



# **TOWN OF MEDFIELD**

# **Annual Town Report**

**FOR THE YEAR ENDING DECEMBER 31, 2024**



Front and inside cover photos are from the ribbon-cutting ceremony celebrating the new Water Treatment Facility located off of Elm Street on June 17, 2024. Present at the event was the Permanent Planning and Building Committee, Select Board, Board of Water and Sewerage, and Town of Medfield staff.



**373rd Anniversary**

**ANNUAL REPORT**

**IN MEMORIAM**

## FACTS ABOUT MEDFIELD

<b>Incorporated</b>	1651
<b>Population</b>	13,004 as of December 31, 2023
<b>County</b>	Norfolk
<b>Size</b>	14.43 square miles
<b>Miles of Highway</b>	74.72
<b>Elevation</b>	180 feet above sea level at the Town House
 <b>Registered Voters</b>	 9,952 as of December 31, 2024
	Democrats 1,695
	Republicans 899
	No Party or Designation 7,311
 <b>Government</b>	 Select Board
	Annual Town Election is the last Monday in March
	Open Town Meeting is the first Monday in May
 <b>Official Notices</b>	 All Town Board and Commission meetings are posted on the Town Website: <a href="http://www.town.medfield.net">www.town.medfield.net</a>
 <b>Tax Rate</b>	 15.43 per thousand of assessed valuation (7/1/22-6/30/23) 14.64 per thousand of assessed valuation (7/1/23-6/30/24)
 <b>Taxes Due</b>	 August 1 <sup>st</sup> , November 1 <sup>st</sup> , February 1 <sup>st</sup> , and May 1 <sup>st</sup>
 <b>Town House Hours</b>	 Monday, Wednesday, Thursday 8:30AM to 4:30PM Tuesday, 8:30AM to 7:30PM Friday, 8:30AM to 1:00PM
 <b>Library Hours</b>	 <i>Winter Hours</i> Monday, Wednesday, Friday 10:00AM to 6:00PM <i>September to May</i> Tuesday, Thursday 10:00PM to 8:00PM Saturday 10:00AM to 5:00PM, Sunday 12:00PM to 5:00PM
 <i>Summer Hours</i>	 <i>June to August</i> Monday, Wednesday, Friday 10:00AM to 6PM Tuesday, Thursday 10:00AM to 9PM Saturday 10:00AM to 2PM, Sunday Closed
 <b>Transfer Station</b>	 Wednesday, Friday & Saturday, 9AM to 4 PM Wednesday, Friday, Saturday & Sunday 9AM to 4PM Wednesday, Saturday 9AM-4PM, Fri 7:30AM-4PM Wed 9AM-7PM, Fri 7:30AM-4PM, Sat 9AM-4PM
<i>April and November</i>	
<i>May, June, and Sept</i>	
<i>July and August</i>	

# 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  
2024**

**DEPARTMENT REPORTS  
FOR THE YEAR ENDING  
DECEMBER 31, 2024**

# **SELECT BOARD REPORT**

# PUBLIC WORKS DEPARTMENT

To the Honorable Select Board  
and the Residents of Medfield:

We hereby submit our 9th 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 once again is far below the annual average of 45-50 inches. Although the snow did not pile up, many sanding/salting operations were needed throughout the season.

### Crack Sealing:

The Medfield Highway Division, contracted with INDUS Corp. from Braintree, MA to conduct preventative maintenance operations with crack sealing to prevent water from penetrating into the lower surfaces of the roadway which may cause future deterioration by freezing and thawing during different times of the year. The roadways that were crack-sealed were Westview Road, Hilltop Circle, Loeffler Lane, Planting Field Road, Inness Circle, Bunker Road, Jacob Cushman Drive, Lantern Lane, Emerson Road, Carol Ann Drive, Erik Road and Tamarack Road.

### Pavement Management Projects:

All States Asphalt of Sunderland, MA installed Rubber Chip Seal resurfacing on Loeffler Lane, Planting Field Road, Bunker Road, Inness Circle, Jacob Cushman Drive, Westview Road, Hilltop Circle, Nauset Street, Mohawk Street and Penobscot Street. Rubber Chip Seal is an asphalt preservation method utilizing a hot spray application of 20% asphalt-rubber followed by a layer of heated and treated cover aggregate. The application provides a flexible, waterproof wearing surface that seals the existing pavement.

### 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. Road maintenance was performed on Millbrook Road, Gun Hill Road, Woodend Lane and Country Way.

### 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 5300 linear feet of sidewalk rehabilitation was completed in sections of Green Street and North Street.

### Stormwater Management

The Medfield Highway Division continues to work with the Ginivan Group to develop the Phosphorous control plan as required by EPA to help limit phosphorous and other harmful particulates from entering impaired waterways. The Town has completed permit year 6 and is now working toward permit year 7. Upgrades to the drainage system are being made, including the creation of storm water detention areas and drywells. The maintenance of the existing system involved repairing over 30 catch basins and manholes. There are many more responsibilities for our Department to comply with our Stormwater Management Permit. This includes but is not limited to wet and dry weather sampling at our drainage outfalls, catch basin cleaning and measuring of spoils, street sweeping our roadways, and multiple public outreach efforts to educate the community. The Town continues to work with the Neponset Stormwater Partnership to implement Best Management Practices (BMPs).

### Garden Club:

The Highway Division continues to assist the Garden Club in their endeavors around town. The Division provides support in maintaining traffic control islands, planters, and a variety of staff related assistance.

## **TRANSFER STATION:**

The Medfield Highway Division hauled 2,411.15 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 Office at Town Hall. Residents are encouraged to drop off items containing mercury (e.g. thermometers and thermostats).

Single Stream Recycling:	677.21 tons	Textiles	127.94 tons
Organic Waste	15.95 tons	Rigid Plastics	42.55 tons
E-Waste	5.50 tons	Brush and Leaves	2,235 tons
Mattresses	451 units	White Metal	143.57 tons

Mattress collection at the Transfer Station continues as they have been determined a waste ban item which started 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 2024, there were seventy-three (73) internments including thirty-seven (37) cremations and thirty-five (35) burials along with six (6) inurnments at the Columbarium.

### Sale of Lots:

Sixty-five (65) lots were sold as well as eight (8) Columbarium niches.

### Trees and Shrubs:

There were three (3) trees and twelve (12) shrubs removed due to storm damage, age or disease. Three (3) stumps were removed by grinding then loaming and seeding. Five (5) trees were planted throughout the cemetery.

### Foundations:

The cemetery employees prepared fifteen (15) 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 2024:

Hydrants Replaced:	5
Hydrants Repaired:	150
Services Re-laid:	4

Service Leaks Replaced:	4
Water Main Leaks Repaired:	9
New Water Services Installed:	8
New Sewer Services Installed:	19
Meters Installed:	166
MXU's (Radio Transmitter for Meter) Installed to date:	2,431
Gallons of Water Pumped: (in millions)	458

- 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 III of our Supervisory Control and Data Acquisition (SCADA) updates are in progress.
- Over 4,000 feet of sewer mains were treated with root control.

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

The following major projects were conducted in 2024:

- Secondary Clarifier covers replaced by Clearspan, through insurance.
- Backup Aeration blower ordered and delivered, awaiting installation.
- WWTP Generator replacement contract signed and work begun.
- Indian Hill Generator replacement contract signed.
- Ultra-Violet Disinfection System replacement project underway.
- Primary Clarifier flight and chain components replaced.
- New Influent Screen delivery delayed; existing screen hoisted out for significant repairs via crane.
- New sky lights added for future removal and installation of new screen.

Sludge removal for 2024 = 3,459,700 gallons

Plant Discharge for 2024 = 326,000,000 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: Ricardo Almodovar, William Bennett, James Callachan, Kevin Chabot, Conner Corrigan, James Crowley, Drew Dauphinee, Steven DellaCamera, Matthew Donovan, Sarah Downs, Scott Ficco, Joseph Gorman, Jonathan Hill, Edward Hinkley, Robert LaPlante, Jack McBrien, John Miner, James Nicholson, Jean Ouellette and Hussein Soufan.

Welcome to our new Administrative Assistant, Jessica Robinson who came to us this past year. Jess has proven herself extremely valuable to our Public Works services and has gained tremendous respect from her co-workers in such a short period of time.

Also, welcome to Chris Nelson who has returned to our Water Division as Water Operator after his experience with working for The Massachusetts Department of Environmental Protection. His knowledge is incredibly helpful to our organization.

Welcome to our new Fleet Mechanic, Paul Lucier, who had a stellar career at UPS, servicing their fleet vehicles for many years. Paul brings with him a wealth of knowledge in the fleet maintenance industry.

We would also like to welcome our new Wastewater Technicians, Marquis Williams and Shaun Grinnell to our Public Works team. We are excited to have these new employees at our Wastewater Treatment Facility.

Special thanks to Troy Arthur, Wastewater Technician, for his hard work and dedication to our WWTP for the past five years and Jesse Anderson, one year, who have taken positions at another municipality closer to where they live. Best of luck to both employees.

Lastly, our sincere thanks to Edward Hinkley who will be retiring after 65 years with the Medfield Public Works Department. In Ed's tenure, he served as the Water Superintendent and more recently as the Town's Tree Warden. His dedication and support to the Town is unwavering and he will be truly missed.

Respectfully submitted,  
Maurice Goulet  
Director of Public Works

## BOARD OF WATER AND SEWERAGE

To the Honorable Board of Selectmen  
and Residents of Medfield:

The Town of Medfield owns and operates its own drinking water sources, infrastructure, and also its own sewerage processing plant and related infrastructure. It serves approximately 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 (MA DEP). 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.

During the calendar year 2024, we accepted master plan studies for both the wastewater treatment plant and the drinking water system. These reports analyzed the current systems and they have a 20 year view on the maintenance and replacement of various components for each. These reports will enable prioritization of capital spending, construction scheduling, and financing activities for reinvesting in the systems. In the water system, the majority of the capital spending is expected to be in replacement of water mains, while the sewerage system will require a mix of sewerage pipe replacement and investment in the treatment plant.

For the sewerage system, previous to these studies, we identified an enhancement to the sewerage pipes in the Harding Street area to reduce water inflow/infiltration (I/I). Pipes in this area are susceptible to high ground water levels during rainy seasons and they are in need of repair. This additional I/I water into the pipes affects the ability of the wastewater plant to

keep up with this surging flow. We have applied for low interest funding through the Federal Clean Water Act State Revolving Fund for MA calendar year 2025 project priority list.

For the drinking water system, Massachusetts has regulations for certain human-made chemicals (Per- and polyfluoroalkyl substances, a.k.a. PFAS) which can be found in drinking water. Currently, all Medfield wells are in compliance with MA DEP regulations.

In April 2024, the USEPA promulgated its own regulations with the establishment of Maximum Contaminant Levels (MCLs) at the Federal level, which supersedes the current state-by-state regulations. Massachusetts is one of the minority of states that has been sampling all public water systems and has its own PFAS regulations, so MA DEP has surveillance to estimate the impact within the state as a result of these Federal drinking water MCLs. The MA DEP expects 30% of the public drinking water systems in the State to require treatment to meet these new Federal MCLs.

According to these Federal MCLs and the sampling data from Medfield's wells, Medfield will likely require addressing the elevated levels of PFAS in Wells 1 and 2. This could include a treatment plant for just these two wells, or not using these wells and shifting fulfillment to the other existing wells. This second option has been made easier with the recent redevelopment of Wells 3A and 4, and Well 6 components replacement. Compliance to this Federal MCL is due by 2029.

Medfield is standing by for new guidance from the State before proceeding with addressing PFAS, as we have been notified: "MassDEP will be proposing amendments to its PFAS regulations to be at least as stringent as the EPA MCLs and will be holding public hearings to receive public input on this proposal." Medfield is well prepared with the final combination of Federal and MA regulations by virtue of its previously completed PFAS feasibility study.

