Haz Mitigation Gr	\$ 634.77
30-029	S DEP Recyle-Collection Containers Gr	\$ 961.28
30-032	S Downtown Bus Portal Grant	\$ 1,121.11
30-033	S Energy Manager Gr (Div of Energy Resource)	\$ 6,462.13
30-035	S Charles River Shared Services Grant	\$ 217.40
30-036	S Solarize Medfield Marketing Gr	\$ 1,281.41
30-042	S S-Medfield Arts Council Int. Bearing	\$ 7,578.03
30-045	S Community Compact Planning Grant	\$ 4,434.77
30-047	S DEP Recycling Dividend Grant	\$ 24,742.17
30-048	S S-Uniform Polling/Elec Gr	\$ 278.87
30-052	P LED Incentive Grant-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	\$ 5,783.10
30-068	P MHF Covid Health Dept \$5k	\$ 2,969.95
30-070	S S-Senior Formula Grant	\$ 27,876.75
30-072	S Comm Comp-Wage/Classificatn Plan Gr \$25k	\$ 25,000.00
30-074	F Stormwater Retrofit Eval-Proj 20-03 \$36,030	\$ (12,481.37) *
30-075	S Green Commun 2022 \$179.8k	\$ 47,400.00
30-081	S Bridge Academy Grant	\$ 6,000.00
30-083	F DFC (Drug Free Commun) Gr	\$ 2,351.85
30-084	S Fire SAFE Gr	\$ 6,483.27
30-088	S CCC IT 2023 Grant	\$ 80,000.00
30-090	S Police AED Grant	\$ 6.97
Total		<u><u>\$ 2,562,868.09</u></u>

Total Federal Grants (F)	\$ 2,166,501.90
Total State Grants (S)	\$ 373,699.73
Total Private Grants (P)	\$ 22,666.46
Total	<u><u>\$ 2,562,868.09</u></u>

\* OK 90 day receipt rule

Town of Medfield  
 Fund 31 - Town Revolving Ac's  
Fiscal Year 2023

Account Number	Account Title	6/30/2023
31-001	Sale of Cemetery Lots ch114s15	\$ 795,278.15
31-002	Cemetery Perpetual Care	\$ 72,400.00
31-003	Insurance Reimb <\$150,000	\$ 15,667.48
31-004	Park & Recreation Revolving	\$ 10,000.00
31-007	Fire Alarm Revolving	\$ 24,333.34
31-010	Bond Premium Revolving	\$ 45,589.79
31-013	BOH Engineering Revolv	\$ 9,772.36
31-017	Pol Spec Invgtn/Law Enf Tr ch94Cs47	\$ 8,503.24
31-022	Police Special Detail ch44s53c	\$ 38,317.12
31-024	Conservation Fees	\$ 4,196.32
31-032	Proceeds From Sale of Land ch44s63	\$ 750,000.00
31-036	Police-Fire Arms Revolving	\$ 46,803.56
31-037	DPU-Transporation-Uber/Lyft \$	\$ 1,767.60
31-042	Amb Mileage Fees-Billing Agency	\$ 36,302.87
31-043	Adv Life Support Fees-Billing Ag	\$ 809,274.10
31-045	Trf Station Recycle Revolving	\$ 18,918.08
31-048	Deputy Coll Fees Ac	\$ 331.12
31-051	Community Gardens ch44s53 e 1/2	\$ 10,187.54
31-053	Center(COA) Rental Rev 53 e 1/2	\$ 1,634.39
31-054	L Copy/Rntl/Damg Matl Rev 53 e1/2	\$ 2,446.62
31-055	COA ARCP Fee Revolv ac 53 e 1/2	\$ 109,761.52
31-056	MSH Revolving 53 e 1/2	\$ 38,133.55
31-057	PEG Access-Cable TV	\$ 347,938.39
	Total	\$ 3,197,557.14
	Deposits rec'd in advance for P&R summer progr	\$ 562,392.55
	Fund Balance	\$ 3,759,949.69

Town of Medfield  
Fund 32 - Town Gift A/c's  
Fiscal Year 2023

Account Number	Account Title	Balance 6/30/2023
32-001	Cable Access Gift	\$ 100.00
32-002	Fire Gift	\$ 291.24
32-003	Dwight Derby House Gift	\$ 1,000.00
32-004	Civil Defense gift	\$ 1,851.41
32-008	Council on Aging Gift	\$ 118,331.64
32-009	40B Gift Account	\$ 23,225.49
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 Account	\$ 1,000.00
32-018	Memorial Day Gift	\$ 1,066.65
32-020	Youth Outreach Gift	\$ 19,189.50
32-025	Town Meeting Gift	\$ 75.00
32-027	Ambulance Gift	\$ 268.53
32-028	Library Gift	\$ 50,330.04
32-030	Grist Mill Gift	\$ 13,551.83
32-031	Town Common-Gazebo 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	\$ 8,003.57
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
32-059	Rail Trail Gift	\$ 590.32
32-060	Fire Cadet Gift	\$ 10,922.29
32-061	Hinkley Playground Gift	\$ 831.00
Total Town Gift AC's		<u><u>\$ 334,914.62</u></u>

**TOWN OF MEDFIELD**

Fund 33 - Chapter 90

Fiscal Year 2023

Account Number	Account Title	Ending Balance
		6/30/2023
33-041	North Street 22	\$ (113,000.00) * Rec'd Aug'23
33-042	Main Street 22	\$ (293,864.23) * Rec'd Aug'23
33-043	Various Roads 22	\$ (201,224.08) * Rec'd Aug'23
33-044	Intr Des 23	\$ (14,830.61) * Rec'd Aug'23
	Total	<u>\$ (622,918.92)</u>

\* CH90 reimb requested and rec'd within 90 days

**TOWN OF MEDFIELD**

Other Agency Fund

Fund 90 - Student Activity Accounts

Fiscal Year 2023

Account Number	Account Title	Ending Balance
		6/30/2023
90-311	Dale Street School	\$ 9,364.69
90-312	Wheelock School	\$ 856.97
90-313	Memorial School	\$ 1,042.23
90-321	Middle School	\$ 13,417.30
90-331	High School	\$ 176,554.92
	Total	<u>\$ 201,236.11</u>

**TOWN OF MEDFIELD**

Other Agency Fund

Fund 91 - Fire Off Duty Detail

Fiscal Year 2023

Account Number	Account Title	Ending Balance
		6/30/2023
91-220	Fire Off Duty Detail	<u>\$ 9,966.32</u>

Respectfully Submitted,

Andrew Foster

Town Accountant

WATER ENTERPRISE FUND  
FISCAL YEAR 2023  
ESTIMATED REVENUES AND EXPENDITURES

WATER ENTERPRISE REVENUES & AVAILABLE FUNDS:

USER CHARGES	\$ 2,925,931
WATER AVAILABLE FUNDS	\$ 7,847
WATER FREE CASH	<u>\$ 368,000</u>
TOTAL WATER REVENUES	\$ 3,301,778

TOTAL COSTS APPROPRIATED IN THE WATER DEPARTMENT

ORGANIZATION CODE 60-410-1 AND 60-410-2:

PERSONNEL	\$ 488,831
OPERATIONS	\$ 569,320
EMERGENCY RESERVE FUND	<u>\$ 50,000</u>
TOTAL	\$ 1,108,151

INDIR/ALLOCATED EXPENSES APPROPRIATED

DEPARTMENTAL BUDGETS:

DEBT SERVICE:

PRINCIPAL 01-710-2	\$ 953,000
INTEREST 01-751-2	<u>\$ 469,013</u>
TOTAL DEBT SERVICE	\$ 1,422,013

INSURANCE	\$ 78,410
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CNTY RETIREMENT CONTRIBUTION	\$ 117,205
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SHARED EMPLOYEES	\$ 157,649
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SHARED FACILITIES	\$ 31,468
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OPEB CONTRIBUTION	<u>\$ 18,882</u>
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SUB-TOTAL ALLOCATED EXPENSES	\$ 403,614
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TOTAL-ALLOCATED EXPENSES	\$ 1,825,627
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TOTAL COSTS OF WATER OPERATING BUDGET	\$ 2,933,778
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APPROPRIATED IN CAPITAL BUDGET FROM WATER FREE CASH

CB23-WATER MAIN REPL STUDY/HYDRAULIC MODEL	\$ 100,000
CB23-FORD F350	\$ 68,000
CB23-SCADA IMPROVEMENTS	\$ 100,000
CB23-WATER MAIN REPL ENGINEERING	<u>\$ 100,000</u>
	\$ 368,000

APPROPRIATED-CAPITAL OUTLAY-FROM WATER FREE CASH

\$ _____	\$ _____
TOTAL APPROP FR WATER FREE CASH FOR CAP PROJ	\$ 368,000

ESTIMATED EXPENSES	<u>\$ 3,301,778</u>
--------------------	---------------------

ESTIMATED WATER FUND SURPLUS (DEFICIT)	<u>\$ _____</u>
--	-----------------

CALCULATION OF GENERAL FUND SUBSIDY:

ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ (3,301,778)
--	----------------

LESS: TOTAL COSTS	\$ 3,301,778
-------------------	--------------

LESS: PRIOR YEAR DEFICIT	<u>\$ _____</u>
--------------------------	-----------------

GENERAL FUND SUBSIDY	<u>\$ _____</u>
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SOURCES OF FUNDING FOR COSTS APPROPRIATED IN ENTERPRISE FUND:

ENTERPRISE FUND REVENUES	\$ 2,925,931
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WATER ENTERPRISE RESERVE FOR REDUCTION OF FUTURE DEBT	\$ 7,847
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WATER ENTERPRISE FREE CASH	<u>\$ 368,000</u>
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TOTAL SOURCES OF FUNDING FOR COSTS	\$ 3,301,778
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APPROPRIATED IN THE WATER ENTERPRISE FUND	<u>\$ 3,301,778</u>
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FY23 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 2023  
ESTIMATED REVENUES AND EXPENDITURES

SEWER ENTERPRISE REVENUES & AVAILABLE FUNDS:

USER CHARGES	\$ 1,816,435
SEWER AVAILABLE FUNDS	\$ 4,681
SEWER FREE CASH	<u>\$ 398,000</u>
TOTAL SEWER REVENUES	<u>\$ 2,219,116</u>

TOTAL COSTS APPROPRIATED IN THE SEWER DEPARTMENT  
ORGANIZATION CODE 61-420-1 AND 61-420-2:

PERSONNEL	\$ 338,433
OPERATIONS	\$ 935,030
INFILTRATION INFLOW	\$ 25,000
EMERGENCY RESERVE FUND	<u>\$ 50,000</u>
SUB-TOTAL SEWER DEPARTMENT COSTS	<u>\$ 1,348,463</u>

INDIR/ALLOCATED EXPENSES APPROPRIATED IN OTHER  
DEPARTMENTAL BUDGETS:

DEBT SERVICE:	
PRINCIPAL 01-710-2	\$ 126,600
INTEREST 01-751-2	<u>\$ 21,263</u>
TOTAL DEBT SERVICE	<u>\$ 147,863</u>

INSURANCE	\$ 51,207
CNTY RETIREMENT CONTRIBUTION	\$ 81,963
SHARED EMPLOYEES	\$ 157,649
SHARED FACILITIES	\$ 3,515
OPEB CONTRIBUTION	<u>\$ 30,456</u>
SUB-TOTAL ALLOCATED EXPENSES	<u>\$ 324,790</u>
TOTAL-ALLOCATED EXPENSES	<u>\$ 472,653</u>

TOTAL COSTS OF SEWER OPERATING BUDGET \$ 1,821,116

APPROPRIATED IN CAPITAL BUDGET FROM SEWER FREE CASH

CB23- I&I STUDY & REPAIRS	\$ 100,000
CB23-SCADA IMPROVEMENTS	\$ 100,000
CB23-WWTP IMPROVEMENTS	\$ 148,000
CB23- CHARLES RIVER INTERCEPTOR ASSESSMENT	<u>\$ 50,000</u>
TOTAL APPROP FR SEWER FREE CASH FOR CAP PROJ	<u>\$ 398,000</u>

ESTIMATED EXPENSES \$ 2,219,116

ESTIMATED SEWER FUND SURPLUS (DEFICIT) \$ -

CALCULATION OF GENERAL FUND SUBSIDY:  
ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS \$ (2,219,116)  
LESS: TOTAL COSTS \$ 2,219,116  
LESS: PRIOR YEAR DEFICIT \$ -

GENERAL FUND SUBSIDY \$ -

SOURCES OF FUNDING FOR COSTS APPROPRIATED IN ENTERPRISE FUND:  
ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS \$ 1,816,435  
SEWER ENTERPRISE RESERVE FOR REDUCTION OF FUTURE DEBT \$ 4,681  
SEWER FREE CASH \$ 398,000

TOTAL SOURCES OF FUNDING FOR COSTS  
APPROPRIATED IN THE SEWER ENTERPRISE FUND \$ 2,219,116

FY23 SEWER ENTERPRISE RATE STRUCTURE:

RESIDENTIAL	BASED ON 75% OF WATER CONSUMPTION
1 - 10,000	\$105.25 BASE CHARGE EVERY 6 MONTHS
10,001 AND OVER	\$10.86 PER 1,000 GALLONS
COMMERCIAL	BASED ON 100% OF WATER CONSUMPTION
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, 2023

WATER

Total Services	4,147
Added Services	20
Millions Gallons Pumped	405
Millions Gallons Sold	343
Water Retained Earnings - Reserved	\$ 980,890
Water Retained Earnings - Unreserved	\$ 811,997 certified

SEWER

Total Services	3,011
Added Services	26
Sewer Retained Earnings - Reserved	\$ 1,032,399
Sewer Retained Earnings - Unreserved	\$ 778,259 certified

## PERPETUAL CARE 2023

Robert & Betsy Conlon	750.00
Lee DeSorger 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. Heavy	3,000.00
Alan & Lorraine Paul	3,000.00
George Mathis	3,000.00
Maryann Bouchard	3,000.00
<b>Total</b>	<b>66,000.00</b>