### Water System Operations

For FY 2024, we had revenues of \$2,766,579 versus the projected \$2,987,338, a shortfall of \$220,759 (-7.4%). This was expected, as FY 2024 began in 01 July 2024 during one of the rainiest summers in a long time. Fortunately, in FY 2025 we do expect a revenue surplus of a similar amount to offset this deficit. But it reminds us of the importance of carrying a reasonable retained earnings (a.k.a. free cash) to deal with revenue variations out of our control.

### Sewerage System Operations

For FY 2024, the wastewater treatment revenues from operations were \$2,033,537 versus \$2,160,554 planned, a revenue deficit of \$127,017 (-5.9%). Since the sewerage revenue is almost completely driven by the water sold, a deficit was expected for FY 2024 due to the aforementioned expected water revenue deficit in the same period. And in a similar fashion, we are expecting a revenue surplus for sewerage in FY 2025 of nearly the same FY 2024 figure.

We intend to purchase and integrate a software platform in calendar 2025 and 2026 to allow customers to monitor their water consumption online, and create alarms to warn of high usage so customers can proactively address irrigation system leaks, stuck toilet “flappers” and other unexpected causes of high water use. Our intention is also to increase the billing frequency to possible quarterly to create a smoothing of the revenue intake compared to the current semi-annual collection practice.

The Enterprise Funds capital structures are suitable for the current operations, but there is a sizable capital investment cycle for both water and sewerage systems in the next decade.

We are impressed with the professionalism and customer-centric approach of the DPW department and its team, and we believe they are well suited for meeting the needs of our customers, regulators and stakeholders.

Respectfully submitted,

William Harvey, Chair  
Medfield Board of Water and Sewerage

# PLANNING BOARD

To the Honorable Select Board  
and Residents of Medfield:

In 2024, the Planning Board continued to operate in a hybrid format, conducting public meetings virtually to ensure accessibility and efficiency, and public workshops and info sessions in person to maximize public interaction. The Board reviewed and addressed a variety of applications and proposals, summarized below:

## **Site Plan Approvals**

- **Select Energy Development (Memorial School):** Approved, with conditions, for the installation of parking solar canopies.
- **Montrose Foundation (29 North St):** Reviewed for campus site improvements; the hearing remains open as of December 2024.

## **Special Permits**

- No applications were submitted for two-family dwellings or multi-family residential dwellings in the RU zoning district during this period.

## **Subdivisions of Land**

- **Garrison Path:** Approved as a two-lot Definitive Subdivision under the Subdivision Control Law, located off Harding Street.

## **Scenic Roads**

- A Scenic Road hearing, held in conjunction with the Tree Warden, reviewed and approved the removal of 48 hazardous public shade trees by Eversource along Philip St, Plain St, Nebo St, Foundry St, and Elm St.

## **Change of Use**

- Reviewed and approved a Change of Use request under § 300-14.12.A for the establishment of a Farmer's Market at the Montrose School.

## **Policy and Regulatory Updates**

The Planning Board facilitated several public workshops and information sessions for its **Industrial Extensive District Study**, which seeks ways in which we can rethink our IE Zone to attract economic development.

## **TOWN MEETING ACTION**

At the 2024 Annual Town Meeting, the Planning Board voted to recommend passage of the following Zoning Bylaw amendments:

### **Multifamily Overlay District (Article 21)**

The Town of Medfield's Zoning Bylaws (Chapter 300 of the General Code) were amended to include **Article 21: Multifamily Overlay District**. This amendment:

- Created an overlay district with three subdistricts, allowing multifamily housing by-right in accordance with Massachusetts General Law (MGL) Chapter 40A, §3A.
- Updated the Town's Zoning Map to reflect the new overlay district.
- Made necessary revisions to other sections of the Zoning Bylaws to incorporate Article 21.

### **Enforcement of Zoning Bylaw Violations**

Article 30 of the Town of Medfield's Zoning Bylaws was amended to strengthen enforcement mechanisms. An updated Subparagraph C was recommended to address zoning violations through non-criminal disposition under MGL Chapter 40, Section 21D. Key provisions include:

- Fine structure for zoning violations:
  - First Offense: \$100
  - Second Offense: \$200
  - Third and Subsequent Offenses: \$300
- Each day of a continuing violation constitutes a separate offense.
- Enforcement authority granted to the Building Commissioner, Building Inspectors, and their designees.

### **Gender-Neutral Terminology in Bylaws**

The Town of Medfield's General Bylaws (Article 32) were amended to update language by:

- Substituting "Select Board" for "Board of Selectmen" or "Selectmen."
- Replacing "Selectman" with "Select Board Member" throughout the bylaws.

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

## SIGN ADVISORY BOARD

The Sign Advisory Board, established under Section 13 of the Town of Medfield Zoning Bylaw, plays a vital role in reviewing sign applications for compliance with the Bylaw. In addition to guiding applicants through the Sign Bylaw to achieve results that align with the character of the Town, the Advisory Board makes recommendations to the Planning Board for potential bylaw improvements. The Board is composed of a dedicated group of local business people and residents, reflecting the community's diverse perspectives.

In 2024, the Sign Advisory Board reviewed and acted on 12 sign applications, resulting in the approval of 12 new permanent signs, plus one temporary banner.

The Planning Board extends its gratitude to the members of the Sign Advisory Board for their diligent service and commitment to maintaining Medfield's aesthetic standards: Matt McCormick (Chair), Jeff Hyman, Thomas Erb, Howard Richman, and John Messina.

## BOARD COMPOSITION

In 2024, Member Paul McKechnie was re-elected, reaffirming his commitment to serving the community. Doug Larence continued in his role as an Associate Member, providing valuable continuity to the Board's efforts. The Board welcomed Corinne Schiefer as a new Associate Member, adding fresh insights and perspectives. Meanwhile, James Sullivan stepped down as an Associate Member, and the Board expresses its sincere gratitude for his dedicated service and contributions during his tenure.

## 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 adopted this new bylaw, which would allow for 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 conducted interviews with local business owners and residents in the Industrial Extensive District. The final document helps the Board understand how we can maximize the economic potential of the area and provide the types of amenities that residents wish to see. 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 2024, the Planning Board has continued to sign Letters of Support for the Medfield State Hospital project to access additional public funding (MA Historic Rehabilitation Tax Credits), and expects a Definitive Subdivision Plan to be filed in early 2025. 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 Land Use Department is starting the implementation of a new Document Management Software, and is well underway in scanning historic Planning files which would be available online starting in 2025, and which would improve transparency and government accountability. This supports Goal 8.1: Improve Town governance.

**Shared Regional Housing Services Officer (SHSO):** The Town continues to partner 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.

In addition to the aforementioned projects, the Planning Board is also working on four proposed Zoning Bylaw amendments for 2025:

- **In-law apartments by-right**, which aligns with Goal 4.2: Encourage the development of alternative housing types
- **Mixed-Use Overlay District**, which aligns with Goal 1.1. Celebrate the downtown and work to increase its vitality, Goal 3.1. Diversify the tax base and Goal 4.1. Provide smaller units for older adults, younger adults and others looking for more affordable housing
- **Open Space Subdivision** update, which aligns with Goal 1.3. Protect, enhance, and connect existing natural features and acquire additional open space and Goal 1.4. Guide development and redevelopment so that it is in keeping with the town's character
- **Floodplain Zoning** update, which aligns with Goal 8.2. Promote measures that respect and protect the environment

## **OTHER BUSINESS**

The Planning Board is happy to announce that, as of December 2024, the Town of Medfield is only 25 units short of M.G.L. 40B compliance.

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 Building Committee. She maintains communication regarding School Department 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, and Board of Health, to name a few, 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 appreciation to Maria De La Fuente, Director of Land Use and Planning; Maurice Goulet, Director of Public Works; Edward Hinkley, Tree Warden; Yvonne Remillard, Principal Assessor; Mark G. Cerel, Town Counsel; and Dana Hinhorne, CBO, Building Commissioner/Zoning Enforcement Officer. Their contributions and collaboration have been invaluable to the Board's efforts.

Respectfully submitted,

Chair – Sarah Lemke (exp. 2026)

Vice Chair – Teresa James (exp. 2027)

Clerk – Seth Meehan (exp. 2028)

Member - Paul McKechnie (exp. 2029)

Member - James Brand (exp. 2025)

Doug Larence, Associate (annual appointment)

Corinne Schieffer, Associate (annual appointment)

## BOARD OF APPEALS ON ZONING

To the Honorable Select Board  
and Residents of Medfield:

During 2024 the Board of Appeals met on 21 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*:

- Eight (8) Special Permits to extend structures into setbacks (tennis courts, decks, or porches)
- Three (3) Special Permits to operate a business
- Two (2) Home Occupation Permits
- One (1) Special Permit for a demolition and reconstruction of an existing home
- One (1) Accessory Dwelling Unit Permit
- One (1) Comprehensive Permit
- Zero (0) Variances

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.

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 October 2024 approved the Assessors' values and new growth for Fiscal Year 2025. On December 3, 2024, the Select Board voted to maintain a uniform tax rate. On December 10, 2024, the Department of Revenue approved the tax rate of \$13.80. The tax rate decreased from last year's tax rate of \$14.64. The town's tax levy, which is primarily the result of monies appropriated at Town Meeting, was \$56,417,347. This was an increase of 1,646,095 or 3.0% over last year (\$54,771,252). Tax bills were mailed early in December 2024 for third quarter actual tax payments. The real estate values are based on the sales market of calendar year 2023. Assessed valuations of single-family homes in Medfield increased on an average of 8.7% between January 2023 and December 2023. Overall, total valuations (all classes) for fiscal year 2025 increased to 4,088,213,604 from 3,741,205,712 (fiscal year 2024).

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, FAQs, links, and information on excise tax. The Assessors' webpage is updated as needed.

The Board wishes to thank their 2024 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,  
Jeffrey Skerry, Chairman  
Kenneth L. Manning, Clerk  
Michael G. Rose, Third Member



## Medfield Police Department

### To The Honorable Select Board and Residents of Medfield

The Medfield Police Department is proud to present its Annual Report for 2024, showcasing our continued commitment to the safety, security, and well-being of the Medfield community. This year, we focused on key areas that directly impact residents' quality of life: enhancing traffic safety, expanding staffing and resources, increasing school safety, introducing new operational units, and utilizing K-9 Nova to build stronger relationships within our schools and the broader community. This report outlines our progress in these areas and reaffirms our commitment to professionalism, integrity, and community engagement.

### Quality of Life Initiatives

Ensuring a high quality of life for residents remains central to our mission. In 2024, we prioritized addressing issues that affect daily life, promoting community engagement, and supporting residents in times of need:

- **Community Policing and Outreach:** Officers deepened relationships with the community through participation in neighborhood events, town meetings, and public forums. Regular community walks, outreach programs, and increased presence at local events fostered trust and collaboration between law enforcement and residents. Highlights include meeting with seniors at the Center, handing out candy on Halloween, and hosting a successful "Coffee with a Cop" event with our wonderful partners at Starbucks. Additionally, the department created an official Facebook page to enhance our social media presence and organized our first Youth Academy which will take place in the summer of 2025.

### Staffing Highly Qualified Officers

Our officers are the backbone of the department's ability to serve and protect. In March, the town voted to leave civil service, prompting a focus on attracting

highly qualified individuals who align with the department's values and commitment to exceptional service.

- **Recruitment Efforts:** We launched an extensive campaign to attract diverse, skilled, and community-oriented candidates. Outreach to law enforcement colleagues and community organizations helped fill several open positions.
- **Training and Professional Development:** Officers participated in required and additional training, covering de-escalation tactics, mental health crisis intervention, and the latest best practices in law enforcement. These efforts ensure that officers are prepared to handle diverse situations with professionalism and empathy.
- **Career Advancement:** We promoted Francis Thisse, Dylan Haldiman, William Crisafulli, and Garrett Ledbetter to sergeant. These individuals demonstrated superior knowledge of Massachusetts General Laws, department policies, and personnel supervision through a rigorous testing process and represent the leadership the department and community deserve.

### **Expansion of School Partnerships and Liaison Officers**

The safety of our children remains a top priority. This year, we introduced the School Liaison Officer (SLO) program to enhance school safety and foster positive relationships between law enforcement and students.

- **Additional SLO Deployment:** School Liaison Officers were assigned to each school, increasing interactions with staff and participating in school activities to build trust among students and faculty.
- **Crisis Prevention and Response:** The expanded SLO program strengthened our response to potential school crises. Officers received specialized training in managing school emergencies, and we regularly updated emergency response plans in collaboration with school leaders.
- **Mental Health and Conflict Resolution:** School Resource Officer Plant and Sergeant Haldiman provided resources on bullying prevention and conflict resolution, working with counselors and teachers to ensure students felt safe and supported.

### **Roadway and Traffic Safety**

Ensuring the safety of motorists and pedestrians continues to be a priority. We've taken several steps to address roadway and traffic safety concerns:

- **Traffic Enforcement:** We focused on high-traffic areas and implemented targeted enforcement of traffic laws, including speeding, distracted driving, and impaired driving. Additional patrols were conducted in areas identified through citizen complaints and accident data.
- **Speeding & Traffic Complaints:** To address speeding in residential areas, we deployed radar units and increased patrols during peak hours. We also initiated neighborhood traffic calming efforts, such as speed trailer deployment and increased signage, in partnership with the town's Department of Public Works.
- **Roadway Improvement Collaborations:** We worked closely with town officials to identify dangerous intersections and suggest improvements. New signage and road markings were added in high-traffic areas to enhance visibility and reduce accidents.
- **Motorcycle Unit:** The introduction of the Motorcycle Unit improved our ability to address traffic violations, reduce response times, and enhance patrol coverage in both residential and high-traffic areas. The unit also increased visibility and created more personalized interactions with the community.
- **Bike Officers:** We expanded our bike patrol unit, enabling officers to access areas that are difficult for vehicles to reach, such as trails and crowded public events. This unit has been effective in fostering positive interactions and increasing our visibility in public spaces.

## **K-9 Nova: Comfort Dog and Search & Rescue Training**

K-9 Nova, along with her handler Officer Hain, has become a beloved member of the Medfield Police Department. Nova's role focused on providing comfort and engaging with the community. She will begin search and rescue training in 2025.

- **Comfort Dog:** Nova, trained as a comfort dog, has supported residents at community events, school visits, and public outreach programs. Her gentle demeanor has provided emotional support in times of crisis, particularly in situations involving trauma or loss.
- **Search and Rescue Training:** In 2025, Nova will begin training for search and rescue operations, learning techniques to locate missing persons, especially those with cognitive impairments or who are elderly or vulnerable. This training, combined with our new drone program, will enhance our ability to respond swiftly to such situations.
- **Community Engagement:** Beyond her role as a comfort dog, Nova participated in numerous outreach efforts, including school visits and local events, where residents interacted with her in a non-enforcement context.

## Conclusion

As we reflect on 2024, the Medfield Police Department remains dedicated to enhancing public safety and improving residents' quality of life. Through initiatives such as the expansion of school safety programs, the introduction of the motorcycle unit and bike officers, the continued professional development of our staff, and K-9 Nova's contributions, we have made significant strides in meeting the community's evolving needs. We are committed to providing fair and compassionate policing to our residents.

We are grateful for the ongoing support from the Medfield community and town leadership and look forward to serving you in the upcoming year.

Respectfully Submitted,

Michelle D. Guerette  
Chief of Police

## **POLICE DEPARTMENT SUMMARY OF ACTIVITIES** *Calendar year 2024*

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### Statistics

Total Incidents Logged:*	26,108
Abandoned/Disabled Vehicles	138
Accidents (Property Damage)	223
Accidents (Personal Injury)	24
Accidents (Fatal)	1
Ambulance Run	414
Animal Issues	451
Annoying Phone Calls	2
Assault & Battery	2
Assist a Citizen	545
Assist Motorist	76
Assist Other Agency	179
Building/Property Checks	10827
Burglary Alarm	230
Burglary/Breaking and Entering	6
Civil Complaint	3
Disorderly Conduct	6
Disturbances/Noise Complaints	90
Disturbances (Domestic)	40
Escorts	52

Fire Calls	165
Fraud/Identity Theft	80
General Services	88
K-9 Community Engagement	110
Larceny	37
Leaving the Scene Property Damage	6
Message Delivery	12
Miscellaneous Complaints	10
Mischief	2
Misdialed/Abandoned 911 Calls	292
Missing Persons	15
Missing Property “Lost/Found”	183
Motor Vehicle Stop	5804
MSH Building/Grounds Checks	102
Officer Field Investigation	100
Park, Lock and Walk/Bicycle	459
Railroad Crossing Issues	11
Rape	1
Sex Offenses	2
Suspicious Activity	161
Suspicious Vehicles	242
Threats	11
Traffic Control/Enforcement	1177
Traffic/Motor Vehicle Complaint	357
Trespassing	8
Vandalism	30
Weapons Violations	0
Well-Being Checks	100
Wire and Poles Down	72
Juvenile Matters	35
Arrests	30
Warrants	165

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

## **ANIMAL CONTROL/ANIMAL INSPECTOR**

TOTAL CALLS FOR 2024	889
Calls for dogs running loose	55
Barking dog complaints	4
Dog fights/attacks	7
Dogs left in hot cars	8
Number of calls to the State Hospital for anything from a roaming dog, verbal altercations, and miscellaneous complaints	9
Calls for animals removed from resident's homes (includes squirrels, chipmunks, birds, opossums, and snakes)	13
Bats removed from resident's homes	12
Calls regarding foxes, coyotes, woodchucks, turkeys, rabbits, turtles, etc.	83
Animals hit by cars	
Dogs	2
Cats	4
Raccoons	34
Skunks	6
Deer	18
Other (fox/coyote, turtle, turkey, goose, beaver/muskrat, opossum, woodchuck, turtle, rabbit, etc.)	33
Injured or sick wildlife euthanized by the ACO	
Raccoons	5
Skunks	2

Deer	5
Other	4
Calls related to squirrels, chipmunks, snakes and birds	40
Dog bites in 2024	12
Cat bites in 2024	1
Animals quarantined for wounds of unknown origin in 2024	15
Medfield Animal Shelter:	
Dogs abandoned and brought to the shelter	1
Number of stray cats brought to the shelter	11

This year 318 cats, 73 dogs, 15 rabbits, 59 guinea pigs, 35 birds and other small animals were adopted from the Medfield Animal Shelter! Total animals adopted - 500.

#### 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 2024:

Horses:	81
Ponies:	9 and one mini horse
Goats:	8
Donkey:	3
Chickens:	181
Waterfowl:	5

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 the Residents of Medfield:

I hereby submit my Annual Report as Chief of the Fire Department for the year ending December 31, 2024. 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

### 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 \$1.71-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 17 full-time firefighters and 11 part-time On-call firefighters.

## **Fire Operations**

We respond to all fires, emergency medicals, technical rescue, water rescues, and hazardous materials calls in our community. In calendar year 2024, we responded to 1,549 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

Incident Responses by Type Category	2024
Fire - NFIRS Series 100	20

<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>919</b>
<b>Hazardous Condition (No Fire) - NFIRS Series 400</b>	<b>105</b>
<b>Service Call - NFIRS Series 500</b>	<b>182</b>
<b>Good Intent Call - NFIRS Series 600</b>	<b>63</b>
<b>False Alarm &amp; False Call - NFIRS Series 700</b>	<b>240</b>
<b>Severe Weather &amp; Natural Disaster - NFIRS Series 800</b>	<b>6</b>
<b>Special Incident Type - NFIRS Series 900</b>	<b>14</b>
	<b>1549</b>

<b>Mutual Aid Received</b>	<b>58</b>
<b>Mutual Aid Given</b>	<b>1</b>
<b>Automatic Aid Received</b>	<b>0</b>
<b>Automatic Aid Given</b>	<b>122</b>

## Grants

The department was awarded \$1,164,076 in grant awards in 2024.

2024	DFS	Equip Grant ASHER Equipment	\$19,000.00
2024	DFS	Fire Prevention	\$6,900.00

### **Emergency Medical Services**

Our EMT's and Paramedics are required to recertify every two years. This process consists of completing 60 hours of training broken down between a 30-hour national core competency program, and an additional 30 hours of continuous educational classes. This continuous training and education allows our members to always be up to date on the newest teachings and practices in EMS.

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

Medical Calls by General type						
Year	BLS Transports	ALS Transports	Total Ambulance Calls	Fire Calls	% Of EMS calls	Total
2024	304	554	919	630	59%	1549

The Medfield Fire Department responded to 919 medical emergencies in 2024. Approximately 554 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 2024, there were 72-second medicals and 5-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

### **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 2025. 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.

2024 Inspections – 621

2024 Permits – 371

2024 Smoke Detector Resale Inspections - 166

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 2025
- 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 the Residents of Medfield:

The following is our annual report for the year ending December 31, 2024:

	Permits		Inspections		Income (\$)		Expenses (\$)	
	2023	2024	2023	2024	2023	2024	2023	2024
Building	793	800	1,338	1,337	667,839	511,982	123,359	127,152
Wiring	627	626	1,282	1,060	113,775	87,870	47,459	37,916
Plumbing/Gas	532	488	539	531	53,705	49,010	20,129	18,984

Total revenue from the issuance of permits and fees for inspections for the calendar year 2024 was \$646,792 as compared to \$835,319 in 2023. Direct expenses for 2024 were \$184,052 as compared to \$190,947 in 2023.

## BUILDING INSPECTION

A breakdown of building permits issued is listed below:

New single family dwellings	10
New Multi-family (# units) & Apartment (# units) bldgs	0
Complete partially finished single dwellings	0
Additions to private dwellings	21
Renovations to private dwellings	191
Additions & renovations to business/industrial buildings	36
New industrial/business buildings	0
Family apartments	0
New Mixed Use buildings	0
Shingling roof & installation of sidewalls	138
Private swimming pools	7
Swimming pool demolition	3
Accessory buildings	8
Demolition	12
Tents (temporary) & construction trailers	12
Signs	13
Stoves (solid fuel burning/chimneys)	14
New windows	79
Solar Systems	55
Sheet Metal	73
Insulation	103

Decks	25
Foundations	0
<b>Total</b>	<b>800</b>

Occupancy certificates were issued for 24 new residences in 2024, as compared to 24 in 2023.

Inspections for certification of business, schools, multi-family dwellings, nursing homes and pre-schools amounted to 40 inspections for 2024.

Estimated construction costs on permits issued:

	<u>2024</u>	<u>2023</u>
New dwellings	\$6,478,000	\$9,368,500
Renovations and additions, pools, shingling, sidewalls, windows, etc. on residential	24,779,108	25,250,378
Solar Systems - Residential	1,621,330	2,782,982
New construction - business and industry	0	395,000
Solar Systems – Commercial	1,198,125	1,375,089
Renovations and additions business and industry	2,695,796	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.

### **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 and Peter Tartakoff, Local Building Inspectors, 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  
Scott W. Allison, Office Manager

# CONSERVATION COMMISSION

To The Honorable Select Board  
and Residents of Medfield:

The Conservation Commission is pleased to submit its annual report for 2024.