## ANNUAL WAGES REPORT

Calendar Year 2023

Division	Payroll name	Department	Regular Earnings	Additional Earnings	Total Earnings
TOWN	Colivas, Georgia	TREASURER	\$ 128,607.03	\$ 1,000.00	\$ 129,607.03
TOWN	Connors, Dolores	TREASURER	\$ 31,576.80	\$ -	\$ 31,576.80
TOWN	Cronin, Susan	TREASURER	\$ 64,720.50	\$ 650.00	\$ 65,370.50
TOWN	Bonoldi, Marion	TOWN CLK	\$ 75,726.04	\$ -	\$ 75,726.04
TOWN	Klenk, Tracey	TOWN CLK	\$ 20,152.08	\$ 394.47	\$ 20,546.55
TOWN	Colivas, Paulina	TOWN ADMIN	\$ 300.00	\$ -	\$ 300.00
TOWN	Franklin, Brittney	TOWN ADMIN	\$ 88,187.48	\$ -	\$ 88,187.48
TOWN	Gervasio, Frank	TOWN ADMIN	\$ 118,450.03	\$ -	\$ 118,450.03
TOWN	Trieweler, Kristine	TOWN ADMIN	\$ 217,753.99	\$ 1,000.00	\$ 218,573.99
TOWN	Dos Santos, TECHNOLOGY	\$ 83,516.71	\$ 650.00	\$ 84,166.71	
TOWN	Autry, Cheri	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Ballantyne Ballard,	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	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Costello, Robert	SR.WRITEOFF	\$ 1,270.00	\$ -	\$ 1,270.00
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	Dornig, Edward	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, Kim	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Foley, Nancy	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Geleman, Martin	SR.WRITEOFF	\$ 4,285.00	\$ -	\$ 4,285.00
TOWN	Gray Barrett,	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	LaFrancesca, Joanne	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Lydon, Eunice	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, Elizabeth	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Mulock, Mary	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
TOWN	Ryder, Richard	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Thibault, Rose	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Todesca, Jean	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Tracey, Janet	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Vellali, Lauren	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Vogel, Harriet	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Walsh, David	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Wells, Annette	SR.WRITEOFF	\$ 1,270.00	\$ -	\$ 1,270.00
TOWN	Murphy, Gustave	SELECTMAN	\$ 900.00	\$ -	\$ 900.00
TOWN	Murphy, Eileen	SELECTMAN	\$ 900.00	\$ -	\$ 900.00
TOWN	Peterson, Osler	SELECTMAN	\$ 900.00	\$ -	\$ 900.00
TOWN	Alessi, Christine	RECREATION	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Babson, Christine	RECREATION	\$ 270.00	\$ -	\$ 270.00
TOWN	Bodozian, Jack	RECREATION	\$ 6,588.12	\$ 27.75	\$ 6,615.87
TOWN	Brennan, Caroline	RECREATION	\$ 2,418.75	\$ -	\$ 2,418.75
TOWN	Brown, Isabella	RECREATION	\$ 4,173.78	\$ -	\$ 4,173.78
TOWN	Bucci, Avery	RECREATION	\$ 4,527.39	\$ -	\$ 4,527.39
TOWN	Caruso, Nicholas	RECREATION	\$ 4,293.75	\$ -	\$ 4,293.75
TOWN	Churchill, Sarah	RECREATION	\$ 5,998.81	\$ 229.50	\$ 6,228.31
TOWN	Clemmons, Andrew	RECREATION	\$ 1,398.75	\$ -	\$ 1,398.75
TOWN	Clemmons, Briana	RECREATION	\$ 3,762.64	\$ -	\$ 3,762.64
TOWN	Commane, John	RECREATION	\$ 3,390.00	\$ -	\$ 3,390.00
TOWN	Conley, Jacqueline	RECREATION	\$ 63,579.75	\$ 7,014.77	\$ 70,594.52
TOWN	Connely, Ana	RECREATION	\$ 3,353.00	\$ -	\$ 3,353.00
TOWN	Corcoran, Cameron	RECREATION	\$ 1,740.00	\$ -	\$ 1,740.00
TOWN	Currie, Katherine	RECREATION	\$ 1,426.01	\$ -	\$ 1,426.01
TOWN	Dennehy, Julia	RECREATION	\$ 4,328.39	\$ -	\$ 4,328.39
TOWN	Doherty, Jennifer	RECREATION	\$ 284.73	\$ -	\$ 284.73
TOWN	Dorman, Megan	RECREATION	\$ 4,680.00	\$ -	\$ 4,680.00
TOWN	Drummond, Ethan	RECREATION	\$ 3,663.75	\$ -	\$ 3,663.75
TOWN	DuRoss, Owen	RECREATION	\$ 3,149.25	\$ -	\$ 3,149.25
TOWN	Erickson, Heidi	RECREATION	\$ 270.00	\$ -	\$ 270.00

TOWN	Fedor, Quin	RECREATION	\$	1,895.50	\$	-	\$	1,895.50
TOWN	Flynn, Corey	RECREATION	\$	18,849.13	\$	-	\$	18,849.13
TOWN	Fontana, Alex	RECREATION	\$	4,485.76	\$	-	\$	4,485.76
TOWN	Fontana, Emily	RECREATION	\$	2,752.50	\$	-	\$	2,752.50
TOWN	Franks, Nolan	RECREATION	\$	229.95	\$	-	\$	229.95
TOWN	Frazier, Liam	RECREATION	\$	16,866.11	\$	1,757.19	\$	18,623.30
TOWN	Gelormini, Anna	RECREATION	\$	3,617.63	\$	-	\$	3,617.63
TOWN	Gelormini, Jason	RECREATION	\$	3,251.13	\$	-	\$	3,251.13
TOWN	Giampietro, Michael	RECREATION	\$	102.57	\$	-	\$	102.57
TOWN	Gieskes, Annemarie	RECREATION	\$	1,224.66	\$	-	\$	1,224.66
TOWN	Graham, Patricia	RECREATION	\$	1,000.00	\$	-	\$	1,000.00
TOWN	Groner, Kyler	RECREATION	\$	32,434.35	\$	-	\$	32,434.35
TOWN	Gross, Zachary	RECREATION	\$	4,181.25	\$	-	\$	4,181.25
TOWN	Halloran, Jack	RECREATION	\$	4,826.96	\$	-	\$	4,826.96
TOWN	Healy, Kyle	RECREATION	\$	3,964.50	\$	-	\$	3,964.50
TOWN	Herbstzuber, Kylie	RECREATION	\$	-	\$	2,800.00	\$	2,800.00
TOWN	Herbstzuber, Nora	RECREATION	\$	901.00	\$	-	\$	901.00
TOWN	Hollander, Emily	RECREATION	\$	2,550.00	\$	-	\$	2,550.00
TOWN	Jackson, Maya	RECREATION	\$	4,158.75	\$	-	\$	4,158.75
TOWN	Jimenez, Christian	RECREATION	\$	3,534.22	\$	-	\$	3,534.22
TOWN	Johnson, Anna	RECREATION	\$	4,111.45	\$	-	\$	4,111.45
TOWN	Katskaris, Charles	RECREATION	\$	2,783.75	\$	-	\$	2,783.75
TOWN	Kay, Christopher	RECREATION	\$	4,360.50	\$	-	\$	4,360.50
TOWN	Keating, Jennifer	RECREATION	\$	108.00	\$	-	\$	108.00
TOWN	Kimball, Linda	RECREATION	\$	306.00	\$	-	\$	306.00
TOWN	LaRowe, Anna	RECREATION	\$	3,708.38	\$	-	\$	3,708.38
TOWN	LaRowe, Eva	RECREATION	\$	3,421.64	\$	-	\$	3,421.64
TOWN	Lawless, Brendan	RECREATION	\$	2,001.75	\$	-	\$	2,001.75
TOWN	Lawson, Wesley	RECREATION	\$	4,147.97	\$	-	\$	4,147.97
TOWN	Lifstz, Maureen	RECREATION	\$	306.00	\$	-	\$	306.00
TOWN	Long, Michael	RECREATION	\$	2,673.25	\$	-	\$	2,673.25
TOWN	Lowney, Violet	RECREATION	\$	3,483.63	\$	-	\$	3,483.63
TOWN	Lozano, Sofia	RECREATION	\$	3,286.50	\$	-	\$	3,286.50
TOWN	Maalouf, Raymonde	RECREATION	\$	7,121.88	\$	-	\$	7,121.88
TOWN	Malmquist, Ashley	RECREATION	\$	840.00	\$	-	\$	840.00
TOWN	Malmquist, Lynne	RECREATION	\$	8,824.00	\$	973.72	\$	9,797.72
TOWN	Malmquist, Mikayla	RECREATION	\$	3,008.00	\$	-	\$	3,008.00
TOWN	Malvese, Nathan	RECREATION	\$	3,193.01	\$	-	\$	3,193.01
TOWN	Manuel, Lucie	RECREATION	\$	3,566.25	\$	-	\$	3,566.25
TOWN	McAtee, Mona	RECREATION	\$	3,991.25	\$	-	\$	3,991.25
TOWN	McManama, Caroline	RECREATION	\$	3,875.02	\$	-	\$	3,875.02
TOWN	McNeil, Ryan	RECREATION	\$	1,317.50	\$	-	\$	1,317.50
TOWN	Morrill, John	RECREATION	\$	2,599.63	\$	-	\$	2,599.63
TOWN	Mulready, Laura	RECREATION	\$	270.00	\$	-	\$	270.00
TOWN	Nee, Connor	RECREATION	\$	4,449.75	\$	-	\$	4,449.75
TOWN	O'Connell, Jack	RECREATION	\$	2,503.25	\$	-	\$	2,503.25
TOWN	Papadinooff, Theo	RECREATION	\$	4,087.02	\$	-	\$	4,087.02
TOWN	Pelkey, Michael	RECREATION	\$	4,640.00	\$	-	\$	4,640.00
TOWN	Perachi, Michael	RECREATION	\$	2,618.00	\$	-	\$	2,618.00
TOWN	Plant, Jonathan	RECREATION	\$	65,059.88	\$	34,571.52	\$	99,631.40
TOWN	Pudelka, Benjamin	RECREATION	\$	3,452.64	\$	-	\$	3,452.64
TOWN	Reddy, Alison	RECREATION	\$	4,016.25	\$	-	\$	4,016.25
TOWN	Reddy, Ian	RECREATION	\$	4,409.27	\$	-	\$	4,409.27
TOWN	Regan, Joseph	RECREATION	\$	2,210.00	\$	-	\$	2,210.00
TOWN	Regan, Katherine	RECREATION	\$	1,330.25	\$	-	\$	1,330.25
TOWN	Regan, Kelley	RECREATION	\$	2,491.12	\$	-	\$	2,491.12
TOWN	Ridick, Daniel	RECREATION	\$	3,745.42	\$	-	\$	3,745.42
TOWN	Rodenhi, Catherine	RECREATION	\$	3,558.75	\$	-	\$	3,558.75
TOWN	Russell, Clark	RECREATION	\$	4,576.50	\$	-	\$	4,576.50
TOWN	Schools, Brian	RECREATION	\$	76,086.40	\$	4,825.90	\$	80,912.30
TOWN	Southwick, William	RECREATION	\$	171.00	\$	-	\$	171.00
TOWN	Sullivan, Ashley	RECREATION	\$	3,296.25	\$	-	\$	3,296.25
TOWN	Sullivan, Lauren	RECREATION	\$	4,402.02	\$	-	\$	4,402.02
TOWN	Tayara, Karim	RECREATION	\$	2,973.75	\$	-	\$	2,973.75
TOWN	Unger, Shane	RECREATION	\$	4,473.75	\$	-	\$	4,473.75
TOWN	Vasaturo, Margaret	RECREATION	\$	108.00	\$	-	\$	108.00
TOWN	Vergheese, Tarun	RECREATION	\$	3,022.50	\$	-	\$	3,022.50
TOWN	Walper, Catherine	RECREATION	\$	99,153.78	\$	-	\$	99,153.78
TOWN	Walsh, Charles	RECREATION	\$	6,071.89	\$	-	\$	6,071.89
TOWN	Wilson, David	RECREATION	\$	3,345.00	\$	-	\$	3,345.00
TOWN	Young, Donna	RECREATION	\$	216.00	\$	-	\$	216.00
TOWN	Young, Liza	RECREATION	\$	3,625.89	\$	-	\$	3,625.89
TOWN	Young, Sophie	RECREATION	\$	3,955.89	\$	-	\$	3,955.89
TOWN	Bennotti, Nancy	PUBLIC HEALTH	\$	35,941.73	\$	-	\$	35,941.73
TOWN	Healy, Brenda	PUBLIC HEALTH	\$	84,975.03	\$	-	\$	84,975.03
TOWN	Anderson, Larz	POLICE	\$	2,016.00	\$	20,160.00	\$	22,176.00
TOWN	Braswell, Peter	POLICE	\$	3,538.23	\$	-	\$	3,538.23
TOWN	Brown, Angela	POLICE	\$	16,571.36	\$	-	\$	16,571.36
TOWN	Burgess, Daniel	POLICE	\$	94,682.36	\$	61,160.53	\$	155,842.89
TOWN	Burton, Ray	POLICE	\$	5,347.56	\$	-	\$	5,347.56
TOWN	Costello Jr.,	POLICE	\$	57,098.11	\$	21,886.67	\$	78,984.78
TOWN	Cronin, Jennifer	POLICE	\$	62,618.40	\$	8,804.92	\$	71,423.32
TOWN	Cronin, Sandra	POLICE	\$	57,254.52	\$	36,156.77	\$	93,411.29
TOWN	Davis, Richard	POLICE	\$	43,313.47	\$	31,164.50	\$	74,477.97
TOWN	Deloie, Stephen	POLICE	\$	-	\$	300.72	\$	300.72
TOWN	Di Natale,	POLICE	\$	34,900.81	\$	2,969.61	\$	37,870.42
TOWN	Disinger, Jennifer	POLICE	\$	14,771.50	\$	-	\$	14,771.50
TOWN	Donoghue, Brianna	POLICE	\$	33,518.11	\$	11,721.55	\$	45,239.66
TOWN	Downing, Michael	POLICE	\$	70,683.16	\$	62,931.64	\$	133,614.80