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 (DEP) 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 from 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 2024 opened twenty-one regularly scheduled meetings, four Special Meetings, five Executive Sessions all to administer the WPA and the Medfield Wetlands Bylaw. These hearings included twelve Notices of Intent (NOI), fourteen Requests for Determination of Applicability (RDA), one Abbreviated Notice of Resource Area Delineation (ANRAD), ten Requests for Certificates of Compliance (COC), four violation/enforcement actions, one Extension Request and one Remand Hearing in conjunction with the one appeal filed during this period. Some of these hearings were continued for multiple meeting dates. Most of these hearings resulted in one or more written

permits/orders, including eight Orders of Conditions (OOCs), fourteen Negative Determinations of Applicability (NDAs), one Order of Resource Delineation (ORAD), ten Certificates of Compliance (COCs), two enforcement/violation orders, one Extension Permit and multiple documents including four DEP Office of Appeals and Dispute Resolution Status Reports and a Remand Hearing Order in connection with the appeal.

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 Town of Medfield has 1,738.7 acres of town land which include schools, municipal buildings and spaces, public works and water supply properties as well as conservation lands and recreational and open spaces. Of these town lands, the Conservation Commission manages or has care, custody and control of 958.5 acres or fifty-five percent of the town lands.

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 2024.

The Commission participated in two joint meetings with the Select Board to discuss in a public meeting format the land management challenges associated with Medfield ponds and dams, and the Commission focused effort on locating, collecting, and organizing pond operation and management information to assist in this ongoing effort. The Commission also developed a working timeline within which to update various pond and dam management documents. The Commission held multiple open meeting discussions during regularly scheduled Commission public meetings to address resident reports of the unauthorized use of conservation lands and of

the misuse and abuse of these properties. The Commission began to actively explore funding mechanisms to support land management including possible grants and capital budget planning. The Commission engaged in a planning process that included the development of a Land Management Advisory Board to help organize and begin a land stewardship program.

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 2024 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 thanks Betty and Neal Sanders for their tireless efforts on behalf of the Community Gardens program, and, upon Betty's retirement from the Community Gardens program in 2024, the Commission expresses its profound gratitude for her years of selfless service to the community. As a master gardener, Betty brought a special expertise that enriched the Community Garden program immeasurably.

The Commission in 2024 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 and 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 and certified two vernal pools in Medfield during 2024. The Commission successfully brought to the Annual Town Meeting a Warrant Article seeking funds for an updated ponds survey and was grateful to receive community support and funding in the amount of \$20,000. The Commission's 2024 pre-planning for the ponds survey is expected to result in survey work in 2025.

The Commission continued to develop relationships with Charles River Watershed Association and the Neponset River Watershed Association as the Commission simultaneously became more engaged with the Commonwealth's Department of Environmental Protection (DEP), particularly with respect to the Drought Management outreach that became of particular concern in the fall of 2024. Responding to the Commonwealth's request for community-based action to respond to the increasing demand and impacts upon local

water supplies in the face of new drought characteristics resulting from climate change, the Commission proposed a warrant article for Town Meeting 2025 (water restrictions imposed on private wells). Understanding that residents may have differing interests in any environmental concern, the Commission's goal is to start a conversation and invite the community to join in discussion of how the town responds to the new demands upon our natural resources flowing from impacts of climate change.

Similarly, the Commission in 2024 started a conversation about the maintenance and safety work that needs to be undertaken at Danielson Pond. Meeting in a small working session with Warrant Committee members to better understand the budgeting process, engaging with residents at Conservation Commission open meeting discussions, responding to state inquiries, reviewing the Danielson Pond Emergency Action Plan and Operation and Maintenance Plan, the Commission in 2024 began to focus on Danielson Pond and the steps necessary to respond to the ongoing, often invisible, management and maintenance demands of this resource. To those ends, Commissioners John Woodhull (for the Commission) and Robert Kennedy (for the Department of Public Works) coordinated efforts between these town departments to gather information and documentation and begin the review process that will lead to continued and updated maintenance and safety work that will meet state requirements and support the health and safety of the pond and dam.

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 continued to work to identify internal operating procedures that will ensure consistency in document management and production.

To attend to their many statutory responsibilities, Commissioners must stay up to date with changing rules, regulations, and best management practices. In 2024, 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 and DEP 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' commitment to ongoing education and training is most appreciated as are their efforts in the field. The Commission recognizes John

Woodhull, who joined the Commission in early 2023, and has supported the Commission by updating the Commission's land inventory (which involves field work and record review and analysis), drafting Minutes of Meetings, coordinating pond informational resources and documents, and beginning the much-needed work to update the Commission's website. The Commission also thanks Robert Kennedy for his liaison work with DPW and for his monitoring of daily pond operating and management practices and procedures and for sharing his wealth of historical information about Medfield and its open spaces and conservation lands.

In February 2024, the Commission welcomed a new Commissioner: Nic Scalfarotto. In October, the Commission welcomed a new, in-house Conservation Commission Agent: Finn Kelley. In November, the Commission reluctantly accepted the resignation of Kirsten Poler whose many other community responsibilities demanded more of her time than she otherwise had to give. With gratitude, the Commission acknowledges Robert Hartzel of CEI, who supported the Commission as an interim agent on an as-needed basis while the Commission was waiting for a new, in-house Agent.

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  
Robert E. Kennedy

Catherine Scott  
John Woodhull  
Nic Scalfarotto

# CONSERVATION COMMISSION

To The Honorable Select Board  
and Residents of Medfield:

The Conservation Commission is pleased to submit its annual report for 2024.

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 (DEP) 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 from 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 2024 opened twenty-one regularly scheduled meetings, four Special Meetings, five Executive Sessions all to administer the WPA and the Medfield Wetlands Bylaw. These hearings included twelve Notices of Intent (NOI), fourteen Requests for Determination of Applicability (RDA), one Abbreviated Notice of Resource Area Delineation (ANRAD), ten Requests for Certificates of Compliance (COC), four violation/enforcement actions, one Extension Request and one Remand Hearing in conjunction with the one appeal filed during this period. Some of these hearings were continued for multiple meeting dates. Most of these hearings resulted in one or more written

permits/orders, including eight Orders of Conditions (OOCs), fourteen Negative Determinations of Applicability (NDAs), one Order of Resource Delineation (ORAD), ten Certificates of Compliance (COCs), two enforcement/violation orders, one Extension Permit and multiple documents including four DEP Office of Appeals and Dispute Resolution Status Reports and a Remand Hearing Order in connection with the appeal.

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 Town of Medfield has 1,738.7 acres of town land which include schools, municipal buildings and spaces, public works and water supply properties as well as conservation lands and recreational and open spaces. Of these town lands, the Conservation Commission manages or has care, custody and control of 958.5 acres or fifty-five percent of the town lands.

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 2024.

The Commission participated in two joint meetings with the Select Board to discuss in a public meeting format the land management challenges associated with Medfield ponds and dams, and the Commission focused effort on locating, collecting, and organizing pond operation and management information to assist in this ongoing effort. The Commission also developed a working timeline within which to update various pond and dam management documents. The Commission held multiple open meeting discussions during regularly scheduled Commission public meetings to address resident reports of the unauthorized use of conservation lands and of

the misuse and abuse of these properties. The Commission began to actively explore funding mechanisms to support land management including possible grants and capital budget planning. The Commission engaged in a planning process that included the development of a Land Management Advisory Board to help organize and begin a land stewardship program.

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 2024 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 thanks Betty and Neal Sanders for their tireless efforts on behalf of the Community Gardens program, and, upon Betty's retirement from the Community Gardens program in 2024, the Commission expresses its profound gratitude for her years of selfless service to the community. As a master gardener, Betty brought a special expertise that enriched the Community Garden program immeasurably.

The Commission in 2024 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 and 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 and certified two vernal pools in Medfield during 2024. The Commission successfully brought to the Annual Town Meeting a Warrant Article seeking funds for an updated ponds survey and was grateful to receive community support and funding in the amount of \$20,000. The Commission's 2024 pre-planning for the ponds survey is expected to result in survey work in 2025.

The Commission continued to develop relationships with Charles River Watershed Association and the Neponset River Watershed Association as the Commission simultaneously became more engaged with the Commonwealth's Department of Environmental Protection (DEP), particularly with respect to the Drought Management outreach that became of particular concern in the fall of 2024. Responding to the Commonwealth's request for community-based action to respond to the increasing demand and impacts upon local

water supplies in the face of new drought characteristics resulting from climate change, the Commission proposed a warrant article for Town Meeting 2025 (water restrictions imposed on private wells). Understanding that residents may have differing interests in any environmental concern, the Commission's goal is to start a conversation and invite the community to join in discussion of how the town responds to the new demands upon our natural resources flowing from impacts of climate change.

Similarly, the Commission in 2024 started a conversation about the maintenance and safety work that needs to be undertaken at Danielson Pond. Meeting in a small working session with Warrant Committee members to better understand the budgeting process, engaging with residents at Conservation Commission open meeting discussions, responding to state inquiries, reviewing the Danielson Pond Emergency Action Plan and Operation and Maintenance Plan, the Commission in 2024 began to focus on Danielson Pond and the steps necessary to respond to the ongoing, often invisible, management and maintenance demands of this resource. To those ends, Commissioners John Woodhull (for the Commission) and Robert Kennedy (for the Department of Public Works) coordinated efforts between these town departments to gather information and documentation and begin the review process that will lead to continued and updated maintenance and safety work that will meet state requirements and support the health and safety of the pond and dam.

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 continued to work to identify internal operating procedures that will ensure consistency in document management and production.

To attend to their many statutory responsibilities, Commissioners must stay up to date with changing rules, regulations, and best management practices. In 2024, 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 and DEP webinars on various topics of current environmental and conservation interest and concern, and they participated in State Ethics and Open Meeting Law trainings.

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Respectfully submitted,

Deborah J. Bero, Chair  
Michael Perloff  
Robert E. Kennedy

Catherine Scott  
John Woodhull  
Nic Scalfarotto

# **MEDFIELD HISTORICAL COMMISSION**

To The Honorable Select Board  
and Residents of Medfield:

## **What We Do**

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

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

## **Demolition Delay Bylaw**

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

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

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

Over the 30 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 2024, the commission considered and ultimately approved 4 demolition applications -- vs. 5 in 2023, 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 four applications. The commission voted not to impose a delay on the permits received for the demolition of 1 Hale Place, 25 Hillcrest, 208 Causeway (for the demolition of a porch only), and 33 Pound Street. The commission also held four meetings regarding the 1,400-square-foot bungalow, built about 1795, at 13 South Street, after having imposed a delay on its proposed demolition in 2023. The commission voted to ultimately lift that delay – as the 18-month delay was ending and after determining, with sincere regret, that the original structure had deteriorated beyond repair – after working with the applicant on the design of a suitable rebuild in the manner of the original structure.

The commission also allocated funds to replace a historic sign for the town pound, located on High Street. And, in collaboration with the Planning Board, it monitored events surrounding the unauthorized destruction of segments of a stone wall on Elm Street, which is protected from such work through the town's scenic roads.

### **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. The chair of Historic District Commission functions as the CLG coordinator for the town.

### **Medfield Archaeological Advisors**

The Medfield Archaeological Advisors volunteer to assist the Historical Commission on matters related to the town's Archeological Protection District, as designated through Chapter 150-16 of the town's bylaws. The advisors for the past year were John A. Thompson and Rob Gregg.

On an ongoing basis, the advisors maintain and update a map of the archaeologically sensitive areas, help protect the sites, evaluate and register artifacts, and provide educational services. They welcome inquiries from anyone who thinks a property in Medfield is threatened or finds an artifact that they would like to bring to the attention of the committee; please contact John Thompson.

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

The Historical Commission is a seven-member board. From time to time we have vacancies. If you're interested in Medfield's history, call any of the members, or just show up at one of our monthly public meetings, and let's get to know each other.

Respectfully submitted,

David Temple, Co-Chair

Seth Meehan, Co-Chair

Maria Baler

Joe Opiela

Peter Fletcher

Doug Whitla

Tom Connors

Nic Scalfarotto, Associate Member

# **MEDFIELD HISTORIC DISTRICT COMMISSION**

To the Honorable Board of Selectmen  
and Residents of Medfield:

## **OVERVIEW**

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

- The John Metcalf Historic District established in 1989 on West Main Street, enlarged in 1996 and 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 received only one application this year regarding work at 6 Causeway Street. The Commission determined the work would be “insubstantial in its effect” on the John Metcalf Historic District and waived the need for a public hearing.

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.

Respectfully submitted,

Michael Taylor, Chair  
Lauren Costello  
Caitlin Struble  
Lizann Woods

## DEPARTMENT/BOARD/COMMITTEE NAME

To the Honorable Select Board  
and Residents of Medfield:

The Keepers of the Town Clock are pleased to submit their annual report for 2024.

2024 was the first full year for the new Keepers of the Town Clock, Tom Erb and Nick Werthessen, but David Maxson remained available for questions.

The most noteworthy change this year was the replacement of the Bodine Electric Co. electric synchronous motor that had been in service since 1968 running the E. Howard Tower Clock Movement. On Nov 3, 2024, the clock was due to be set back an hour at the end of daylight savings. Nick stopped the motor in order to lubricate the bearings, but the motor would not restart. The cause of the failure is not known, but after 56 years of service, Tom and Nick had already discussed the possibility of its failure.

Tom recommended that we upgrade to a new unit that will automatically adjust the time for daylight savings, after power failures and to provide the signal for an eventual electric powered hammer that could ring the bell. The drive mechanism and the controller are made by Electric Time Company of Medfield.

Tom appealed to the town for the \$2,000 to pay for the motor, Electric Time provided the controller at no cost. He and Nick installed the motor on Nov 12, 2024. The motor stalled sometime overnight and the next day Tom sent one of his engineers to work with Nick to adjust the motor's position relative to the existing clock mechanism. This adjustment proved effective and the clock has run smoothly since.

In addition to automatically adjusting for daylight savings time, the new system advances the clock hands once per minute it uses a TXO - temperature compensated crystal for time keeping. This is unlike the old motor which was a continuously running motor that kept time by turning at a very accurate rate due to 60Hz AC.

The only other notable event during the year was the popularity of the clock tower tour during History Weekend on April 27. Between 10am and 4pm, 6 tours with 8 people were conducted. Each tour took about 45 minutes and

included a history of the building, the clock keeper's position, and of the ways people told time since 1800. At the end of the presentation, attendees climbed up into the steeple and children of all ages were allowed to ring the bell. All tours, except the one at noon, were sold out.

Respectfully submitted,

Tom Erb  
Nick Werthessen

# **MEDFIELD MEMORIAL PUBLIC LIBRARY**

To the Honorable Select Board  
and Residents of Medfield:

It is my pleasure to submit the 2024 annual report for the Medfield Memorial Public Library.

## **Overview**

The library had a busy and excited year in 2024. Circulation numbers rose in our digital circulation following the trend of the past few years, but also our physical book circulation was the highest in recent years. We also had a record setting number of participants in library programs, all of which are generously funded by the Friends of the Library.

## **Projects**

The most important project for the future of the library which was undertaken this year was the next five-year strategic plan, which will cover the years from July 1, 2025 – June 30, 2030. Data was gathered from census reports and the library's statistical analysis, and feedback was sought through a widely distributed survey and formal focus groups of both staff and community members.

Through this process, the library's strategic priorities for the next five years were determined to be: promote social connection among community members; maintain consistent communication with community members; promote cultural enrichment; and support long-term town development. These priorities are in addition to the library's core values which are: to support reading, literacy, and education, and to be a gateway to information; to provide freedom of access to library books, materials, programming and resources; to maintain a safe and welcoming environment for all; to demonstrate fiscal responsibility and care for the library and its collections; and to provide excellent customer service and treat all with respect.

Additionally, the library is excited to have a new mission statement, devised from feedback from staff and community members, which is: sharing ideas, advancing discovery, strengthening community. And finally, the library adopted a new vision statement: Enter our welcoming library, engage your mind, enjoy our community; together, we will thrive through connection, exploration and opportunity.

Another important project this year was the return of the popular Haunted House program where Medfield teens turn the lower level of the library into a

haunted house for Medfield kids. This year saw the addition of a “lights on” hour, so that younger Medfielders could enjoy the fun with less harrowing haunts.

The library also partnered with the Transfer Station and Recycling Committee to host several “swap” events. In October, the children’s room held a month-long costume exchange, where patrons could drop-off lightly used Halloween costumes, the costumes were then made available for anyone to take these new-to-them costumes. There were two all-ages exchanges: one for craft supplies and the other for puzzles, where items were dropped off during the week prior to the event, and then organized and made available for the taking on the day of each event. All of these programs received extensive praise and will be continued next year, with the possibility of adding additional programs that meet these cost-saving and environmentally-friendly ideals.

In the technological realm, the library also ended a long-running contract with our previous public computer system and purchased computers running a system that gives library patrons a more contemporary computing experience, and we have received a great deal of positive feedback as a result. The library also switched to a new service to support our online programming calendar, room booking scheduling, and museum pass reservations and check-outs. This has also been met with positive feedback due to the attractive and easy-to-interpret interface of the new system.

## **Thanks**

As ever, the library has many people to thank for supporting our work in serving this community. First, we would like to thank the Board of Trustees, the members of which volunteer their time and expertise to govern the library, and whose wise and helpful insights make the library the lovely place to visit that it is. Additionally, the library would like to thank the Friends of the Library Board who also volunteer their time to fundraise to financially support all of the library’s programs held for adults, teens, and kids, through running a wonderful bookstore stocked with community donations and their annual membership drive. We would like to thank all members of the Friends of the Library who generously provide financial support to the library and our exciting programming schedule. And I would like to thank the library staff for working together collaborative to make the library the wonderful place that it is.

Respectfully submitted,  
Pamela Gardner  
Library Director

## TRUSTEES OF MEMORIAL PUBLIC LIBRARY

To the Honorable Select Board  
and Residents of Medfield:

The year 2024 saw the Medfield Library increase its patronage over the previous year. The library is open seven days a week, including two evenings. A new and improved computer system, including wireless printing, has been installed for patron use. A new and updated security system now monitors all areas of the library for patron safety and to ensure enjoyable use of the facility. Popular events draw patrons of all ages, including lectures by local and nationally known authors. Book and movie discussion groups saw record attendance. The Makerspace engages Adults and Teens in a variety of creative activities. This year's Holiday Stroll was well attended, and the Haunted House run by teen volunteers drew almost 350.

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

We would like to thank Pam Gardner for her leadership and vision. Pam recently completed a new 5-year Strategic Plan to meet the future needs of our community. We commend the library staff for their dedication and hard work. The library is always a place where you can find a smiling face and someone willing to help.

The Trustees welcomed Michelle Nelson as its newest member of the Board. Michelle brings to the Board her wide-ranging interests and talents.

Children's programming at the library is more popular than ever, with story time, puppet shows, preschool yoga, and crafts activities. The Halloween costume exchange this year was followed by crafts and games exchanges. All were a big success. The beloved Flying High Dogs and Baby Goats were summer highlights. The Summer reading program at the library encourages and nurtures young readers. This year 295 children completed The Summer Reading Challenge!

Library programming has expanded to the Bellforge Arts Center, and the Fairy House Walk has become a much-anticipated annual event.

The Library of Things has been updated and expanded. Patrons can check out unusual and useful items. Do you need Corn Hole for your next party? Or a Go Pro to capture your next adventure? Our sewing machine will give you a stich in time. How about giving our pottery wheel a spin? It's all available at the Library of Things.

The Libby, Hoopla and Kanopy Apps allow free digital access to audiobooks, E-books, Music and Movies.

And yes...the Library has books, and is the gateway to the vast collections of the Minuteman Library system.

The Medfield Library is a community hub which provides a safe haven for all, promotes literacy, and makes available the widest possible range of viewpoints, opinions, and ideas. We look forward to an eventful 2025.

Respectfully Submitted,

Phil Tuths, Chair

Lauren Feeney

Jennifer Shaw Cronin

Jessica Razza

Michelle Nelson

Richard White



## VETERANS' SERVICE OFFICER

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 March of 2024. During the year I have been actively providing information and services to our town's veterans, their spouses, and families. 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 outreach. The greatest challenge in serving our veteran population is outreach. Many veterans, across all generations, just simply are not aware of the benefits they are entitled to or how to go about receiving them. In 2025, my primary goal is outreach. I want to offer more veteran programming at various time throughout the day in hopes of reaching the veterans who may work full-time or have an otherwise busy schedule.

Early on in my tenure, the Veteran Service Officers across the state of Massachusetts were notified that they needed to be accredited through the Office of General Council in order to continue assisting veterans with VA claims. I, along with a handful of other VSO's, quickly enrolled ourselves into the NACVSO accreditation program. We engaged in a full week of virtual training, and I am proud to say that at the end of week, I passed the written exam and became a nationally accredited Veteran Service Officer. I also took the opportunity to participate

in additional training provided by the VA, and after completing the classes, a government background check and fingerprinting, I was granted access to the Veteran Benefit Management System. Access to VBMS will help me provide the highest level of service possible to the veterans in our community. As of October 2024, I was one of only 28 VSO's across the state to be accredited.

During 2024, the town delivered \$6,237.90 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. Additionally the Veterans Administration through disability compensation or pension payments paid \$184,018.31 to 96 Medfield 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 6th, we honored local Veterans and their spouses with a special Veteran Supper that was held at "The Center". Roughly, 20-25 Medfield Veterans and spouses attended this supper and enjoyed each other's company for the evening. The supper was a success in large part to the amazing staff at the Medfield Council On Aging. 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-2:00pm) and Wednesdays (11:00am-3:00pm). Veterans can make appointments to be seen and Veteran Services is also reachable by phone at 508-906-

3025, cell phone at 508-641-1176, and via email at  
[irogers@medfield.net](mailto:irogers@medfield.net)

Respectfully submitted,

Ian C. Rogers

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 2024. 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 2024

12	Soil Tests	28	Temporary Food Establishments
16	Plan Reviews	6	Tobacco/Nicotine Delivery Products
16	Septic Repairs	62	Form A – Renovations Review
16	Septic Installer Permits	4	Well Permits
14	Septic Hauler Permits	37	Permits to Keep Animals
8	OFFAL Permits	10	Camp Permits
77	Food Permits *	5	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:**

The Public Health Nurse 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.

**Health Maintenance and Prevention** presents an opportunity for the Public Health Nurse to educate and provide services for the community. Blood Pressure and Wellness Clinics take place at the Council on Aging, Tilden Village, the Food Cupboard, Wilkins Glen and The Parc apartment complexes.

Additionally, the public health nurse is active with the following programs:

MCAP and other Medfield Outreach programs, the Middlefork Regional Medical Reserve Corps and the Charles River Public 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 the Town House office 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 storm water 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, Chair  
Carol A Read, MEd, CAGS, CPS, Member  
Kathleen Thompson, RN, Member  
Jeffrey Kane, Member  
Ramaa Rao, Associate Member

## 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:** Viktorria Glissendorf, MPH (April 2024-Present)

**Prevention Coordinator:** Kyler Groner, MPA, MPH (November 2022- July 2024)

**Graduate Intern:** Kim Norgren, MSW intern, Simmons University School of Social Work (September 2024 – Present)

**Advisory Board:**

Molly Frankel, JD, Board Chair

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

Michelle Manganello, Law Enforcement, Medfield resident

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

Darcie Robertson, Parent and Medfield Resident

**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 to local discretionary funds, as well as to state and 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, 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, stress, and coping with unmanageable feelings.*

Clinical services were rendered predominantly in-person during 2024 with telehealth offered as needed. Medfield Outreach engaged in over **1200** hours of clinical services in 2024, approximately 23 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 psychoeducation. Many programs reflect a collaborative relationship with other organizations. Most of Outreach's meetings and programs have transitioned back to in-person, however, the option to meet virtually was utilized when appropriate. Zoom or other HIPAA compliant telehealth platforms were utilized as needed.