TOWN	Flaherty, Robert	POLICE	\$	53,396.90	\$	38,255.51	\$	91,652.41
TOWN	Grover, Stephen	POLICE	\$	120.28	\$	-	\$	120.28
TOWN	Guerette, Michelle	POLICE	\$	174,352.49	\$	-	\$	174,352.49
TOWN	Hain, Robert	POLICE	\$	3,060.35	\$	63.10	\$	3,123.45
TOWN	Hamano, Thomas	POLICE	\$	6,112.11	\$	-	\$	6,112.11
TOWN	Jordan, Paul	POLICE	\$	902.16	\$	-	\$	902.16
TOWN	Kizito, Krystalbel	POLICE	\$	9,141.64	\$	1,491.60	\$	10,633.24
TOWN	La Plante,	POLICE	\$	23,659.85	\$	11,038.54	\$	34,698.39
TOWN	La Plante,	POLICE	\$	8,687.00	\$	-	\$	8,687.00
TOWN	Laranjo, Michelle	POLICE	\$	60,850.40	\$	2,087.14	\$	62,937.54
TOWN	Ledbetter, Garrett	POLICE	\$	83,447.94	\$	57,755.01	\$	139,202.95
TOWN	Manganello, Michelle	POLICE	\$	77,013.52	\$	46,006.50	\$	123,020.02
TOWN	McGrath, Barry	POLICE	\$	77,884.50	\$	-	\$	77,884.50
TOWN	McKenna, John	POLICE	\$	66,967.68	\$	72,544.16	\$	139,511.84
TOWN	Moore-Sawyer, Melissa	POLICE	\$	6,553.83	\$	-	\$	6,553.83
TOWN	Moses, James	POLICE	\$	30,074.05	\$	13,584.18	\$	44,258.23
TOWN	Neal, Daniel	POLICE	\$	65,726.02	\$	60,464.39	\$	126,190.41
TOWN	O'Leary, John	POLICE	\$	2,413.04	\$	-	\$	2,413.04
TOWN	O'Rourke, Joann	POLICE	\$	5,413.48	\$	-	\$	5,413.48
TOWN	Reilly, Timothy	POLICE	\$	3,538.12	\$	-	\$	3,538.12
TOWN	Robinson, Kevin	POLICE	\$	4,698.75	\$	-	\$	4,698.75
TOWN	Runyan, Trevor	POLICE	\$	8,762.56	\$	-	\$	8,762.56
TOWN	Sallale, Wayne	POLICE	\$	83,063.39	\$	59,555.42	\$	142,618.81
TOWN	Sena, Ingrid	POLICE	\$	3,538.12	\$	-	\$	3,538.12
TOWN	Souza, Joshua	POLICE	\$	84,266.46	\$	37,418.47	\$	121,684.93
TOWN	Thisse, Francis	POLICE	\$	66,232.16	\$	47,116.49	\$	113,348.65
TOWN	Visser, Lisa	POLICE	\$	13,304.20	\$	-	\$	13,304.20
TOWN	Walsh, Alicia	POLICE	\$	57,854.73	\$	22,190.25	\$	80,044.98
TOWN	De La Fuente Maria	PLANNING	\$	61,153.80	\$	-	\$	61,153.80
TOWN	Raposa, Sarah	PLANNING	\$	31,835.69	\$	1,834.34	\$	33,670.03
TOWN	Wise, Cara	PLANNING	\$	17,143.90	\$	-	\$	17,143.90
TOWN	Ciancarulo, Mia	OUTREACH	\$	74,159.96	\$	-	\$	74,159.96
TOWN	Haas, Meredith	OUTREACH	\$	50,833.59	\$	-	\$	50,833.59
TOWN	McDonald, Kathleen	OUTREACH	\$	108,214.39	\$	230.77	\$	108,445.16
TOWN	Allison, Susan	LIBRARY	\$	9,631.00	\$	-	\$	9,631.00
TOWN	Cote, Erica	LIBRARY	\$	67,680.70	\$	500.00	\$	68,180.70
TOWN	DellaMonica, Leah	LIBRARY	\$	3,215.00	\$	-	\$	3,215.00
TOWN	Dickerson, Zoe	LIBRARY	\$	12,415.45	\$	-	\$	12,415.45
TOWN	Dunscombe, Hannah	LIBRARY	\$	9,136.42	\$	-	\$	9,136.42
TOWN	Flemming, Christine	LIBRARY	\$	4,963.02	\$	-	\$	4,963.02
TOWN	Foley, Bernadette	LIBRARY	\$	35,767.06	\$	-	\$	35,767.06
TOWN	Friel, Maxwell	LIBRARY	\$	540.00	\$	-	\$	540.00
TOWN	Gardner, Pamela	LIBRARY	\$	96,053.24	\$	400.00	\$	96,453.24
TOWN	Hedeen, Katrina	LIBRARY	\$	6,138.80	\$	-	\$	6,138.80
TOWN	Johnson, Anna	LIBRARY	\$	158.70	\$	-	\$	158.70
TOWN	Jurss, Jacqueline	LIBRARY	\$	22,800.68	\$	-	\$	22,800.68
TOWN	Karp, Jared	LIBRARY	\$	14,029.02	\$	-	\$	14,029.02
TOWN	Kim, Morgan	LIBRARY	\$	1,770.00	\$	-	\$	1,770.00
TOWN	Knott, Donna	LIBRARY	\$	2,137.00	\$	-	\$	2,137.00
TOWN	Lapham, Gretchen	LIBRARY	\$	23,853.02	\$	-	\$	23,853.02
TOWN	Louis, Trenton	LIBRARY	\$	1,916.25	\$	-	\$	1,916.25
TOWN	Maxfield, Colleen	LIBRARY	\$	19,502.05	\$	-	\$	19,502.05
TOWN	McCoy, Andrea	LIBRARY	\$	37,909.61	\$	-	\$	37,909.61
TOWN	Mills, Moira	LIBRARY	\$	60,148.36	\$	-	\$	60,148.36
TOWN	Moiseyeva, Sonya	LIBRARY	\$	1,395.00	\$	-	\$	1,395.00
TOWN	O'Grady, Jennifer	LIBRARY	\$	900.00	\$	-	\$	900.00
TOWN	O'Neil, Heather	LIBRARY	\$	65,332.30	\$	400.00	\$	65,732.30
TOWN	Ozanne, Brianna	LIBRARY	\$	62,219.94	\$	-	\$	62,219.94
TOWN	Rijal, Angelina	LIBRARY	\$	180.00	\$	-	\$	180.00
TOWN	Shaffer, Autumn	LIBRARY	\$	540.00	\$	-	\$	540.00
TOWN	Thorne, Lillian	LIBRARY	\$	14,734.78	\$	-	\$	14,734.78
TOWN	Wasserman, Carol	LIBRARY	\$	7,893.25	\$	-	\$	7,893.25
TOWN	Allison, Scott	INSPECTION	\$	64,720.50	\$	950.00	\$	65,670.50
TOWN	Colangelo, Donald	INSPECTION	\$	29,137.98	\$	6,090.00	\$	35,227.98
TOWN	Cooke Jr.,	INSPECTION	\$	28,183.35	\$	-	\$	28,183.35
TOWN	Feeney, James	INSPECTION	\$	306.00	\$	-	\$	306.00
TOWN	Hinthorne, Dana	INSPECTION	\$	54,637.02	\$	-	\$	54,637.02
TOWN	Marinci, Michael	INSPECTION	\$	16,270.98	\$	-	\$	16,270.98
TOWN	Pelletier, Gary	INSPECTION	\$	21,984.00	\$	-	\$	21,984.00
TOWN	Piersiak, Robert	INSPECTION	\$	280.73	\$	-	\$	280.73
TOWN	Rose, John	INSPECTION	\$	19,418.12	\$	-	\$	19,418.12
TOWN	Tartakoff, Peter	INSPECTION	\$	7,326.00	\$	-	\$	7,326.00
TOWN	Warren, Margaret	INSPECTION	\$	3,805.25	\$	-	\$	3,805.25
TOWN	Vanden Boom, Kathleen	HUMAN RES	\$	33,249.77	\$	-	\$	33,249.77
TOWN	Andexler, Nicholas	FIRE	\$	82,915.38	\$	17,752.73	\$	100,668.11
TOWN	Becker, Christopher	FIRE	\$	74,460.60	\$	15,648.08	\$	90,108.68
TOWN	Bennotti, Jeffrey	FIRE	\$	98,188.20	\$	28,928.90	\$	127,117.10
TOWN	Bond, Robert	FIRE	\$	-	\$	5,984.16	\$	5,984.16
TOWN	Bonfilio, Alfred	FIRE	\$	2,683.62	\$	173.78	\$	2,857.40
TOWN	Bruno, Robert	FIRE	\$	75,812.04	\$	20,703.67	\$	96,515.71
TOWN	Callow, William	FIRE	\$	7,152.58	\$	173.78	\$	7,326.36
TOWN	Carrico II,	FIRE	\$	169,993.46	\$	4,551.30	\$	174,544.76
TOWN	Crонin, Thomas	FIRE	\$	80,214.57	\$	34,916.13	\$	115,130.70
TOWN	De King,	FIRE	\$	89,317.02	\$	32,197.11	\$	121,514.13
TOWN	Donahue, Scott	FIRE	\$	77,708.31	\$	9,327.88	\$	87,036.19
TOWN	Gorman, James	FIRE	\$	950.06	\$	2,143.50	\$	3,093.56
TOWN	Gray, Norman	FIRE	\$	270.06	\$	-	\$	270.06
TOWN	Kenney, Jonathan	FIRE	\$	78,077.01	\$	24,428.66	\$	102,505.67
TOWN	Kingsbury, Neil	FIRE	\$	92,896.32	\$	11,789.42	\$	104,685.74

TOWN	Kraus, John	FIRE	\$	8,527.50	\$	173.78	\$	8,701.28
TOWN	Littmann, Eric	FIRE	\$	97,834.18	\$	40,675.93	\$	138,510.11
TOWN	McGinn, Meaghan	FIRE	\$	77,582.70	\$	15,342.37	\$	92,925.07
TOWN	Murphy, Daniel	FIRE	\$	2,140.03	\$	-	\$	2,140.03
TOWN	Reimann, Theodore	FIRE	\$	1,535.26	\$	-	\$	1,535.26
TOWN	Schleicher Jr.,	FIRE	\$	77,754.18	\$	12,320.07	\$	89,874.25
TOWN	Tanguay, Robert	FIRE	\$	652.38	\$	-	\$	652.38
TOWN	VanTassell, David	FIRE	\$	1,315.32	\$	107.03	\$	1,422.35
TOWN	Langille, Wayne	FACILITIES	\$	76,086.40	\$	3,136.73	\$	79,223.13
TOWN	Frawley, Linda	ELECTIONS	\$	306.00	\$	-	\$	306.00
TOWN	Knapp Enos,	ELECTIONS	\$	270.00	\$	-	\$	270.00
TOWN	Sandeman, Elizabeth	ELECTIONS	\$	270.00	\$	-	\$	270.00
TOWN	Sliney, Molly	ELECTIONS	\$	396.00	\$	-	\$	396.00
TOWN	Allhouse, W.James	DPW	\$	1,459.00	\$	-	\$	1,459.00
TOWN	Almodovar, Ricardo	DPW	\$	10,414.80	\$	1,041.48	\$	11,456.28
TOWN	Anderson, Jesse	DPW	\$	23,160.45	\$	213.43	\$	21,814.88
TOWN	Arthur, Troy	DPW	\$	58,188.00	\$	7,527.65	\$	65,715.65
TOWN	Bennett, William	DPW	\$	72,831.20	\$	8,199.08	\$	81,030.28
TOWN	Callaghan, James	DPW	\$	72,831.20	\$	2,068.43	\$	74,899.63
TOWN	Casey, Gabrielle	DPW	\$	13,304.20	\$	-	\$	13,304.20
TOWN	Chabot, Kevin	DPW	\$	63,980.80	\$	13,926.87	\$	77,907.67
TOWN	Ciallella, Michael	DPW	\$	75,004.80	\$	19,026.90	\$	94,031.70
TOWN	Corrigan, Connor	DPW	\$	63,189.40	\$	10,531.90	\$	72,422.30
TOWN	Crowley, James	DPW	\$	8,095.98	\$	-	\$	8,095.98
TOWN	Dauphinee, Drew	DPW	\$	64,551.20	\$	24,679.09	\$	89,230.29
TOWN	Della-Camera, Steven	DPW	\$	69,700.80	\$	4,310.54	\$	74,011.34
TOWN	Donovan, Matthew	DPW	\$	70,709.60	\$	9,814.32	\$	80,523.92
TOWN	Donovan, William	DPW	\$	88,805.60	\$	14,681.21	\$	103,486.81
TOWN	Downs, Sarah	DPW	\$	51,897.75	\$	207.24	\$	52,104.99
TOWN	Ficco, Scott	DPW	\$	72,362.55	\$	6,882.55	\$	79,245.10
TOWN	Gorman, Joseph	DPW	\$	76,447.88	\$	24,716.20	\$	101,164.08
TOWN	Goulet, Maurice	DPW	\$	162,006.33	\$	350.00	\$	162,356.33
TOWN	Hernandez, Javier	DPW	\$	17,299.20	\$	5,279.86	\$	22,579.06
TOWN	Hill, John	DPW	\$	62,005.96	\$	13,520.52	\$	75,526.48
TOWN	Hinkley, Edward	DPW	\$	16,049.74	\$	-	\$	16,049.74
TOWN	Hinkley, Paul	DPW	\$	82,191.20	\$	23,756.39	\$	105,947.59
TOWN	Kennedy, Robert	DPW	\$	88,763.54	\$	34,660.24	\$	123,423.78
TOWN	Kennedy, Robert	DPW	\$	480.00	\$	-	\$	480.00
TOWN	Kingsbury, William	DPW	\$	720.00	\$	-	\$	720.00
TOWN	La Plante, William	DPW	\$	76,086.40	\$	39,804.38	\$	115,890.78
TOWN	Leurini, Daniel	DPW	\$	8,984.99	\$	2,539.84	\$	11,524.83
TOWN	McBrien, John	DPW	\$	13,447.16	\$	-	\$	13,447.16
TOWN	Miner, John	DPW	\$	68,504.08	\$	9,816.86	\$	78,320.94
TOWN	Mullen, David	DPW	\$	73,060.00	\$	24,528.68	\$	97,588.68
TOWN	Murray, Edward	DPW	\$	27,390.40	\$	9,730.80	\$	37,121.20
TOWN	Nicholson, James	DPW	\$	72,831.20	\$	27,252.22	\$	100,083.42
TOWN	O'Brien, Jason	DPW	\$	6,484.80	\$	2,104.86	\$	8,589.66
TOWN	O'Toole, David	DPW	\$	88,805.60	\$	44,265.71	\$	133,071.31
TOWN	Ouellette, Jean	DPW	\$	76,446.80	\$	14,932.64	\$	91,379.44
TOWN	Reynolds, William	DPW	\$	72.00	\$	-	\$	72.00
TOWN	Robbins, Mark	DPW	\$	5,679.31	\$	-	\$	5,679.31
TOWN	Rogers, Megan	DPW	\$	21,212.16	\$	82.86	\$	21,295.02
TOWN	Soufan, Hussein	DPW	\$	21,986.80	\$	5,583.50	\$	27,570.30
TOWN	Collieran, Amy	FACILITIES	\$	26,561.57	\$	-	\$	26,561.57
TOWN	Robitaille, Shay	FACILITIES	\$	2,461.54	\$	-	\$	2,461.54
TOWN	Abramo, Lois	COA	\$	32,478.76	\$	-	\$	32,478.76
TOWN	Bates, Dennis	COA	\$	6,697.35	\$	-	\$	6,697.35
TOWN	Benjamin, Alexandra	COA	\$	1,742.28	\$	-	\$	1,742.28
TOWN	Burke, Peter	COA	\$	38,067.71	\$	-	\$	38,067.71
TOWN	Croteau, Dianne	COA	\$	18,046.43	\$	-	\$	18,046.43
TOWN	DiDonato, Arlene	COA	\$	951.50	\$	-	\$	951.50
TOWN	DiMaria, Victoria	COA	\$	1,548.12	\$	-	\$	1,548.12
TOWN	Hamfan, Sarah	COA	\$	87,762.50	\$	-	\$	87,762.50
TOWN	Hubbard, Mary	COA	\$	2,288.89	\$	-	\$	2,288.89
TOWN	Hunter, Ann	COA	\$	11,430.15	\$	-	\$	11,430.15
TOWN	Longmoore, Susan	COA	\$	52,069.97	\$	-	\$	52,069.97
TOWN	Lynch, Roberta	COA	\$	3,769.52	\$	14,324.18	\$	18,093.70
TOWN	Lyons, Priscilla	COA	\$	2,571.37	\$	-	\$	2,571.37
TOWN	Clancy, Diane	ASSESSORS	\$	33,802.40	\$	-	\$	33,802.40
TOWN	Manning, Kenneth	ASSESSORS	\$	900.00	\$	-	\$	900.00
TOWN	Mills, Katherine	ASSESSORS	\$	58,881.50	\$	950.00	\$	59,781.50
TOWN	Remillard, Yvonne	ASSESSORS	\$	126,923.92	\$	400.00	\$	127,323.92
TOWN	Rose, Michael	ASSESSORS	\$	900.00	\$	-	\$	900.00
TOWN	Skerry, Jeffrey	ASSESSORS	\$	900.00	\$	-	\$	900.00
TOWN	Drews, Marilyn	ACCOUNTING	\$	21,881.00	\$	-	\$	21,881.00
TOWN	Foster, Andrew	ACCOUNTING	\$	106,733.62	\$	-	\$	106,733.62
TOWN	McCullen, Ashley	ACCOUNTING	\$	69,921.63	\$	-	\$	69,921.63
SCHOOL	Alberts, Karen	WLCK	\$	108,200.88	\$	500.00	\$	108,700.88
SCHOOL	Babin, Tracey	WLCK	\$	75,403.67	\$	-	\$	75,403.67
SCHOOL	Belsky, Jennifer	WLCK	\$	93,931.88	\$	6,781.17	\$	100,713.05
SCHOOL	Bouzan, April	WLCK	\$	85,722.44	\$	1,803.16	\$	87,525.60
SCHOOL	Brown, Judith	WLCK	\$	25,947.37	\$	4,448.00	\$	30,395.37
SCHOOL	Callahan, Emily	WLCK	\$	103,748.83	\$	1,250.00	\$	104,998.83
SCHOOL	Callahan, Jamee	WLCK	\$	102,663.00	\$	8,931.17	\$	111,594.17
SCHOOL	Carey, Ann	WLCK	\$	87,681.68	\$	2,250.00	\$	89,931.68
SCHOOL	Caulfield, Hollie	WLCK	\$	156,195.39	\$	1,000.00	\$	157,195.39
SCHOOL	Cawley, Stacey	WLCK	\$	103,748.83	\$	250.00	\$	103,998.83
SCHOOL	Ciolfi, Nicole	WLCK	\$	20,631.46	\$	12.00	\$	20,643.46
SCHOOL	Connolly, Kimberly	WLCK	\$	92,748.18	\$	250.00	\$	92,998.18