- ***Key Highlights in 2024***

- Participated in various school events to familiarize students and parents with the Medfield Outreach's services.
- Provided Play Therapy Presentation to students in High School studying Child Development.
- Backpack distribution (over 60 Backpacks) partnered with Backpacks for New Beginnings and local residents to provide new backpacks and school supplies.
- Holiday gift program, partnering with several community partners to provide gifts for 90 children in need.
- 20 children were sponsored to attend camp in the summer of 2024 through the Campership fund, a Medfield Foundation initiative in partnership with Medfield Outreach and Medfield Parks and Recreation.
- Determination of eligibility of over 30 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.
- Field placement site for Simmons College clinical intern, which increased capacity of provision of clinical services to six youth and their families
- 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.
- Continued 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 2024:**

- Medfield Outreach and MCAP successfully wrote, applied for, and received a competitive grant from the Drug-Free Communities Grant. This builds on the existing DFC Grant MCAP was awarded from 2019-2024, and guarantees \$625,000 over a period of an additional 5 years (2024-2029).
- Concluded Year 5 (09/30/23-9/29/24) and commenced Year 6 (9/30/24-9/29/25) 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.
- Joined a regional grant project with the towns of Hopkinton, Holliston, Medway, and Wayland called Massachusetts Collaborative for Action, Leadership, and Leadership (MassCALL3b). As part of this multi-year grant, Medfield Outreach/MCAP will have access of up to \$9,990 a year to work collaboratively on shared efforts towards preventing and reducing youth substance use.
- MCAP continued to promote “Raising the Bar”, an initiative that aims to keep youth events substance free. Medfield Public Schools (MPS), Bellforge Arts Center, and Medfield Parks & Recreation have signed on to Raising The Bar for our youth and have displayed banners at various fields/locations throughout their property.

- MCAP/Medfield Outreach hired five student interns from Medfield High School to work over the summer (June-September) on a number of prevention projects including: creating an animation related to youth marijuana use; designing social media posts and posters related to positive mental health; conducting peer key informant interviews to gather in depth information about Medfield High School (MHS) students' views of substance use, and starting a new health/wellness/community service club at MHS. Two of these students will stay on until the end of the 2024-2025 school year.
- Launched a youth coalition called the Medfield Youth Leadership Program (MYLP), which focuses on different mental health/substance use/overall wellness topics with connection to the community.
- 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 co-advises the Medfield section of the Norfolk County District Attorney's Peer Leadership Program, which is a year-long program in which 10 students from participating towns in Norfolk county are chosen to build leadership skills through education, community engagement, and teamwork.

**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 2024:**

- **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.
  - Partnered with Medfield Public Schools for 'Medfield Goes Green' day, a spirit day that encouraged students to wear green to show support for the mental and emotional health of Medfield.
  - Hosted wellness walks with town employees, an opportunity for building community and connection amongst staff and practicing self-care.

- **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 scanned 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 Medfield Yoga Studio, this year led by instructor Paula Cleary.
  - 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 and high 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 (and the respective PTOs), Medfield Police Department,

Norfolk County District Attorney's Office, 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 Parks and Recreation, Riverside Community Care, Medfield Christmas Angels, Fitness Together Medfield, The Lion's Club, MEMO, Medfield Girl Scouts, 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 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 2024, the Medfield Outreach Holiday Gifts Program provided support to approximately 42 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 42 families.
- Fitness Together in Medfield hosted a giving tree that provided additional items that families could choose from for stocking stuffers.
- Girl Scout Troop 70675 purchased and donated new hats and gloves for youth in Medfield.
- Knights of Columbus Cassidy Council #5231 again provided brand-new winter coats for toddlers and youth, keeping many children warm this winter.
- We continued our partnership with the Wish Makers, helping distribute gifts to additional Medfield residents, expanding the reach of holiday giving.
- Village Cleaners generously donated new and like new adult coats for several families.

- ***Community Assistance Fund, Year round help:*** The Medfield Foundation 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. Junior Board Member openings are available to high school 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 2024, Medfield Outreach staff were grateful that generous donations were made from Medfield Employers and Merchants Organization (MEMO), Medfield Lions, Medfield Home Committee, Girl Scout Troop 70675, 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



## **PARK AND RECREATION COMMISSION**

To the Honorable Selectboard  
and Residents of Medfield:

The Medfield Parks and Recreation (P&R) Department is responsible for providing safe, affordable, and inclusive programming to Medfield residents of all ages. In addition to providing year-round programming, the P&R department manages and cares for 13 acres of landscaping, 19 acres of athletic fields, the Pfaff Community Center, Metacomet Park, McCarthy Park, Baxter Memorial Park, Meeting House Pond, and Hinkley Park and Swim Pond. We also perform groundskeeping and landscaping services for the Town Hall, Library, Public Safety Building, Dwight Derby House, Lowell-Mason House, and the Historical Society at the Library Annex.

The P&R Department consists of a Director (Katie Walper), Program Coordinator (Jacqui Conley) and Equipment Operator and Groundskeeper (Rich Vatour). Kirsty Young also works part-time assisting with programming. Beginning in January 2025, an assistant director will start on staff to oversee pond operations and support with more programming.

The P&R Department is governed by the P&R Commission. The commission is comprised of five volunteer, elected officials on staggering three-year terms. The P&R Department and Commission work together to recruit and hire qualified personnel and contractors to run programs and staff summer camps, develop comprehensive maintenance schedules, consistently generate new and innovative

program offerings, develop and adhere to budgets, identify capital plan strategies for future projects, and create performance metrics to evaluate and monitor success. The Commission frequently assesses expenditures to ensure fiduciary responsibility throughout the department.

One of the main highlights from 2024 was the new Hinkley Playground. Thanks to the tireless efforts of the Hinkley Helpers, a volunteer group committed to building a play space for all, we officially opened the new Hinkley in September 2024. Hundreds of people, including local representatives, joined the celebration. Most joyfully, children of all ages enjoyed the new and inclusive playground. We also saw quite a few adults cruising down the zip line.

Our summer camps sold out once again, providing an affordable and FUN childcare option for Medfield families in the summer. This year we added a Teen Extreme camp for older campers (ages 11-14) that sold out within hours. The popularity of our summer camp programs reflects the quality of the programming as well as the demand from the community.

Metacomet got a glow up with new lights. Through a grant from the state as well as funding from the town, new energy efficient lights were installed at Metacomet. This enhances the experience for players using the Metacomet courts, as well as for the residents that surround the location.

Our ski club continues to be a fan favorite and is a great way to engage the middle school students in active recreation. We are grateful to all the volunteers that made the 2024 season a success and are looking forward to adding new adventures at Wachusett for our 8<sup>th</sup> graders in 2025.

We experimented with a variety of new programming. From terrariums to paint nights to charcuterie, our Winter and Spring Program Guides were filled with fun activities for all ages. As part of our commitment to community, we also partnered with the COA, Medfield Police (special shout out to Canine Nova and Officer Hain), Medfield Fire Department, Medfield Food Cupboard, MEMO, Medfield Foundation, and the Medfield Library.

As a revenue generating department within the community, we remain committed to maintaining the utmost fiscal integrity and managing funding wisely. Several large capital projects that significantly impact the community, are on the horizon.

Parks and Recreation continues its efforts to bring an 18 hole disc golf course to Medfield. This has been in the works for several years, and has made some major headway in 2024. Disc golf is a great opportunity for passive recreation in Medfield. The 2023 Open Space Report indicated support from the Medfield community for more active and passive recreation opportunities.

The parking lot at Hinkley Playground as well as the parking lot at McCarthy fields, are both due for paving and resurfacing. We have worked with DPW to contract this and have allocated the appropriate funding from our accounts to support this effort. This will ease traffic patterns at McCarthy and ensure increased accessibility at Hinkley.

A larger capital project involves resurfacing the tennis courts at Metacomet. Early estimates suggest that this project may cost upwards of \$500,000 to \$600,000. Our revolving account does not have enough to cover this. As a critical resource for active recreation in the community, we are advocating for Metacomet to be prioritized by Medfield in 2025.

The biggest challenge facing P&R in 2024 (and into future years) is the Pfaff Center. In November 2024 the engineers that assessed Medfield buildings found structural damage to the Pfaff. The building inspector then shut the Pfaff Center down. The Selectboard and Permanent Building Committee agreed that the costs associated with fixing the damage was too much to put into a building that was potentially beyond repair. We immediately had to pivot our programming (including cancelling quite a few programs). Additionally, MAP (Medfield After School Program) had to abruptly move all operations to Dale Street School. The immediate and sudden closure of the Pfaff was disruptive to the community as well as our business model. On a positive note, P&R was extremely heartened by other departments in the community, especially Medfield Public Safety, Council on Aging, Library, the United Church of Christ, and Dale Street School for sharing space with us to minimize disruption to our programs.

As we face 2025, our priority is to develop a longer-term solution for space to run our programs for the community. Additionally, we will advocate for resurfacing of Metacomet so that residents can safely use the courts for their recreation needs. We will work with the Selectboard, Permanent Building Committee, Planning Committee, and Warrant Committee to develop a solution that meets the needs of the community. Recent surveys from the Open Space and Recreation Committee indicate that a priority of residents is new community center.

While the disruption of the Pfaff closure was a tough way to end the year, the team at the P&R Department pivoted, innovated, and adapted. We are looking forward to the 2025 year ahead and whatever adventures it entails, we just hope we find one central place to run our programs.

Respectfully submitted,

Katie Walper, Director of Parks & Recreation  
Jacqui Conley, Program Coordinator  
Rich Vautour, Equipment Operator/Landscaper

**Mel Seibold, Chairman**

Lauren Beitelspacher

Rob Tatro

Tim Walsh

Nick Brown

## MEDFIELD ENERGY COMMITTEE (MEC)

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 in the quest to reduce energy use in the Town as well as reducing carbon emissions. We have been successful in reducing overall energy usage and have achieved the Commonwealth's designation as a Green Community. In 2024, Governor Healey presented a certificate to the Town of Medfield for successfully reducing energy consumption **by 20%** with an award that recognized the Town of Medfield *"For its outstanding leadership as a designated Green Community, having fulfilled the goal of Green Community Designation Criterion Three by reducing its municipal energy consumption by at least 20 percent after five years of implementing its Energy Reduction Plan in accordance with the Green Communities Designation and Grant Program..."*

This annual report highlights the specific projects our Town of Medfield implemented in 2024 that saved energy and reduced carbon for our municipal buildings. Additionally, MEC provided valued energy supply options for all Medfield residents. Specifically, this report will highlight the success in implementing energy efficiency and renewable energy projects at our town facilities, advancing energy efficiency guidelines that will support and encourage sustainable building development and vehicle fleets, and the successful launch of Medfield Community Electricity, offering all Medfield Residents the opportunity to be served by a cost-effective, more renewable energy supply.

Medfield continues to make progress in all three areas outlined in the Town of Medfield Climate Action Plan (TOMCAP): Renewable Energy, Building and Transportation. [https://www.town.medfield.net/2145/Town-of-Medfield-Climate-Action-Plan-TOM.](https://www.town.medfield.net/2145/Town-of-Medfield-Climate-Action-Plan-TOM)

**Green Communities** - 2024 was a very active year for the Town of Medfield. First, we focused on implementing our \$200,000 Department Of Energy Resources (DOER) competitive grant. Last winter, the grant funded insulation of the Town House attic. In March, variable frequency drives were installed on the hot water circulation pumps at the high school. Finally, the Library is getting heat pump roof top units, replacing failed, inefficient units.

Second, DOER is administering the Energy Efficiency and Conservation Block Grant (EECBG) federal grant funds for towns of <35,000 residents. Medfield's application for \$75,000 for several window replacements in the Town House has been approved. Installation should take place during spring 2025.