SCHOOL	Daly, Barbara	WLCK	\$	11,439.31	\$	320.00	\$	11,759.31
SCHOOL	Deady, Nicole	WLCK	\$	14,877.38	\$	52.00	\$	14,929.38
SCHOOL	Digregorio, Elizabeth	WLCK	\$	35,778.51	\$	700.00	\$	36,478.51
SCHOOL	Dion, Joan	WLCK	\$	103,287.32	\$	4,000.00	\$	107,287.32
SCHOOL	Donato, Diane	WLCK	\$	10,378.26	\$	751.37	\$	11,129.63
SCHOOL	Espenhai, Hasina	WLCK	\$	32,658.32	\$	575.60	\$	33,233.92
SCHOOL	Foley, Marissa	WLCK	\$	97,784.78	\$	900.00	\$	98,684.78
SCHOOL	Garcia, Johanna	WLCK	\$	63,551.48	\$	240.00	\$	63,791.48
SCHOOL	Gillespie, Dillon	WLCK	\$	48,755.26	\$	4,347.50	\$	53,102.76
SCHOOL	Goldner, Katherine	WLCK	\$	37,247.71	\$	2,560.00	\$	39,807.71
SCHOOL	Grover, Allyson	WLCK	\$	13,183.67	\$	-	\$	13,183.67
SCHOOL	Hall, Rachel	WLCK	\$	109,955.68	\$	2,400.00	\$	112,355.68
SCHOOL	Hevey, Sarah	WLCK	\$	108,200.88	\$	1,480.00	\$	109,680.88
SCHOOL	Heylin, Jennifer	WLCK	\$	101,847.32	\$	250.00	\$	102,097.32
SCHOOL	Johnson, Jenna	WLCK	\$	97,784.78	\$	750.00	\$	98,534.78
SCHOOL	Jolime, Kimberly	WLCK	\$	22,107.41	\$	916.00	\$	23,023.41
SCHOOL	Keigan, Aimie	WLCK	\$	66,692.42	\$	360.00	\$	67,752.42
SCHOOL	Keleher, Marissa	WLCK	\$	84,724.14	\$	320.00	\$	85,044.14
SCHOOL	Kennedy, Kelley	WLCK	\$	101,847.32	\$	4,250.00	\$	106,097.32
SCHOOL	Kuehl, James	WLCK	\$	109,955.68	\$	2,250.00	\$	112,205.68
SCHOOL	Laliberte, Kayla	WLCK	\$	105,174.99	\$	750.00	\$	105,924.99
SCHOOL	Lamb, Sheanah	WLCK	\$	16,588.56	\$	-	\$	16,588.56
SCHOOL	Larche, Kathleen	WLCK	\$	12,407.76	\$	-	\$	12,407.76
SCHOOL	Larkin, Caitlin	WLCK	\$	30,453.84	\$	-	\$	30,453.84
SCHOOL	Lichtenstein, Andrea	WLCK	\$	14,254.07	\$	592.00	\$	14,846.07
SCHOOL	Lynch, Amanda	WLCK	\$	33,265.06	\$	5,319.69	\$	38,584.75
SCHOOL	Maalouf, Carole	WLCK	\$	21,081.43	\$	614.00	\$	21,695.43
SCHOOL	MacKay, Jennifer	WLCK	\$	22,107.41	\$	134.00	\$	22,241.41
SCHOOL	Melville, Shannon	WLCK	\$	72,864.78	\$	1,000.00	\$	73,864.78
SCHOOL	Murphy, Jennifer	WLCK	\$	80,141.19	\$	-	\$	80,141.19
SCHOOL	Murphy, Marcia	WLCK	\$	103,850.68	\$	1,250.00	\$	105,100.68
SCHOOL	Myers, Judith	WLCK	\$	73,539.68	\$	8,752.50	\$	82,292.18
SCHOOL	Myers, Katrina	WLCK	\$	6,685.36	\$	-	\$	6,685.36
SCHOOL	Newton, Debra	WLCK	\$	109,955.68	\$	3,500.00	\$	113,455.68
SCHOOL	O'Sullivan, Mary-Margaret	WLCK	\$	109,955.68	\$	2,250.00	\$	112,205.68
SCHOOL	Parah, Olivia	WLCK	\$	33,410.80	\$	138.24	\$	33,549.04
SCHOOL	Parker, Kelsey	WLCK	\$	80,141.19	\$	3,415.56	\$	83,556.75
SCHOOL	Pedersen, Brendan	WLCK	\$	53,572.55	\$	250.00	\$	53,822.55
SCHOOL	Platco, Michael	WLCK	\$	1,006.27	\$	-	\$	1,006.27
SCHOOL	Plympton, Lauren	WLCK	\$	70,779.84	\$	450.00	\$	71,229.84
SCHOOL	Podzka, Jennifer	WLCK	\$	10,849.64	\$	-	\$	10,849.64
SCHOOL	Previdi, Cynthia	WLCK	\$	108,200.88	\$	17,850.00	\$	126,050.88
SCHOOL	Reddy, MaryBeth	WLCK	\$	46,164.77	\$	2,500.00	\$	48,664.77
SCHOOL	Ryan, Alison	WLCK	\$	66,327.52	\$	7,495.56	\$	73,823.08
SCHOOL	Schoenfeld, Erin	WLCK	\$	5,850.00	\$	-	\$	5,850.00
SCHOOL	Sheehan, Nicole	WLCK	\$	109,955.68	\$	2,250.00	\$	112,205.68
SCHOOL	Simonds, Sarah	WLCK	\$	14,254.07	\$	250.00	\$	14,504.07
SCHOOL	Singer, Margaret	WLCK	\$	65,973.36	\$	2,000.00	\$	67,973.36
SCHOOL	Spence, Ryan	WLCK	\$	53,224.96	\$	5,302.20	\$	58,527.16
SCHOOL	Stanley, James	WLCK	\$	54,169.70	\$	4,336.61	\$	58,506.31
SCHOOL	Stapleton, Kristin	WLCK	\$	19,441.69	\$	480.00	\$	19,921.69
SCHOOL	Stevens, Nicholas	WLCK	\$	109,955.68	\$	11,800.00	\$	121,755.68
SCHOOL	Stover, Ettine	WLCK	\$	97,784.79	\$	6,475.00	\$	104,259.79
SCHOOL	Tausek, Ethan	WLCK	\$	3,038.83	\$	47.73	\$	3,086.56
SCHOOL	Tausek, Kimberly	WLCK	\$	19,476.28	\$	984.07	\$	20,460.35
SCHOOL	Thomas, Ann	WLCK	\$	25,594.37	\$	1,200.00	\$	27,147.37
SCHOOL	Tobin, Pamela	WLCK	\$	88,498.34	\$	5,401.14	\$	93,899.48
SCHOOL	Trikulitis, Deborah	WLCK	\$	95,816.98	\$	1,250.00	\$	97,066.98
SCHOOL	Visser, Lisa	WLCK	\$	24,254.35	\$	1,181.43	\$	25,435.78
SCHOOL	Watson, Erin	WLCK	\$	109,955.68	\$	3,250.00	\$	113,205.68
SCHOOL	Abley, Brian	SUBS	\$	1,170.00	\$	-	\$	1,170.00
SCHOOL	Annott, Anne	SUBS	\$	3,350.00	\$	-	\$	3,350.00
SCHOOL	Anderson, Krista	SUBS	\$	81.00	\$	-	\$	81.00
SCHOOL	Andrews, Mark	SUBS	\$	5,047.50	\$	-	\$	5,047.50
SCHOOL	Bardelli, Krista	SUBS	\$	90.00	\$	-	\$	90.00
SCHOOL	Barney, Lori	SUBS	\$	-	\$	3,000.00	\$	3,000.00
SCHOOL	Barrett, Debra	SUBS	\$	540.00	\$	-	\$	540.00
SCHOOL	Bautista, Ann	SUBS	\$	13,109.87	\$	-	\$	13,109.87
SCHOOL	Behbehani, Kelly	SUBS	\$	1,350.00	\$	-	\$	1,350.00
SCHOOL	Biscotti, Josephine	SUBS	\$	270.00	\$	-	\$	270.00
SCHOOL	Boyd, Emily	SUBS	\$	450.00	\$	-	\$	450.00
SCHOOL	Bresnahan, Mary	SUBS	\$	360.00	\$	-	\$	360.00
SCHOOL	Bushinsky, Jennifer	SUBS	\$	1,470.00	\$	-	\$	1,470.00
SCHOOL	Casey, Jennifer	SUBS	\$	990.00	\$	-	\$	990.00
SCHOOL	Caulfield, Clare	SUBS	\$	720.00	\$	-	\$	720.00
SCHOOL	Champagne, Ann	SUBS	\$	1,723.57	\$	36.59	\$	1,760.16
SCHOOL	Chin, Casey	SUBS	\$	450.00	\$	-	\$	450.00
SCHOOL	Clifford, Laura	SUBS	\$	900.00	\$	-	\$	900.00
SCHOOL	Cloutman, Olivia	SUBS	\$	900.00	\$	-	\$	900.00
SCHOOL	Connors, Ryan	SUBS	\$	1,425.60	\$	-	\$	1,425.60
SCHOOL	Connroy, Zachary	SUBS	\$	810.00	\$	450.00	\$	1,260.00
SCHOOL	Cote, Lynn	SUBS	\$	-	\$	3,400.00	\$	3,400.00
SCHOOL	Crocker, Nicole	SUBS	\$	300.00	\$	-	\$	300.00
SCHOOL	Crowell, Deirdre	SUBS	\$	360.00	\$	-	\$	360.00
SCHOOL	Deignan, Colleen	SUBS	\$	90.00	\$	-	\$	90.00
SCHOOL	Dunn, Jean	SUBS	\$	4,860.00	\$	-	\$	4,860.00
SCHOOL	Fasano, Janet	SUBS	\$	16,500.00	\$	5,500.00	\$	22,000.00
SCHOOL	Ferrantino, Susanne	SUBS	\$	1,530.00	\$	-	\$	1,530.00
SCHOOL	Festa, Martha	SUBS	\$	1,350.00	\$	-	\$	1,350.00

SCHOOL	Flannery, Meredith	SUBS	\$	2,880.00	\$	-	\$	2,880.00
SCHOOL	Frey, Leigh	SUBS	\$	1,530.00	\$	-	\$	1,530.00
SCHOOL	Georgacopoulos, Margaret	SUBS	\$	270.00	\$	-	\$	270.00
SCHOOL	Glenn, Meghan	SUBS	\$	270.00	\$	-	\$	270.00
SCHOOL	Godett, Fred	SUBS	\$	1,980.00	\$	-	\$	1,980.00
SCHOOL	Gray, Gershon	SUBS	\$	7,213.71	\$	-	\$	7,213.71
SCHOOL	Guindon, Taylor	SUBS	\$	180.00	\$	-	\$	180.00
SCHOOL	Gustafson, Kathleen	SUBS	\$	25,995.68	\$	-	\$	25,995.68
SCHOOL	Haddad, Joumana	SUBS	\$	799.50	\$	-	\$	799.50
SCHOOL	Haskins, Caryn	SUBS	\$	990.00	\$	-	\$	990.00
SCHOOL	Hawley, Megan	SUBS	\$	90.00	\$	-	\$	90.00
SCHOOL	Heyns, Yolandi	SUBS	\$	2,204.89	\$	-	\$	2,204.89
SCHOOL	Hissong, Alexander	SUBS	\$	720.00	\$	-	\$	720.00
SCHOOL	Holding, Kristen	SUBS	\$	3,060.00	\$	-	\$	3,060.00
SCHOOL	Hurtt-Rensko, Henry	SUBS	\$	270.00	\$	-	\$	270.00
SCHOOL	Irwin, Nancy	SUBS	\$	180.00	\$	-	\$	180.00
SCHOOL	Kay, Amy	SUBS	\$	2,700.00	\$	-	\$	2,700.00
SCHOOL	Keating, Jennifer	SUBS	\$	2,340.00	\$	-	\$	2,340.00
SCHOOL	Keery, Megan	SUBS	\$	90.00	\$	-	\$	90.00
SCHOOL	Kiesel, Brett	SUBS	\$	540.00	\$	-	\$	540.00
SCHOOL	Knott, Brian	SUBS	\$	990.00	\$	-	\$	990.00
SCHOOL	Kourtis, Mariana	SUBS	\$	2,340.00	\$	-	\$	2,340.00
SCHOOL	Kourtis, Vanessa	SUBS	\$	1,620.00	\$	-	\$	1,620.00
SCHOOL	Kranker, Kimberly	SUBS	\$	2,160.00	\$	-	\$	2,160.00
SCHOOL	Kuropatkin, Ashley	SUBS	\$	1,080.00	\$	-	\$	1,080.00
SCHOOL	Lapham, Katharine	SUBS	\$	810.00	\$	-	\$	810.00
SCHOOL	Leahy, Charity	SUBS	\$	180.00	\$	-	\$	180.00
SCHOOL	Lynn, Tristan	SUBS	\$	900.00	\$	-	\$	900.00
SCHOOL	MacCready, Jennifer	SUBS	\$	150.00	\$	-	\$	150.00
SCHOOL	Mackiewicz, Anne	SUBS	\$	810.00	\$	-	\$	810.00
SCHOOL	Malmlquist, Ashley	SUBS	\$	540.00	\$	-	\$	540.00
SCHOOL	Manuel, Owen	SUBS	\$	1,530.00	\$	-	\$	1,530.00
SCHOOL	Marie, Charles	SUBS	\$	1,080.00	\$	-	\$	1,080.00
SCHOOL	McCabe, Leonesse	SUBS	\$	7,912.24	\$	-	\$	7,912.24
SCHOOL	McNeil, Ryan	SUBS	\$	2,070.00	\$	-	\$	2,070.00
SCHOOL	Millard, Blake	SUBS	\$	1,872.00	\$	-	\$	1,872.00
SCHOOL	Morse, Audrey	SUBS	\$	1,350.00	\$	-	\$	1,350.00
SCHOOL	Myers, Katrina	SUBS	\$	1,260.00	\$	-	\$	1,260.00
SCHOOL	Nee, Caitlin	SUBS	\$	900.00	\$	-	\$	900.00
SCHOOL	Nee, Connor	SUBS	\$	1,260.00	\$	-	\$	1,260.00
SCHOOL	Nicholson, Todd	SUBS	\$	24,598.90	\$	500.00	\$	25,098.90
SCHOOL	O'Connor, Caroline	SUBS	\$	720.00	\$	-	\$	720.00
SCHOOL	O'Connor, Kaitlyn	SUBS	\$	2,401.31	\$	-	\$	2,401.31
SCHOOL	Olson, Catherine	SUBS	\$	4,050.00	\$	-	\$	4,050.00
SCHOOL	O'Toole, Jocelyn	SUBS	\$	720.00	\$	-	\$	720.00
SCHOOL	Parker, Barbara	SUBS	\$	10,890.00	\$	-	\$	10,890.00
SCHOOL	Parker, Barry	SUBS	\$	8,190.00	\$	-	\$	8,190.00
SCHOOL	Patry, Shealagh	SUBS	\$	720.00	\$	-	\$	720.00
SCHOOL	Peters, Karen	SUBS	\$	1,530.00	\$	-	\$	1,530.00
SCHOOL	Platco, Michael	SUBS	\$	540.00	\$	-	\$	540.00
SCHOOL	Ravelia, Hailey	SUBS	\$	2,457.39	\$	-	\$	2,457.39
SCHOOL	Reynolds, Ian	SUBS	\$	630.00	\$	-	\$	630.00
SCHOOL	Robertson, Bryanna	SUBS	\$	1,050.00	\$	-	\$	1,050.00
SCHOOL	Roth, Colleen	SUBS	\$	2,340.00	\$	-	\$	2,340.00
SCHOOL	Ryan, Elisa	SUBS	\$	2,049.89	\$	-	\$	2,049.89
SCHOOL	Sandeman, Elizabeth	SUBS	\$	20,607.40	\$	180.00	\$	20,787.40
SCHOOL	Segal, Kristin	SUBS	\$	1,260.00	\$	-	\$	1,260.00
SCHOOL	Seibel, Erin	SUBS	\$	360.00	\$	-	\$	360.00
SCHOOL	Shade, Russell	SUBS	\$	-	\$	4,200.00	\$	4,200.00
SCHOOL	Shnaider, Nathaniel	SUBS	\$	2,700.00	\$	-	\$	2,700.00
SCHOOL	Sinis, Stephanie	SUBS	\$	180.00	\$	-	\$	180.00
SCHOOL	Smith, Lylah	SUBS	\$	17,698.96	\$	4,070.00	\$	21,768.96
SCHOOL	Stevens, Andrew	SUBS	\$	1,620.00	\$	-	\$	1,620.00
SCHOOL	Stoddard, Charlotte	SUBS	\$	1,260.00	\$	-	\$	1,260.00
SCHOOL	Sullivan, Danielle	SUBS	\$	450.00	\$	-	\$	450.00
SCHOOL	Szostak, Margaret	SUBS	\$	7,535.50	\$	-	\$	7,535.50
SCHOOL	Taillion, Karen	SUBS	\$	90.00	\$	-	\$	90.00
SCHOOL	Theofilou, Francesca	SUBS	\$	1,170.00	\$	-	\$	1,170.00
SCHOOL	Tighe, Sydney	SUBS	\$	540.00	\$	-	\$	540.00
SCHOOL	Turner, Louisa	SUBS	\$	21,109.42	\$	-	\$	21,109.42
SCHOOL	Vandenboom, Shane	SUBS	\$	2,415.00	\$	-	\$	2,415.00
SCHOOL	Viles, Edward	SUBS	\$	8,602.50	\$	142.50	\$	8,745.00
SCHOOL	Wicks, Henry	SUBS	\$	4,013.10	\$	1,400.00	\$	5,413.10
SCHOOL	Yu, Kexin	SUBS	\$	22,498.38	\$	-	\$	22,498.38
SCHOOL	Minsky, Joshua	SUB	\$	14,721.84	\$	2,000.00	\$	16,721.84
SCHOOL	Alexson, Jordan	MHS	\$	408.60	\$	-	\$	408.60
SCHOOL	Almeida, Michelle	MHS	\$	41,748.76	\$	2,958.34	\$	44,707.10
SCHOOL	Anagnos, Paul	MHS	\$	50,522.14	\$	5,360.16	\$	55,882.30
SCHOOL	Ballou, Katherine	MHS	\$	109,067.36	\$	4,010.00	\$	113,077.36
SCHOOL	Barrows, Zachary	MHS	\$	105,174.99	\$	500.00	\$	105,674.99
SCHOOL	Becker, Russell	MHS	\$	83,872.36	\$	3,164.06	\$	87,036.42
SCHOOL	Bellinger, Brian	MHS	\$	97,748.61	\$	85.00	\$	97,833.61
SCHOOL	Bennett, Elizabeth	MHS	\$	60,932.58	\$	540.00	\$	61,472.58
SCHOOL	Benoit, Matthew	MHS	\$	51,637.56	\$	250.00	\$	51,887.56
SCHOOL	Berkowitz, Marcia	MHS	\$	66,550.17	\$	-	\$	66,550.17
SCHOOL	Berry, Orla	MHS	\$	109,955.68	\$	10,054.92	\$	120,010.60
SCHOOL	Beveridge, Sarah	MHS	\$	27,109.31	\$	430.00	\$	27,539.31
SCHOOL	Bielik, Jason	MHS	\$	93,931.88	\$	21,054.98	\$	114,986.86
SCHOOL	Bliss, Kelly	MHS	\$	95,816.98	\$	500.00	\$	96,316.98

SCHOOL	Bon Tempo-Amato,	MHS	\$	67,462.28	\$	4,940.00	\$	72,402.28
SCHOOL	Bookman, Leora	MHS	\$	108,200.88	\$	3,050.00	\$	111,250.88
SCHOOL	Brenton, Kymberli	MHS	\$	36,962.01	\$	5,338.22	\$	42,300.23
SCHOOL	Brooks, Ksenija	MHS	\$	93,274.37	\$	1,000.00	\$	94,274.37
SCHOOL	Brown, Philip	MHS	\$	86,973.44	\$	2,410.00	\$	89,383.44
SCHOOL	Brown, Sarah	MHS	\$	61,108.34	\$	6,620.00	\$	67,728.34
SCHOOL	Buckingham, Rachel	MHS	\$	93,274.37	\$	2,750.00	\$	96,024.37
SCHOOL	Buckley, Ann	MHS	\$	62,215.92	\$	3,282.67	\$	65,498.59
SCHOOL	Burke, Bailey	MHS	\$	89,557.95	\$	634.00	\$	90,191.95
SCHOOL	Cambridge, Jeffrey	MHS	\$	103,748.83	\$	3,457.00	\$	107,205.83
SCHOOL	Carlson, Meghan	MHS	\$	25,625.09	\$	250.00	\$	25,875.09
SCHOOL	Chamberlain, Madeline	MHS	\$	108,200.88	\$	2,500.00	\$	110,700.88
SCHOOL	Chilton, Susan	MHS	\$	9,070.90	\$	814.89	\$	9,885.79
SCHOOL	Chojnowski, John	MHS	\$	31,613.52	\$	200.00	\$	31,813.52
SCHOOL	Christo, Monica	MHS	\$	9,941.80	\$	120.00	\$	10,061.80
SCHOOL	Clark, Elena	MHS	\$	55,900.57	\$	4,550.00	\$	60,450.57
SCHOOL	Clark, John	MHS	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Colleran, John	MHS	\$	360.00	\$	180.00	\$	540.00
SCHOOL	Cook, David	MHS	\$	3,619.20	\$	250.00	\$	3,869.20
SCHOOL	Cotter, Michael	MHS	\$	77,265.72	\$	2,142.38	\$	79,408.10
SCHOOL	Coutinho, Paul	MHS	\$	109,955.68	\$	13,771.50	\$	123,727.18
SCHOOL	Cowell, Kerry	MHS	\$	103,287.32	\$	7,741.17	\$	111,028.49
SCHOOL	Cowell, Michael	MHS	\$	85,989.61	\$	1,283.50	\$	87,273.11
SCHOOL	Curley, Carey	MHS	\$	56,137.43	\$	1,772.68	\$	57,910.11
SCHOOL	Danielski, Meghan	MHS	\$	75,403.80	\$	-	\$	75,403.80
SCHOOL	D'Attanasio, Jennifer	MHS	\$	2,996.44	\$	790.00	\$	3,786.44
SCHOOL	Davanage, Joseph	MHS	\$	20,872.24	\$	4,508.00	\$	25,380.24
SCHOOL	Deroche, Nancy	MHS	\$	32,321.39	\$	3,342.66	\$	35,664.05
SCHOOL	Diluzio, Alyse	MHS	\$	95,816.98	\$	2,813.29	\$	98,630.27
SCHOOL	Drew, Meghan	MHS	\$	109,067.36	\$	4,250.00	\$	113,317.36
SCHOOL	Dunn, Jonathan	MHS	\$	109,067.36	\$	1,000.00	\$	110,067.36
SCHOOL	Emerson, Kathleen	MHS	\$	109,067.36	\$	10,296.73	\$	119,364.09
SCHOOL	Fahy, Caitlin	MHS	\$	71,192.31	\$	-	\$	71,192.31
SCHOOL	Farrell, Paul	MHS	\$	54,169.70	\$	5,282.53	\$	59,452.23
SCHOOL	Faust, Christopher	MHS	\$	84,038.97	\$	500.00	\$	84,538.97
SCHOOL	Fitzgerald, Mary	MHS	\$	69,221.30	\$	5,447.32	\$	74,668.62
SCHOOL	Fitzgerald, Maura	MHS	\$	47,697.39	\$	1,056.13	\$	48,753.52
SCHOOL	Flanagan, Jacqueline	MHS	\$	109,955.68	\$	2,750.00	\$	112,705.68
SCHOOL	Franco, Marlo	MHS	\$	34,436.31	\$	-	\$	34,436.31
SCHOOL	Frasca, Blake	MHS	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Garcia-Rangel, Mary	MHS	\$	104,579.63	\$	5,120.00	\$	109,699.63
SCHOOL	Garfinkle, Brittany	MHS	\$	61,198.57	\$	-	\$	61,198.57
SCHOOL	Goodrow-Trach, Monique	MHS	\$	103,499.00	\$	8,650.50	\$	112,149.50
SCHOOL	Goodwin, Jared	MHS	\$	36,463.24	\$	-	\$	36,463.24
SCHOOL	Grolnic, Linda	MHS	\$	109,067.36	\$	1,500.00	\$	110,567.36
SCHOOL	Grossman, Stephanie	MHS	\$	13,919.44	\$	4,240.00	\$	18,159.44
SCHOOL	Guimini, Shannon	MHS	\$	30,121.50	\$	4,700.00	\$	34,821.50
SCHOOL	Hagan, Brenda	MHS	\$	130,126.49	\$	480.00	\$	130,606.49
SCHOOL	Hamilton, Paula	MHS	\$	109,067.36	\$	3,254.00	\$	112,321.36
SCHOOL	Hardiman, Brittany	MHS	\$	85,722.50	\$	10,046.64	\$	95,769.14
SCHOOL	Hester, Ellen	MHS	\$	31,415.53	\$	160.00	\$	31,575.53
SCHOOL	Higger, Sara	MHS	\$	72,864.78	\$	2,000.00	\$	74,864.78
SCHOOL	Holms, Matthew	MHS	\$	101,847.32	\$	2,283.50	\$	104,130.82
SCHOOL	Isaac, Elizabeth	MHS	\$	2,399.73	\$	42.00	\$	2,441.73
SCHOOL	Jacobson, Daniel	MHS	\$	26,060.51	\$	5,398.00	\$	31,458.51
SCHOOL	Jones, Katherine	MHS	\$	109,067.38	\$	11,302.98	\$	120,370.36
SCHOOL	Keene, Laura	MHS	\$	96,199.09	\$	370.00	\$	96,569.09
SCHOOL	Kennedy, Linnea	MHS	\$	48,425.98	\$	8,700.00	\$	57,125.98
SCHOOL	Kiami, Becki	MHS	\$	23,370.05	\$	2,056.23	\$	25,326.28
SCHOOL	Kincaild, Garland	MHS	\$	105,431.31	\$	10,980.00	\$	116,411.31
SCHOOL	Kolek, Elizabeth	MHS	\$	39,105.73	\$	-	\$	39,105.73
SCHOOL	Kraemer, Michael	MHS	\$	109,955.68	\$	24,783.50	\$	134,739.18
SCHOOL	Krah, Kerrie	MHS	\$	73,559.63	\$	15,145.00	\$	88,684.63
SCHOOL	Ladd, William	MHS	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Lawler, Christopher	MHS	\$	54,169.70	\$	15,019.09	\$	69,188.79
SCHOOL	Lee, Simone	MHS	\$	35,244.29	\$	2,060.00	\$	37,304.29
SCHOOL	Leland, Stephanie	MHS	\$	78,697.26	\$	-	\$	78,697.26
SCHOOL	Lodge, Anne	MHS	\$	103,748.83	\$	8,036.01	\$	111,784.84
SCHOOL	Lohan, Melinda	MHS	\$	103,748.83	\$	11,133.50	\$	114,882.33
SCHOOL	Luce, Shaw	MHS	\$	76,728.49	\$	24,681.50	\$	101,409.99
SCHOOL	Luczak, Alice	MHS	\$	90,058.54	\$	2,500.00	\$	92,558.54
SCHOOL	Lynch, Kerry	MHS	\$	97,778.78	\$	5,487.00	\$	103,271.78
SCHOOL	Lyon, Diane	MHS	\$	109,955.68	\$	9,100.00	\$	119,055.68
SCHOOL	Lyon, Teresa	MHS	\$	23,200.61	\$	2,112.53	\$	25,213.14
SCHOOL	Macleod, Robert	MHS	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Mandosa, Francis	MHS	\$	109,067.36	\$	3,941.88	\$	113,009.24
SCHOOL	Mandosa, Heather	MHS	\$	133,907.15	\$	9,987.67	\$	143,894.82
SCHOOL	Markowski, Karen	MHS	\$	30,402.20	\$	700.00	\$	31,102.20
SCHOOL	Marks, Stephen	MHS	\$	30,090.16	\$	3,227.60	\$	33,317.76
SCHOOL	Mason, Michael	MHS	\$	32,490.59	\$	1,150.00	\$	33,640.59
SCHOOL	McCoy, Andrea	MHS	\$	-	\$	6,000.00	\$	6,000.00
SCHOOL	McCrossan, Kathleen	MHS	\$	18,078.05	\$	1,514.00	\$	19,592.05
SCHOOL	McGroarty, Gretchen	MHS	\$	35,658.56	\$	-	\$	35,658.56
SCHOOL	McMaugh, Sean	MHS	\$	12,066.12	\$	-	\$	12,066.12
SCHOOL	Mioduszewski, Kathleen	MHS	\$	98,393.98	\$	1,500.00	\$	99,893.98
SCHOOL	Morin, Thomas	MHS	\$	28,205.52	\$	1,000.00	\$	29,205.52
SCHOOL	Noonan, Christine	MHS	\$	32,625.84	\$	4,039.98	\$	36,665.82
SCHOOL	Northrup, Andrew	MHS	\$	55,900.57	\$	-	\$	55,900.57
SCHOOL	Oasis, Perry	MHS	\$	80,141.19	\$	7,810.00	\$	87,951.19