Currently, our plan is to apply for a next Green Communities competitive grant in the spring 2025 round in March or April of 2025. Thanks to the subcommittee of MEC for their help in identifying the projects with the best payback and the likeliest to be funded.

State funds supported a thorough round of energy audits on the Town of Medfield building that were completed in June of 2024. This information is helping both town staff and MEC to identify the best projects to pursue for both capital projects and for grants. The buildings' FY 24 energy use is listed, whether it is a decrease or increase in energy use and what percentage of the town energy use it represents.

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

KW – kilowatt

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

- Top municipal energy users FY24 by percentage:
  - Medfield High School (MHS) 11,145 MMBtu's, down from FY 23: 11,698 MMBtu's. This is a 4.7% decrease from FY23, likely due to installation of the Variable Speed Drives (VSDs). MHS represents 22% of Medfield's energy use.
  - Blake Middle School 6,989 MMBtu's, 14%
    - Up from 6940 in FY23
  - Dale Street Elementary 4,850, 9%

- Up from 4,733 in FY23
- DPW garage 4,162 MMBtu's, 8%
- Memorial Elementary. 3,869, 8%
  - Up from 3,672 in FY23
- Facilities with the top Energy Use Intensity (EUI), MMBtu's/square foot
  - Waste Water Treatment Plant: 4,000 sq ft; 3342 MMBtu's; EUI 836.
    - Down from EUI FY 23 in 1,013
  - Garage: 38,000 sq ft.; 4162 MMBtus; EUI 110
  - Dale Street: Elementary 53,029 sq ft; 4,850 MMBtus; EUI 91
    - Up from EUI 89 in FY 23
  - Pfaff Center: 8,568 sq ft; 778 MMBtus; EUI 90
    - Up from EUI 87 in FY23
  - Medfield High: 160,473 sq ft; 11,145 MMBtu's; EUI 69
    - Down from EUI 73 in FY 23

The high school's year-to-year improvement in energy use and energy efficiency is an example of what can be accomplished with proper attention and prudent investment. Similar attention is planned for additional municipal buildings in FY2025, with a focus on HVAC systems.

- When Medfield became a Green Community in 2017, we committed to saving 20% of the Town's total energy usage. During FY24, Medfield used 51,481 MMBtu's. This is a reduction of 11.7% (weather normalized) vs. our baseline year of FY15. Medfield met our goal of 20% reduction from the 2015 baseline (see GC declaration). However, building conditions and energy use have changed over the years. MEC will continue to make recommendations for energy use reduction, and we are pleased that we are headed in the right direction.

**Community Choice Aggregation** – The 2021 Medfield Town Meeting voted to move forward with the creation of a Community Choice Aggregation (CCA) program in Medfield, labeled 'MCE' for Medfield Community Electricity. A Town CCA committee was formed and Good Energy LLC, experienced in the industry, was selected as a consulting partner. MCE came to fruition in 2024 following 3 years of plan development, community vetting and oversight by the Massachusetts Department of Public Utilities (DPU) and DOER. Objectives of MCE have been to offer town residents and businesses, voluntarily,

- alternatives to Eversource Basic Service and other private offerings for electricity supply
- at stable and competitive prices

- including choices to purchase electricity with a higher renewable energy content from local sources than State mandated or offered by Eversource.

Following approval by DPU in January 2024, our consultants initiated an electricity supply bidding process. There were 3 responses that met conditions of large, financially stable, CCA experienced, power generating companies. The bid by Direct Energy Services was selected with approval from the Medfield Select Board. With this selection, a public awareness and education program was conducted in late March through May to inform all residents and businesses of the Direct Energy program offerings. Direct Energy offers to all town residences and businesses, 3 program choices, all under a 30-month fixed contract that began in June 2024.

“Medfield Basic Service” at **12.650** cents/kWh (equivalent to the Eversource Basic Service offering)

“Medfield Standard” at **13.063** cents/kWh (adds 10% MA Class I Renewable Energy Certificates (RECs) of renewable energy above State mandate)

“Medfield 100” at **14.108** cents/kWh (100% renewable energy from MA Class I RECs)

By comparison the current (August 2024 – February 2025) Eversource Basic Service rate is **15.772** cents/kWh.

As of November 2024, 3,990 residences and businesses, about 84% of the Medfield community, are enrolled in one of the MCE offerings.

Program terms include:

- Enrollment is voluntary with no fees
- Customers who wish to leave the MCE program may do so at any time with no fees
- A residence or business may enroll at any time during the program’s 30-month contract duration and may switch at any time among program options
- Low-income discounts and budget billing are honored as are solar and net metering benefits

Medfield is now one of nearly 170 communities across the State offering a CCA program. For further information about MCE, go to

<https://electricity.medfield.net>.

**Renewables** - The Committee's 2024 priorities were to advance more renewable projects on town facilities. Great progress was achieved on renewable projects with the following highlights:

- Department of Public Works - a 216KW installation was completed in the spring of 2023, and has generated 233,000kWh with an annual savings of \$28,000 in 2024
- Memorial School - the solar canopy system has been approved by the planning board and construction is expected to begin in June 2025 to enable a summer 2025 installation. This system is expected to 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.
- Blake Middle School - the solar roof installation was installed in Q2. The system is pending final approvals required for commissioning and operation. The canopy project was removed due to limitations associated with a water retention area under the lot. The rooftop system is expected to save over \$333,000 over the term of 25 years. This system will produce approximately 24% of the school's annual electrical usage.
- Medfield High School - the designs were completed and updated based on guidance from the planning board related to Memorial School. The project is currently pending approval based on the final design. It is anticipated that construction will commence during the summer of 2025. We are currently planning for a June 2025 start date.

As the committee pivots to 2025, work will continue to advance the school projects and identify additional projects that make sense for the town. It is expected that Medfield can advance with additional solar on new roofs and at the capped landfill site. These sites and others will be evaluated with the guidance of the Energy Committee, School Committee, and the Town Administration as appropriate.

**Residential Photovoltaic Contributions to GHG reduction - 2023 Update** on Photovoltaic Installations and Electric Vehicle ownership in Medfield.

### **Photovoltaic Installations (PV)**

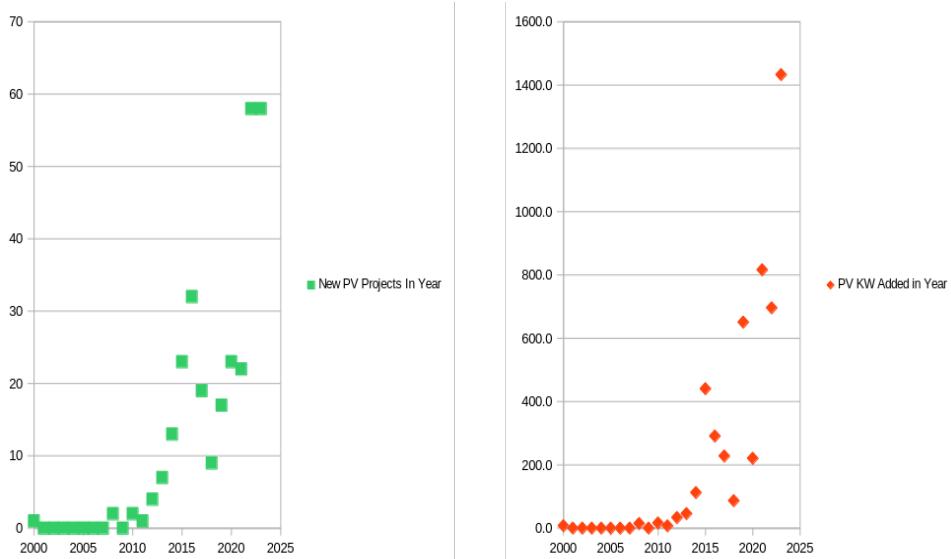
The Medfield Energy Committee analyzed the available data on PV installations by the number of installations as well and by the installed capacity (KW).

Photovoltaic installations in Medfield continued to increase at a rapid rate in 2023. As of the end of the year, there were 291 projects in total. That's an increase of 58 projects over the previous year, a 25% year-over-year growth rate.

One of the 2023 projects was the Kingsbury Club, which at 766 KW, is now the largest array in town. As a result, the overall solar power capacity installed in Medfield shot up in 2023 by 39% to 5099KW. Over the last five years, growth in solar power has been robust, averaging 33% year-over-year. The number of systems installed has also been growing at a rapid pace, with year-over-year increase ranging between 14% - 33% over the last five years.

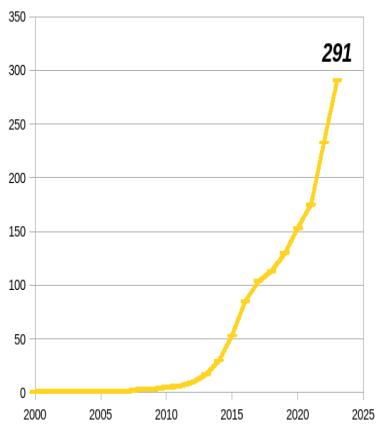
Data analysis by Hilli Passas, Fred Davis and Catherine White

Figure 1: Absolute number of new PV installations (green squares) by year and new capacity added (red diamonds) by year.



## Number of PV Projects Cumulative

Medfield as of 12/31/23



**Buildings** - As was shown earlier, the Town buildings continue to participate in Green Communities projects to improve energy efficiency and reduce carbon emissions. One of MEC's roles has been to help screen, prioritize and recommend projects and we will continue to do so. Also, this year, and to continue through 2025, the committee is taking a focused look at long term plans for each building. This longer-term perspective is in coordination with other Town initiatives, such as the 20-year Facility Plan done by Arrowstreet and the Energy Audit Reports by EMA, Inc. In some cases, larger, more complex projects will be considered.

During 2024 the committee reviewed and provided comments on the Facility Plan and the Energy Audits done for the Town. We also will continue reviewing and organizing some of this information for the buildings. During 2025 the committee expects to review each building and recommend a plan for individual buildings based on need.

Effective long-term planning for our Town buildings will improve with communication and input from all parties. MEC will continue to seek input and guidance from the Town and will strive to keep the Select Board aware of and informed of our actions.

## Transportation -

- Charging stations

The Town operates three Level 2 charging stations (a charging station that provides electric current to charge an electric vehicle at 240 volts) at the Townhouse parking lot, Middle School parking lot and Wheelock parking lot. These chargers are open to the public.

- Fleet Road Map

The Road Map study has been received and is being used to help make vehicle purchasing decisions. The Select Board (SB) approved the Zero Emissions Vehicle First (ZEV1st) policy.

- Residential Electric Vehicles (EVs)

Medfielders continue to purchase increasing numbers of Electric Vehicles (EVs). Data vary depending on the source of data and definition of types of vehicle registration and declared use. The following analysis relates to passenger vehicles (PAN registrations).

Locally reported data show that in 2023, 13% of all new cars registered in Medfield were EVs, up from 7% in 2022, with a total number of 84 new EVs. This increases the number of EVs registered in Medfield to a total of 247, a 52% increase from the previous year.

<b>Medfield Passenger Vehicles (PAN) (locally reported data)</b>		2021	2022	% chg.	2023	% chg.
Total	11594	11401	-2%	11619	2%	
New cars	624	619		632		
# EVs	117	163	39%	247	52%	
# of EVs as % of Total	1%	1.4%		2.1%		
New EVs		46		84	83%	
% of new cars that are EVs		7%		13%		

As a second source of data, the MEC looked at the data captured by Mass Department of Transportation (DOT) at the interactive [MassDot Vehicle Census](#) page. This data indicates that at the end of 2023 (1.1.2024), there were 201 battery electric vehicles (BEV) passenger vehicles registered in Medfield (1.96% of the total of registered cars) and 95 plug-in hybrids (PHEV)(0.93%).