SCHOOL	Ornberg, Erik	MHS	\$ 97,370.82	\$ 15,523.26	\$ 112,894.08
SCHOOL	Padden, Amanda	MHS	\$ 64,631.42	\$ 1,810.50	\$ 66,441.92
SCHOOL	Papantonis, Alexandra	MHS	\$ 5,134.84	\$ 174.00	\$ 5,308.84
SCHOOL	Parga, Robert	MHS	\$ 183,376.00	\$ 3,041.88	\$ 184,417.88
SCHOOL	Penn, Mark	MHS	\$ 109,955.68	\$ 3,575.88	\$ 113,531.56
SCHOOL	Pollard, Stephanie	MHS	\$ 80,613.88	\$ 2,250.00	\$ 82,863.88
SCHOOL	Prendergast, Patrick	MHS	\$ -	\$ 4,700.00	\$ 4,700.00
SCHOOL	Randolph, Elizabeth	MHS	\$ 103,847.32	\$ 3,437.00	\$ 105,284.32
SCHOOL	Reilly, Colby	MHS	\$ 88,498.21	\$ 2,750.00	\$ 91,248.21
SCHOOL	Remy, Sarah	MHS	\$ 18,221.84	\$ -	\$ 18,221.84
SCHOOL	Reynolds, Morgan	MHS	\$ 78,697.26	\$ 5,250.00	\$ 83,947.26
SCHOOL	Rimbev, Ashley	MHS	\$ 81,777.43	\$ 1,533.50	\$ 83,310.93
SCHOOL	Rodenhi, Sarah	MHS	\$ 109,067.36	\$ 1,660.00	\$ 110,727.36
SCHOOL	Rose, Pirelli	MHS	\$ 28,284.64	\$ -	\$ 28,284.64
SCHOOL	Ryan, Bridget	MHS	\$ 52,749.58	\$ 1,860.00	\$ 54,609.58
SCHOOL	Safer, Jessica	MHS	\$ 109,067.36	\$ 12,974.92	\$ 122,042.28
SCHOOL	Sancher, Bethan	MHS	\$ 108,200.88	\$ 16,426.73	\$ 124,627.61
SCHOOL	Sawtelle, Gwynne	MHS	\$ 108,200.88	\$ 4,520.00	\$ 112,720.88
SCHOOL	Sawyer Jr.,	MHS	\$ 51,873.44	\$ 10,512.25	\$ 62,385.69
SCHOOL	Scott, Eric	MHS	\$ 146,077.36	\$ 750.00	\$ 146,827.36
SCHOOL	Shaffer, Karen	MHS	\$ 82,562.42	\$ 1,891.32	\$ 84,453.74
SCHOOL	Sieber, Colleen	MHS	\$ 103,748.83	\$ 3,120.00	\$ 106,868.83
SCHOOL	Smith, Kathleen	MHS	\$ 44,552.97	\$ 1,480.00	\$ 46,032.97
SCHOOL	Sonnenberg, Neal	MHS	\$ 106,894.32	\$ 14,324.41	\$ 121,218.73
SCHOOL	Spinello, Kayla	MHS	\$ 53,572.55	\$ 2,090.00	\$ 55,662.55
SCHOOL	Stewart, Hunter	MHS	\$ 52,284.86	\$ 346.00	\$ 52,630.86
SCHOOL	Tasi, Tracy	MHS	\$ 96,584.34	\$ 1,687.00	\$ 98,271.34
SCHOOL	Tevis-Finn, Julie	MHS	\$ 30,694.16	\$ 600.50	\$ 31,294.66
SCHOOL	Thibeault, Kristen	MHS	\$ 73,539.68	\$ 3,250.00	\$ 76,789.68
SCHOOL	Thomas, Andrea	MHS	\$ 22,716.00	\$ -	\$ 22,716.00
SCHOOL	Tighe, Jamie	MHS	\$ 36,171.74	\$ 2,331.00	\$ 38,502.74
SCHOOL	Toivonen, Barrett	MHS	\$ 562.50	\$ -	\$ 562.50
SCHOOL	Tomera, Mona	MHS	\$ 10,167.32	\$ 540.66	\$ 10,707.98
SCHOOL	Toubman, Ellen	MHS	\$ 109,955.68	\$ 11,746.73	\$ 121,702.41
SCHOOL	Vogel, Keith	MHS	\$ 58,300.70	\$ 7,789.37	\$ 66,090.07
SCHOOL	Walker, Hannah	MHS	\$ 4,561.93	\$ -	\$ 4,561.93
SCHOOL	Welling, Veronique	MHS	\$ 109,067.31	\$ 4,150.00	\$ 113,217.31
SCHOOL	Williamson, Holly	MHS	\$ 90,058.54	\$ -	\$ 90,058.54
SCHOOL	Worthley, David	MHS	\$ 123,090.50	\$ 9,200.00	\$ 132,290.50
SCHOOL	Worthley, Stephanie	MHS	\$ 102,663.00	\$ 14,065.34	\$ 116,728.34
SCHOOL	Wren-Burgess, Bonnie	MHS	\$ 109,067.36	\$ 5,100.00	\$ 114,167.36
SCHOOL	Zehme, Joanna	MHS	\$ 21,875.27	\$ 368.16	\$ 22,243.43
SCHOOL	Zhang, Xuguang	MHS	\$ 84,988.29	\$ 1,500.00	\$ 86,488.29
SCHOOL	Ackley, Jessica	MEML	\$ 25,947.37	\$ 340.00	\$ 26,287.37
SCHOOL	Aries, Caitlin	MEML	\$ 74,987.88	\$ 4,310.00	\$ 79,297.88
SCHOOL	Barnes, Colleen	MEML	\$ 78,026.87	\$ 250.00	\$ 78,276.87
SCHOOL	Becker, Leah	MEML	\$ 1,354.32	\$ -	\$ 1,354.32
SCHOOL	Bilsborough, Melissa	MEML	\$ 159,166.02	\$ 2,000.00	\$ 161,166.02
SCHOOL	Blake, Edward	MEML	\$ 51,637.56	\$ 250.00	\$ 51,887.56
SCHOOL	Bockhorst, Kathleen	MEML	\$ 102,663.00	\$ 3,531.72	\$ 106,194.72
SCHOOL	Bond, Robert	MEML	\$ 56,170.00	\$ 13,516.79	\$ 69,686.79
SCHOOL	Boyd, Heather	MEML	\$ 10,384.56	\$ -	\$ 10,384.56
SCHOOL	Brennan, Courtney	MEML	\$ 28,692.36	\$ -	\$ 28,692.36
SCHOOL	Bureau, Tanya	MEML	\$ 25,339.06	\$ -	\$ 25,339.06
SCHOOL	Carlow, Alyssa	MEML	\$ 1,127.12	\$ -	\$ 1,127.12
SCHOOL	Carlow, Laura	MEML	\$ 26,056.94	\$ 808.00	\$ 26,864.94
SCHOOL	Castle, Claire	MEML	\$ 21,081.43	\$ 790.00	\$ 21,871.43
SCHOOL	Chen, Joy	MEML	\$ 87,964.58	\$ 2,400.00	\$ 90,364.58
SCHOOL	Clark, Daniel	MEML	\$ 6,996.00	\$ 101.48	\$ 7,097.48
SCHOOL	Colantoni, Juliania	MEML	\$ 109,955.68	\$ 5,165.56	\$ 115,121.24
SCHOOL	Connors, Maureen	MEML	\$ 25,947.37	\$ -	\$ 25,947.37
SCHOOL	Costello, Julianne	MEML	\$ 6,213.24	\$ -	\$ 6,213.24
SCHOOL	Dardia, Christine	MEML	\$ 62,099.38	\$ 1,158.62	\$ 63,258.00
SCHOOL	Degoroge, Sally	MEML	\$ 94,888.24	\$ 9,465.56	\$ 104,353.80
SCHOOL	Desjardins, Jacob	MEML	\$ 12,631.10	\$ 2,002.00	\$ 14,633.10
SCHOOL	Distefano, Amy	MEML	\$ 25,947.37	\$ 642.00	\$ 26,589.37
SCHOOL	Donahue, Megan	MEML	\$ 33,209.04	\$ -	\$ 33,209.04
SCHOOL	Drew, Sarah	MEML	\$ 66,327.52	\$ 250.00	\$ 66,577.52
SCHOOL	Dugan, Bettina	MEML	\$ 13,456.17	\$ 272.00	\$ 13,728.17
SCHOOL	Dunn, Maria	MEML	\$ 8,338.56	\$ 136.00	\$ 8,474.56
SCHOOL	Erick, Stefanie	MEML	\$ 96,584.34	\$ 1,750.00	\$ 98,334.34
SCHOOL	Estes, Caroline	MEML	\$ 64,369.51	\$ -	\$ 64,369.51
SCHOOL	Estes, Kimberly	MEML	\$ 19,324.81	\$ -	\$ 19,324.81
SCHOOL	Farrar, Anne	MEML	\$ 108,200.88	\$ 580.00	\$ 108,780.88
SCHOOL	Forey, Patricia	MEML	\$ 49,280.51	\$ -	\$ 49,280.51
SCHOOL	Gelinas, Ellen	MEML	\$ 79,739.12	\$ 5,200.00	\$ 84,939.12
SCHOOL	Giammarco, Nancy	MEML	\$ 32,625.84	\$ -	\$ 32,625.84
SCHOOL	Grace, Herbert	MEML	\$ 109,955.67	\$ 19,818.46	\$ 129,774.13
SCHOOL	Grace, Paula	MEML	\$ 103,499.00	\$ 2,000.00	\$ 105,499.00
SCHOOL	Gray, Ruth	MEML	\$ 7,083.54	\$ -	\$ 7,083.54
SCHOOL	Guilbert, Alison	MEML	\$ 97,370.82	\$ 1,750.00	\$ 99,120.82
SCHOOL	Healey, Karyn	MEML	\$ 35,069.27	\$ 250.00	\$ 35,319.27
SCHOOL	Herring, Heather	MEML	\$ 94,684.20	\$ 1,750.00	\$ 96,434.20
SCHOOL	Jablonski, Bethany	MEML	\$ 22,387.55	\$ 76.00	\$ 22,463.55
SCHOOL	Johnson, Sherry	MEML	\$ 12,787.61	\$ 824.38	\$ 13,611.99
SCHOOL	Keenan, Carina	MEML	\$ 83,122.52	\$ 2,240.00	\$ 85,362.52
SCHOOL	Kennedy, Joan	MEML	\$ 56,359.17	\$ 294.83	\$ 56,654.00
SCHOOL	Kerkhoff, Laura	MEML	\$ 23,136.41	\$ -	\$ 23,136.41
SCHOOL	Kilroy, Michelle	MEML	\$ 13,096.28	\$ 150.00	\$ 13,246.28

SCHOOL	Kourtis, Isabella	MEML	\$	22,147.41	\$	398.00	\$	22,545.41
SCHOOL	Kristof, Kimberly	MEML	\$	31,954.99	\$	250.00	\$	32,204.99
SCHOOL	Ladouceur, Beth	MEML	\$	76,949.99	\$	250.00	\$	77,199.99
SCHOOL	Laszczak, Shawna	MEML	\$	8,338.56	\$	-	\$	8,338.56
SCHOOL	Lawson, Jennifer	MEML	\$	6,651.71	\$	465.00	\$	7,116.71
SCHOOL	Lozano, Guillet	MEML	\$	108,200.88	\$	6,961.17	\$	115,162.05
SCHOOL	Lynch, Terri	MEML	\$	34,022.62	\$	3,368.54	\$	37,391.16
SCHOOL	Lyons, Jaimie	MEML	\$	4,032.76	\$	-	\$	4,032.76
SCHOOL	Maalouf, Raymonde	MEML	\$	25,947.37	\$	2,586.00	\$	28,533.37
SCHOOL	Macaulay, Jaclyn	MEML	\$	360.00	\$	-	\$	360.00
SCHOOL	Macaulay, Jaclyn	MEML	\$	10,963.72	\$	-	\$	10,963.72
SCHOOL	Maggio, Marykate	MEML	\$	69,224.96	\$	250.00	\$	69,474.96
SCHOOL	Maguire, Kimberly	MEML	\$	85,568.99	\$	360.00	\$	85,928.99
SCHOOL	Mahoney, Kelli	MEML	\$	90,058.54	\$	3,665.56	\$	93,724.10
SCHOOL	McCusker, Michelle	MEML	\$	23,666.94	\$	110.00	\$	23,776.94
SCHOOL	McCusker, Tracey	MEML	\$	17,198.10	\$	-	\$	17,198.10
SCHOOL	McDonald, James	MEML	\$	41,239.87	\$	2,608.37	\$	43,848.24
SCHOOL	McNeil, Irene	MEML	\$	46,547.23	\$	700.00	\$	47,247.23
SCHOOL	McNeil, Janet	MEML	\$	11,404.94	\$	250.00	\$	11,654.94
SCHOOL	Mitteness, Madison	MEML	\$	21,599.91	\$	254.00	\$	21,853.91
SCHOOL	Mulroney, Elizabeth	MEML	\$	25,434.15	\$	738.00	\$	26,172.15
SCHOOL	Newton, Melissa	MEML	\$	60,892.27	\$	250.00	\$	61,142.27
SCHOOL	Nickererson, Jeninne	MEML	\$	103,499.00	\$	2,250.00	\$	105,749.00
SCHOOL	Nogueira, Lynn	MEML	\$	78,568.01	\$	250.00	\$	78,818.01
SCHOOL	Orellana, Ligia	MEML	\$	4,407.10	\$	119.33	\$	4,526.43
SCHOOL	Paget, Christine	MEML	\$	109,955.68	\$	5,370.00	\$	115,325.68
SCHOOL	Pasini-Fredriksen, Jill	MEML	\$	15,667.51	\$	413.11	\$	16,080.62
SCHOOL	Piersiak, Elaine	MEML	\$	19,290.84	\$	-	\$	19,290.84
SCHOOL	Pollock, Allison	MEML	\$	109,955.68	\$	2,250.00	\$	112,205.68
SCHOOL	Rasmussen, Marie	MEML	\$	-	\$	3,655.00	\$	3,655.00
SCHOOL	Ravinski, Kathleen	MEML	\$	97,370.82	\$	1,870.00	\$	99,240.82
SCHOOL	Redding, Dorothy	MEML	\$	17,875.99	\$	266.00	\$	18,141.99
SCHOOL	Riccio, Julia	MEML	\$	104,579.63	\$	1,500.00	\$	106,079.63
SCHOOL	Rossi, Rita	MEML	\$	4,048.20	\$	250.00	\$	4,298.20
SCHOOL	Ruggiero, David	MEML	\$	102,662.90	\$	1,900.00	\$	104,562.90
SCHOOL	Scier, Lesley	MEML	\$	91,459.29	\$	750.00	\$	92,209.29
SCHOOL	Sedambo, Padmaja	MEML	\$	24,732.48	\$	-	\$	24,732.48
SCHOOL	Signore, Rebecca	MEML	\$	24,732.48	\$	840.00	\$	25,572.48
SCHOOL	Skilar, Kimberly	MEML	\$	5,811.96	\$	-	\$	5,811.96
SCHOOL	Soldilich, Janine	MEML	\$	39,611.24	\$	6,494.69	\$	46,105.93
SCHOOL	Sperling, Keri	MEML	\$	109,067.36	\$	5,090.00	\$	114,157.36
SCHOOL	St. Cyr,	MEML	\$	36,540.32	\$	-	\$	36,540.32
SCHOOL	St. Mary,	MEML	\$	29,067.60	\$	-	\$	29,067.60
SCHOOL	Sutherland, Donna	MEML	\$	38,088.47	\$	-	\$	38,088.47
SCHOOL	Swanson, Lillian	MEML	\$	22,107.41	\$	260.00	\$	22,367.41
SCHOOL	Taylor, Amie	MEML	\$	9,397.12	\$	-	\$	9,397.12
SCHOOL	Taney, Meredith	MEML	\$	106,041.47	\$	820.00	\$	106,861.47
SCHOOL	Theodorou, Mariessa	MEML	\$	101,866.28	\$	4,684.32	\$	106,550.60
SCHOOL	Tierney, Jill	MEML	\$	15,650.34	\$	-	\$	15,650.34
SCHOOL	Truchon, Janette	MEML	\$	41,273.93	\$	254.00	\$	41,527.93
SCHOOL	Wallace, Melissa	MEML	\$	95,816.98	\$	750.00	\$	96,566.98
SCHOOL	West, Jaclyn	MEML	\$	73,692.75	\$	750.00	\$	74,442.75
SCHOOL	Wood, Katherine	MEML	\$	66,278.94	\$	-	\$	66,278.94
SCHOOL	Vautour, Richard	FACILITIES	\$	6,545.22	\$	286.35	\$	6,831.57
SCHOOL	Coleran, Amy	FACILITIES	\$	106,246.30	\$	-	\$	106,246.30
SCHOOL	Coughlin, Stephen	FACILITIES	\$	4,945.99	\$	742.31	\$	5,688.30
SCHOOL	Jackson, Michael	FACILITIES	\$	26,795.83	\$	13,889.56	\$	40,685.39
SCHOOL	Robitaille, Shayn	FACILITIES	\$	41,220.12	\$	8,253.52	\$	49,473.64
SCHOOL	Ahern, Joseph	DALE	\$	101,847.32	\$	200.00	\$	102,047.32
SCHOOL	Bassett, Jennifer	DALE	\$	101,847.32	\$	1,000.00	\$	102,847.32
SCHOOL	Berghaus, Terrance	DALE	\$	3,920.23	\$	-	\$	3,920.23
SCHOOL	Boudreau, Kathleen	DALE	\$	29,138.74	\$	1,346.80	\$	30,485.54
SCHOOL	Bourlis, Jessica	DALE	\$	35,254.36	\$	96.00	\$	35,350.36
SCHOOL	Bryson, Jennifer	DALE	\$	270.00	\$	-	\$	270.00
SCHOOL	Burnham, Elizabeth	DALE	\$	103,499.00	\$	2,250.00	\$	105,749.00
SCHOOL	Callahan, Christina	DALE	\$	94,684.20	\$	1,000.00	\$	95,684.20
SCHOOL	Callahan, Eileen	DALE	\$	95,816.98	\$	-	\$	95,816.98
SCHOOL	Chamblin, Kelly	DALE	\$	81,538.97	\$	3,568.16	\$	85,107.13
SCHOOL	Collins, Kate	DALE	\$	26,620.81	\$	858.00	\$	27,478.81
SCHOOL	Condon, Maura	DALE	\$	89,421.14	\$	4,587.40	\$	94,008.54
SCHOOL	Cummings, Delaney	DALE	\$	20,167.58	\$	954.00	\$	21,211.58
SCHOOL	Delaney, Christina	DALE	\$	95,816.98	\$	2,000.00	\$	97,816.98
SCHOOL	Dennehy, Siobhan	DALE	\$	33,385.50	\$	60.00	\$	33,445.50
SCHOOL	Dexter, Ryan	DALE	\$	102,662.95	\$	11,022.00	\$	113,684.95
SCHOOL	Dipesa, Leanne	DALE	\$	95,436.52	\$	3,815.56	\$	99,252.08
SCHOOL	Douglas, Michael	DALE	\$	104,139.00	\$	6,250.00	\$	110,389.00
SCHOOL	Dowd, Shannon	DALE	\$	95,816.98	\$	250.00	\$	96,066.98
SCHOOL	Evans, Brenna	DALE	\$	93,931.81	\$	7,980.00	\$	101,911.81
SCHOOL	Flynn, Suzanne	DALE	\$	102,663.00	\$	1,750.00	\$	104,413.00
SCHOOL	Francois, Mozart	DALE	\$	560.00	\$	-	\$	560.00
SCHOOL	Frazier, Kimberly	DALE	\$	25,947.37	\$	3,284.00	\$	29,231.37
SCHOOL	Gilbert, Anne	DALE	\$	41,916.51	\$	-	\$	41,916.51
SCHOOL	Grenham, Stephen	DALE	\$	162,851.65	\$	3,250.00	\$	166,101.65
SCHOOL	Gutierrez, Nicole	DALE	\$	80,613.88	\$	750.00	\$	81,363.88
SCHOOL	Hamilton, Susan	DALE	\$	102,663.00	\$	2,250.00	\$	104,913.00
SCHOOL	Hauptman, Karin	DALE	\$	38,230.47	\$	652.00	\$	38,882.47
SCHOOL	Hayes, Christine	DALE	\$	63,551.48	\$	250.00	\$	63,801.48
SCHOOL	Hayes, Margot	DALE	\$	101,847.32	\$	1,250.00	\$	103,097.32
SCHOOL	Hora Kulakowska,	DALE	\$	9,961.16	\$	250.00	\$	10,211.16

SCHOOL	Isaacson, Sara	DALE	\$	80,141.19	\$	4,550.00	\$	84,691.19
SCHOOL	Johnson, Michael	DALE	\$	49,624.78	\$	15,805.67	\$	65,430.45
SCHOOL	Jones, Christina	DALE	\$	14,732.73	\$	533.75	\$	15,266.48
SCHOOL	Kaplan, Leslie	DALE	\$	37,139.67	\$	562.00	\$	37,701.67
SCHOOL	Kelly, Amy	DALE	\$	66,327.52	\$	-	\$	66,327.52
SCHOOL	Kern, Laurie	DALE	\$	34,661.50	\$	-	\$	34,661.50
SCHOOL	Knott, Donna	DALE	\$	25,947.37	\$	957.00	\$	26,904.37
SCHOOL	Laughna, Mary	DALE	\$	73,080.99	\$	15,500.00	\$	88,580.99
SCHOOL	LeVangie,	DALE	\$	70,893.79	\$	1,250.00	\$	72,143.79
SCHOOL	Lowerre, Julie	DALE	\$	56,876.83	\$	80.00	\$	56,956.83
SCHOOL	MacDonnell, Shannon	DALE	\$	69,224.96	\$	570.00	\$	69,794.96
SCHOOL	Malmquist, Lynne	DALE	\$	29,255.67	\$	7,200.00	\$	36,455.67
SCHOOL	Maloney, Lindsey	DALE	\$	93,274.37	\$	1,738.26	\$	95,012.63
SCHOOL	Martin, Jean	DALE	\$	37,095.72	\$	632.00	\$	37,727.72
SCHOOL	McGuinness-Tyer, Amy	DALE	\$	29,630.11	\$	1,048.00	\$	30,678.11
SCHOOL	McKenzie, Kelsey	DALE	\$	66,084.00	\$	4,700.00	\$	70,784.00
SCHOOL	Mulligan, Jessica	DALE	\$	80,613.89	\$	-	\$	80,613.89
SCHOOL	Murphy-Harrison, Syranda	DALE	\$	6,362.80	\$	355.30	\$	6,718.10
SCHOOL	Nawrocki, Mairi	DALE	\$	104,579.63	\$	2,980.00	\$	107,559.63
SCHOOL	Nee, Erin	DALE	\$	78,026.87	\$	250.00	\$	78,276.87
SCHOOL	Nee, Kathleen	DALE	\$	22,348.47	\$	678.00	\$	23,026.47
SCHOOL	O'Brien, Justine	DALE	\$	8,339.12	\$	-	\$	8,339.12
SCHOOL	Orsogna-Muir, Constance	DALE	\$	23,770.69	\$	356.00	\$	24,126.69
SCHOOL	Perachi, Brenda	DALE	\$	109,955.68	\$	750.00	\$	110,705.68
SCHOOL	Ross, Erica	DALE	\$	103,748.83	\$	2,750.00	\$	106,498.83
SCHOOL	Rubio, Maria	DALE	\$	29,900.79	\$	3,378.71	\$	33,279.50
SCHOOL	Ryan, Lisa	DALE	\$	6,336.17	\$	250.00	\$	6,586.17
SCHOOL	Sager, Bethany	DALE	\$	109,955.68	\$	3,650.00	\$	113,605.68
SCHOOL	Scott, Amy	DALE	\$	101,847.32	\$	250.00	\$	102,097.32
SCHOOL	Seaver, Jennifer	DALE	\$	79,271.99	\$	730.00	\$	80,001.99
SCHOOL	Sergi, Steven	DALE	\$	7,064.16	\$	-	\$	7,064.16
SCHOOL	Skinner, Amanda	DALE	\$	66,733.08	\$	250.00	\$	66,983.08
SCHOOL	Song, Xiaoqing	DALE	\$	48,742.10	\$	-	\$	48,742.10
SCHOOL	Spittel, Cassandra	DALE	\$	51,153.19	\$	-	\$	51,153.19
SCHOOL	Strelakovsky, Elisabeth	DALE	\$	109,955.68	\$	2,000.00	\$	111,955.68
SCHOOL	Sullivan, Julia	DALE	\$	17,666.32	\$	750.00	\$	18,416.32
SCHOOL	Thompson, Kathleen	DALE	\$	73,539.68	\$	19,501.34	\$	93,041.02
SCHOOL	Tumbleston, Amanda	DALE	\$	66,327.65	\$	2,912.00	\$	69,239.65
SCHOOL	Vancura, Dorothy	DALE	\$	106,929.79	\$	5,340.00	\$	112,269.79
SCHOOL	Wilson, Christopher	DALE	\$	52,705.32	\$	7,791.23	\$	60,496.55
SCHOOL	Wilson, Edith	DALE	\$	80,638.31	\$	750.00	\$	81,388.31
SCHOOL	Woolley, Kimberly	DALE	\$	22,107.41	\$	-	\$	22,107.41
SCHOOL	Bauer, Susan	COACH	\$	1,350.00	\$	-	\$	1,350.00
SCHOOL	Bird, Cameron	COACH	\$	-	\$	4,540.00	\$	4,540.00
SCHOOL	Chung, George	COACH	\$	-	\$	3,500.00	\$	3,500.00
SCHOOL	Clifford, Joseph	COACH	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Eby, Beth	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Felicio, Arthur	COACH	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Frazier, Brian	COACH	\$	-	\$	6,700.00	\$	6,700.00
SCHOOL	Gavighan, Kevin	COACH	\$	-	\$	5,500.00	\$	5,500.00
SCHOOL	Hatch, James	COACH	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	Isaf, John	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Landry, Michael	COACH	\$	-	\$	4,700.00	\$	4,700.00
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	Moon, Evan	COACH	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	O'Brien, Maura	COACH	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	Oliverio, Frank	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	O'Neil, Jonathan	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Shu, Jerry	COACH	\$	-	\$	14,400.00	\$	14,400.00
SCHOOL	Spolidoro, Mark	COACH	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	Summers, John	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Whittlesey, William	COACH	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Willis, Briyana	COACH	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	Barrett, Maureen	CENT.OFF	\$	66,037.01	\$	-	\$	66,037.01
SCHOOL	Becker, Meredith	CENT.OFF	\$	121,905.92	\$	-	\$	121,905.92
SCHOOL	Bruhl, Mary	CENT.OFF	\$	158,378.48	\$	14,499.76	\$	172,878.24
SCHOOL	DePaolo, Krystal	CENT.OFF	\$	48,858.81	\$	-	\$	48,858.81
SCHOOL	Durkey, Marleen	CENT.OFF	\$	13,623.48	\$	-	\$	13,623.48
SCHOOL	Harrison, Mark	CENT.OFF	\$	49,224.60	\$	-	\$	48,224.60
SCHOOL	LaFrancesca, Michael	CENT.OFF	\$	175,857.76	\$	8,499.80	\$	184,357.56
SCHOOL	Marsden, Jeffrey	CENT.OFF	\$	248,339.78	\$	5,500.00	\$	253,839.78
SCHOOL	Mitchell, Kim	CENT.OFF	\$	22,317.12	\$	18,617.50	\$	40,934.62
SCHOOL	Montillo, Felicia	CENT.OFF	\$	57,269.16	\$	925.00	\$	58,194.16
SCHOOL	Moores, Andrea	CENT.OFF	\$	70,782.97	\$	-	\$	70,782.97
SCHOOL	Power, Christine	CENT.OFF	\$	160,673.63	\$	2,500.00	\$	163,173.63
SCHOOL	Sullivan, Colleen	CENT.OFF	\$	4,473.12	\$	-	\$	4,473.12
SCHOOL	VandenBoom, Kathleen	CENT.OFF	\$	85,690.67	\$	-	\$	85,690.67
SCHOOL	Walker, Ellen	CENT.OFF	\$	60,550.21	\$	-	\$	60,550.21
SCHOOL	Alkayal, Deborah	BLAKE	\$	39,105.73	\$	-	\$	39,105.73
SCHOOL	Alland, Emily	BLAKE	\$	105,174.99	\$	1,210.00	\$	106,384.99
SCHOOL	Allen, Tracy	BLAKE	\$	109,067.36	\$	11,544.77	\$	120,612.13
SCHOOL	Avery, Deborah	BLAKE	\$	32,060.34	\$	925.00	\$	32,985.34
SCHOOL	Bailey, Nicholas	BLAKE	\$	52,705.32	\$	8,650.52	\$	61,355.84
SCHOOL	Balardini, Stacey	BLAKE	\$	104,579.63	\$	2,320.00	\$	106,899.63

SCHOOL	Bassett-Markou, Melissa	BLAKE	\$	26,060.51	\$	956.00	\$	27,016.51
SCHOOL	Batts, Maura	BLAKE	\$	109,955.68	\$	2,150.00	\$	112,105.68
SCHOOL	Blanco, Hannah	BLAKE	\$	9,375.80	\$	66.00	\$	9,441.80
SCHOOL	Boulous, Susan	BLAKE	\$	109,955.68	\$	1,522.50	\$	111,478.18
SCHOOL	Brown, Christopher	BLAKE	\$	11,314.56	\$	3,804.00	\$	15,118.56
SCHOOL	Buley, Kristin	BLAKE	\$	99,932.52	\$	3,570.00	\$	103,502.52
SCHOOL	Burke, Stephen	BLAKE	\$	55,692.26	\$	15,191.58	\$	70,883.84
SCHOOL	Burkel, Kathleen	BLAKE	\$	35,527.68	\$	1,642.50	\$	37,170.18
SCHOOL	Burns, Stacy	BLAKE	\$	79,271.99	\$	5,270.62	\$	84,542.61
SCHOOL	Bycoff, Susan	BLAKE	\$	109,067.36	\$	4,355.00	\$	113,422.36
SCHOOL	Campbell, Kelly	BLAKE	\$	133,204.37	\$	2,000.00	\$	135,204.37
SCHOOL	Choukri, Houda	BLAKE	\$	70,169.04	\$	112.50	\$	70,281.54
SCHOOL	Cole, Kiersten	BLAKE	\$	55,900.57	\$	200.00	\$	56,100.57
SCHOOL	Colomey, Karyn	BLAKE	\$	32,421.48	\$	120.00	\$	32,541.48
SCHOOL	Corcoran, Kristin	BLAKE	\$	101,847.32	\$	-	\$	101,847.32
SCHOOL	Cuomo, Amy	BLAKE	\$	91,459.29	\$	892.50	\$	92,351.79
SCHOOL	Dalzell, Julianne	BLAKE	\$	109,067.36	\$	1,020.00	\$	110,087.36
SCHOOL	Deutsch, Cameron	BLAKE	\$	20,116.27	\$	100.00	\$	20,216.27
SCHOOL	Doctoroff, Maureen	BLAKE	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	Dondero, Jennifer	BLAKE	\$	100,405.43	\$	2,971.65	\$	103,377.08
SCHOOL	Doolan, Constance	BLAKE	\$	109,067.36	\$	1,685.00	\$	110,752.36
SCHOOL	Dubois, Mary	BLAKE	\$	101,847.32	\$	5,395.00	\$	107,242.32
SCHOOL	Farinacci, Catherine	BLAKE	\$	12,362.27	\$	-	\$	12,362.27
SCHOOL	Farrarhar, Kevin	BLAKE	\$	58,342.93	\$	120.00	\$	58,462.93
SCHOOL	Farrell, Kara	BLAKE	\$	108,200.88	\$	980.00	\$	109,180.88
SCHOOL	Flinn, Laurie	BLAKE	\$	10,872.35	\$	388.11	\$	11,260.46
SCHOOL	Fratolillo, Ann	BLAKE	\$	109,955.68	\$	4,080.00	\$	114,035.68
SCHOOL	Frazier, Matthew	BLAKE	\$	56,170.00	\$	26,578.35	\$	82,748.35
SCHOOL	Gagne, Ian	BLAKE	\$	104,579.63	\$	1,500.00	\$	106,079.63
SCHOOL	Gavanaugh, Brian	BLAKE	\$	94,684.20	\$	10,465.56	\$	105,149.76
SCHOOL	Gelormini, Kara	BLAKE	\$	109,067.36	\$	2,260.00	\$	111,327.36
SCHOOL	Gerondeau-Duffy, Jean	BLAKE	\$	108,463.86	\$	1,750.00	\$	110,213.86
SCHOOL	Gibbs, Michael	BLAKE	\$	109,955.68	\$	1,400.00	\$	111,355.68
SCHOOL	Gonzalez, Heather	BLAKE	\$	109,067.36	\$	1,480.00	\$	110,547.36
SCHOOL	Gow, Michael	BLAKE	\$	109,067.36	\$	3,772.68	\$	112,840.04
SCHOOL	Graham, Patricia	BLAKE	\$	36,171.74	\$	7,926.00	\$	44,097.74
SCHOOL	Gumas, Marissa	BLAKE	\$	109,955.68	\$	5,210.56	\$	115,166.24
SCHOOL	Hatch, Misty	BLAKE	\$	26,895.61	\$	1,879.76	\$	28,775.37
SCHOOL	Heafitz, Michael	BLAKE	\$	101,847.32	\$	2,250.00	\$	104,097.32
SCHOOL	Heim, Jason	BLAKE	\$	109,067.36	\$	12,685.56	\$	121,752.92
SCHOOL	Heim, Marjorie	BLAKE	\$	108,200.88	\$	3,915.56	\$	112,116.44
SCHOOL	Horvath, Diane	BLAKE	\$	104,579.63	\$	980.00	\$	105,559.63
SCHOOL	Interante, Maura	BLAKE	\$	95,436.52	\$	180.00	\$	95,616.52
SCHOOL	Juhl, Katherine	BLAKE	\$	35,358.59	\$	3,458.00	\$	38,816.59
SCHOOL	Kearney, Erin	BLAKE	\$	108,200.88	\$	11,155.56	\$	119,356.44
SCHOOL	Keohan, Gregory	BLAKE	\$	89,421.14	\$	4,140.00	\$	93,561.14
SCHOOL	Knaus, Joseph	BLAKE	\$	82,652.90	\$	2,500.00	\$	85,152.90
SCHOOL	Lickteig, Kelly	BLAKE	\$	14,432.31	\$	-	\$	14,432.31
SCHOOL	LoMonaco, Sarah	BLAKE	\$	79,271.99	\$	6,040.00	\$	85,311.99
SCHOOL	Macfarlane, Brian	BLAKE	\$	32,368.84	\$	472.00	\$	32,840.84
SCHOOL	Mahoney, Yiyu	BLAKE	\$	92,748.18	\$	650.00	\$	93,398.18
SCHOOL	Malone, Elise	BLAKE	\$	102,456.52	\$	5,685.56	\$	108,142.08
SCHOOL	Manning, Deborah	BLAKE	\$	109,067.36	\$	3,440.00	\$	112,507.36
SCHOOL	Manning, Kristin	BLAKE	\$	109,955.68	\$	5,452.50	\$	115,408.18
SCHOOL	Manuel, Tania	BLAKE	\$	61,035.65	\$	-	\$	61,035.65
SCHOOL	Marenghi, Matthew	BLAKE	\$	104,579.63	\$	6,507.36	\$	111,086.99
SCHOOL	Marie, Barbara	BLAKE	\$	26,211.33	\$	1,096.00	\$	27,307.33
SCHOOL	Matthews, Lisa	BLAKE	\$	89,421.14	\$	500.00	\$	89,921.14
SCHOOL	McClelland, Cynthia	BLAKE	\$	108,200.88	\$	7,310.00	\$	115,510.88
SCHOOL	McCullough, Kathleen	BLAKE	\$	96,199.09	\$	500.00	\$	96,699.09
SCHOOL	McLaughlin, Nancy	BLAKE	\$	108,200.88	\$	3,155.00	\$	111,355.88
SCHOOL	McNaughton, Jacqueline	BLAKE	\$	26,660.51	\$	202.00	\$	26,262.51
SCHOOL	McNufty, Tara	BLAKE	\$	9,739.78	\$	250.00	\$	9,989.78
SCHOOL	Milesko, Diana	BLAKE	\$	38,222.97	\$	1,716.31	\$	39,939.28
SCHOOL	Millard, Matthew	BLAKE	\$	102,266.03	\$	2,520.00	\$	105,183.00
SCHOOL	Molinaro, Catherine	BLAKE	\$	38,898.76	\$	1,557.43	\$	40,556.19
SCHOOL	Moore-Sawyer, Melissa	BLAKE	\$	15,781.79	\$	1,498.10	\$	17,279.89
SCHOOL	Murray, Jeffrey	BLAKE	\$	55,650.66	\$	8,271.60	\$	63,922.26
SCHOOL	Nickerson, Mark	BLAKE	\$	109,955.68	\$	9,200.00	\$	119,155.68
SCHOOL	Nohos, Christina	BLAKE	\$	33,163.86	\$	-	\$	33,163.86
SCHOOL	O'Brien, Sharon	BLAKE	\$	7,711.38	\$	599.08	\$	8,310.46
SCHOOL	O'Corcoran, Eoin	BLAKE	\$	155,265.63	\$	7,500.00	\$	162,765.63
SCHOOL	O'Donovan-Driscoll, Arlene	BLAKE	\$	29,921.02	\$	2,860.00	\$	25,781.02
SCHOOL	Pacheco, Paula	BLAKE	\$	1,350.00	\$	-	\$	1,350.00
SCHOOL	Paquette, Marah	BLAKE	\$	1,401.37	\$	-	\$	1,401.37
SCHOOL	Pratt, Sarah	BLAKE	\$	66,327.52	\$	602.50	\$	66,930.02
SCHOOL	Rensko, Amy	BLAKE	\$	84,403.14	\$	9,562.50	\$	93,965.64
SCHOOL	Rosen, Michele	BLAKE	\$	78,635.05	\$	-	\$	78,635.05
SCHOOL	Ruminski, Kelly	BLAKE	\$	108,200.88	\$	2,142.88	\$	110,343.76
SCHOOL	Salamone, Mary	BLAKE	\$	109,955.68	\$	6,960.76	\$	116,916.44
SCHOOL	Scales, Kathleen	BLAKE	\$	63,040.93	\$	-	\$	63,040.93
SCHOOL	Shaw, Jillian	BLAKE	\$	92,748.18	\$	6,745.56	\$	99,493.74
SCHOOL	Silva, Judith	BLAKE	\$	70,513.79	\$	3,724.50	\$	74,238.29
SCHOOL	Skerry, Sharon	BLAKE	\$	49,889.57	\$	1,460.00	\$	51,353.57
SCHOOL	Stefanik, Lisa	BLAKE	\$	36,171.74	\$	3,840.00	\$	40,011.74
SCHOOL	Sullivan, John	BLAKE	\$	109,067.36	\$	1,000.00	\$	110,067.36
SCHOOL	Taliaferro, Travis	BLAKE	\$	109,955.68	\$	13,800.00	\$	123,755.68
SCHOOL	Theriault, Emily	BLAKE	\$	36,535.29	\$	160.00	\$	36,695.29
SCHOOL	Thress, Meghan	BLAKE	\$	95,816.98	\$	1,582.50	\$	97,399.48

SCHOOL	Tremblay, Anne	BLAKE	\$	102,663.08	\$	18,060.00	\$	120,723.08
SCHOOL	Vaughn, Nathaniel	BLAKE	\$	178,643.27	\$	5,646.00	\$	184,289.27
SCHOOL	Walkowicz, Nathan	BLAKE	\$	82,133.90	\$	5,235.56	\$	87,369.46
SCHOOL	Walsh, Hugh	BLAKE	\$	3,743.76	\$	-	\$	3,743.76
SCHOOL	Walsh, James	BLAKE	\$	180.00	\$	-	\$	180.00
SCHOOL	Walton, Anita	BLAKE	\$	8,536.86	\$	-	\$	8,536.86
SCHOOL	Williams, Patricia	BLAKE	\$	103,748.83	\$	1,180.00	\$	104,928.83
SCHOOL	Woods, Thomas	BLAKE	\$	105,503.87	\$	1,920.00	\$	107,423.87