The total number of electric passenger vehicles Battery Electric Vehicles (BEV) and Plug-in Hybrid Vehicles (PHEV) reported at the end of 2023 in Medfield was 296, up from 188 in 2022. That is an increase of 108 EVs from the end of 2022, an increase of 57%. This translates into EVs constituting 2.89% of all registered passenger vehicles.

Medfield Passenger Vehicles (MassDOT data)	2022 Number	% of total PAN	2023 Number	% of total PAN
BEV	118	1.16	201	1.96
PHEV	70	0.69	95	0.93
total BEV/PHEV	188	1.85	296	2.89

Source: <https://geodot-homepage-massdot.hub.arcgis.com/pages/massvehiclecensus?preview=true>

**Community outreach and partnership with Sustainable Medfield (SM) and Medfield Environment Action (MEA)** - The MEC, with the MEA and SM, engaged in extensive public outreach to educate residents on how to reduce their energy use 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.

In 2024, MEA, SM and their members helped the MEC to prepare, publicize and/or execute energy and greenhouse gas reduction strategies at multiple events:

- Medfield Community Electricity was launched, and two public information events were held in April/May to educate the community on the three plan options, all of which would save residents money on the supplier portion of their electric bill.
- Climate Week, from 4/27-5/5/24, 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
- “Solar Social” at 7<sup>th</sup> Wave Brewery which promoted this local business with a large solar array.
- “Decarbonizers” webinar in October, featuring residents who already have heat pumps, solar, and EVs and were willing to share their stories to educate others.
- Co-sponsored SM’s Fall Action of the Quarter, “Electrify your Home.”

- Distributed Survey on Specialized Building Code to get community feedback on whether residents would support a town meeting vote to adopt this new code, which requires that new construction be built to higher energy efficiency standards. This will be a continued focus in 2025.
- Booth at Medfield Day with information on Medfield Community Electricity and the Specialized Building Code

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.

## Other Activities

- **Sustainability Language** - In March 2024, the MEC recommended sustainability language that can be used in Medfield's 20-year Building Stabilization Plan Requests for Proposals. The following is the memo submitted and the language in the recommendations was used in the RFP.

## EXECUTIVE SUMMARY

1. This memo suggests energy/climate verbiage to be included in the Town of Medfield planned Request for Proposal seeking a consultant to update the '20 Year Building Stabilization Plan' or '20 Yr Plan'. The Plan lays out a schedule of maintenance projects throughout Town buildings.
2. This document seeks to document the Town's goals, expectations and requirements for work relating to owned town facilities and shall be utilized throughout the process to provide guidance for design strategies for improved energy and environmental performance.
3. The Medfield Energy Committee recommends language that requires the Consultant to read the following town approved documents approved by the town related to the town of Medfield's environmental and sustainable building goals.
  - a. Town's Warrant Article 22 (2021)
  - b. Town's Climate Action Plan (2022)
  - c. Medfield Energy Committee Charter (2023)
4. The purpose of this document is to provide documentation and guidance as it relates to sustainable building practices within facilities owned by the Town of Medfield. These practices are

designed to increase energy efficiency to achieve the town's GHG emissions goals established in the Town's Warrant Article dated May 2021.

5. The energy efficiency efforts described in this document should be considered within the context of the Town's broader building use goals. Programmatic needs such as future expansions, renovations or changes of use as well as construction, operational and life cycle cost concerns should be taken into account when assessing the feasibility of these recommendations.
6. The RFP should instruct the Consultant to include the following criteria in evaluating and ranking the projects developed for each building.

## OBJECTIVES

- Formulate and develop energy efficiency measure recommendations that advance the town's established objectives related to energy using the following criteria:
  - Ensure safe and comfortable indoor environmental quality
  - Cost effective over the life of the investment
  - Create energy savings through energy use reduction
  - Mitigate Greenhouse Gas (GHG) emissions
- Develop a plan for a future transition from existing fossil fuel burning HVAC equipment to electric (heat pump) equipment which aligns with the town's established energy use objectives.
- Recommend alternative/renewable energy resources
- Monitor indoor air quality and promote healthy indoor environments
- Consider resiliency and public safety objectives
- Ensure all future building energy use is capable of being properly measured, verified, and reported

## RECOMMENDATIONS

1. Any building improvements included as part of the 20-year plan must at minimum meet the requirements of the Commercial provisions included in the MA Stretch Energy Code (225 CMR 23.00) updated as of January 1, 2024.
2. Efforts to investigate and identify opportunities to increase energy efficiency within buildings included in the 20-year plan

should be prioritized. Priority should be given to specifying building components and equipment which go beyond minimum code efficiencies where deemed feasible.

3. Efforts should be made to identify recommendations for each town-owned facility and prioritize recommendations based on expected maintenance or replacement timeline for existing envelope components as well as mechanical, electrical and plumbing (MEP) equipment.
4. Perform engineering study at least three years in advance of the expected date of any HVAC repair or replacement and implement within one year later. At least one year in advance of the time of any roof repair or replacement, perform the engineering study to install solar, and implement within one year later.
5. Improvements to any building's thermal envelope included in the 20-year plan shall at minimum comply with the minimum prescriptive requirements found in IECC 2021 Sec.C402.1 as applicable. Reasonable efforts to go beyond the minimum code requirements found in Section C402.1 with specific priority given to reducing buildings' infiltration rates, and improving the thermal performance of above grade walls, fenestration and exterior roofs.
6. When future upgrades or major renovations to existing town owned facilities are being considered, opportunities to reduce energy use by incorporating passive design strategies should be investigated.
7. Future upgrades or major renovations to existing HVAC systems within town owned facilities should seek to incorporate energy efficiency measures that prioritizes energy use reduction, provides for on-site renewable energy systems, electric vehicle charging infrastructure and renewable energy storage infrastructure.
8. Future upgrades or major renovations to existing HVAC systems within town owned facilities should seek to prioritize energy use reduction from the existing facility's historical energy use by specifying building envelope, lighting, plumbing and mechanical components which carry efficiencies that are

25% more efficient than the minimum performance required by the energy code.

9. Upgrades should include a Building Management Systems (BMS) that supports central management of municipal buildings and schools throughout the town.
10. Adequate electrical infrastructure and wiring to facilitate a transition from gas-fired to electric HVAC equipment should be prioritized for Buildings with existing fossil fuel burning HVAC equipment scheduled for replacement as part of the 20-year plan. New HVAC systems replacing existing systems included in this plan shall utilize equipment that uses electricity as their primary energy source and preference given to heat pump technology for space conditioning.
11. Future HVAC systems should de-couple ventilation from space conditioning by installing Dedicated Outdoor Air Systems (DOAS) capable of total (enthalpy) energy recovery and optimized humidity (dew point temperature) and pressure (static discharge) control sequences.
12. Building energy management systems with automatic temperature controls shall be included in any building receiving new HVAC systems as part of the 20-year plan.
13. New Lighting systems and future upgrades should provide Direct Digital Control (DDC) controllability in accordance with the Illuminating Engineering Society of North America (IESNA) standards while reducing light power densities by a minimum of 20% compared to IECC 2021 Baseline.
14. Low flow plumbing fixtures shall be incorporated when replacing existing plumbing fixtures to reduce indoor potable water use. Hot water equipment being replaced as part of the 20-year plan should at minimum be Energy Star certified and use electricity as their sole energy source. Consider integrating renewable energy sources like solar thermal systems or heat pumps to supplement Hot Water heating. Additional measures related to service hot water should include pipe insulation, enhanced temperature controls, and energy monitoring systems.
15. Outdoor water efficiency and management strategies including, but not limited to, stormwater harvesting for on-site plant irrigation and a preference for native, drought resistant plantings

should be utilized where work related to the 20-year plan to deduce in land/site disturbances.

16. Investigate potential for onsite renewable energy generation and include installed solar photovoltaic (PV) systems. Building rooftops and vehicular parking areas should be designed to maximize solar PV system performance. Additionally, electric battery and thermal energy storage systems should be considered. HVAC controls that optimize fuel switching in response to outdoor temperature changes should be investigated and where feasible, incorporated into buildings' sequence of operations.
17. Fully utilize any available federal, state, and utility energy efficiency and renewable energy programs, funding, and assistance. Proposals should identify potential assistance and funding resources.
18. Improve indoor air quality by conducting risk assessments of existing building materials for mold, VOCs, hazardous chemicals, pollutants and other contaminants. Provide high efficiency HVAC filtration (MERV 13 or better), develop green cleaning and maintenance practices.
19. Replace harmful building materials and furnishings with sustainably harvested and responsibly processed materials. Strategies should include low embodied carbon products made with recycled and reclaimed materials; materials and products from responsibly harvested and rapidly renewable sources; and locally sourced products and materials (within 500 miles).
20. Proposed projects should include resilient building and site strategies which eliminate, reduce and mitigate the potential impacts from higher mean air temperatures and more frequent excessive heat events and more intense precipitation events.
21. Renovation projects included in the 20-year plan should prioritize the use of low carbon materials by conducting life cycle assessments to evaluate the environmental impact of materials from extraction and production to disposal.

- **MAPC fossil free protocol - Medfield's new "Building Design Guidelines"** - On June 13, 2024, after substantial review and vetting, the Medfield Energy Committee endorsed the Town

of Medfield's enumeration of best building practices - *Town of Medfield – Building Design Guidelines*. Per those *Guidelines*, project teams are encouraged to pursue a green building certification such as Passive House, Enterprise Green Communities, or Leadership in Energy and Environmental Design (LEED) to help maximize energy performance and minimize waste while creating a healthy indoor environment. Research by the Massachusetts Clean Energy Center shows that multi-family buildings are being built to Passive House standards with an average incremental cost of only 2%, while Passive House buildings typically use 40%-60% less energy, significantly reducing utility costs. Per the *Guidelines*, HVAC systems should use electric heat pumps (air-source or ground-source) or variable refrigerant flow (VRF) systems which provide both heating and cooling at efficiency rates that are three times higher than other systems, without requiring climate polluting fossil fuels.

- **EV car show** - The Medfield Electric Vehicle Show, hosted by the Medfield Energy Committee and Sustainable Medfield on Sunday, June 23, was a fun and inspiring event that highlighted the exciting future of sustainable transportation. Held under cloudy skies, the show had a strong showing of electric vehicle enthusiasts, curious community members, and local businesses in a welcoming and informative atmosphere.

One of the standout features of the event was the impressive variety of electric vehicles on display, ranging from fully electric sports cars and SUVs to other hybrid vehicles. Attendees had the unique opportunity to chat with EV owners, ask questions, and even test drive some of the latest models, which provided valuable hands-on experiences.

The event was enriched by knowledgeable exhibitors who shared insights on EV technology, charging infrastructure, and environmental benefits. The electric vehicle show demonstrated the community's commitment to sustainability. Families enjoyed the children's activities,

such as coloring stations and games, and even though it was cool out, a visit from the Chub's ice cream truck, which made the event engaging for all ages.

The Medfield Electric Vehicle Show showcased the town's dedication to clean energy and community education, leaving attendees inspired to embrace greener alternatives and, feel more comfortable moving forward with electric vehicles.

## **2025 goals**

- Specialized code
- Municipal Decarbonization roadmap grant application
- Update TOMCAP with waste information
- GC grant
- Work on energy reduction project recommendations for the schools
- Meet with the school committee on the Zero Emissions Vehicle policy
- Initiate conversations with the School Building Committee (SBC) and Eversource/MassSave New Construction team to formulate and integrate energy saving goals as early as possible to maximize incentives
- Continue to integrate with the Capital planning process
- Continue to advocate for solar projects

## **2024-2025 MEC members**

- Andrew Jarrell
- Chris Gordon
- Cynthia Greene
- Emily Lowney
- George Whiting
- Hildrun Passas
- James Redden
- Paul Flechtelkotter
- Penelope Conner, chair
- Robert Winograd
- Osler Peterson, ex officio
- Susan McPhee, energy consultant

Respectfully submitted,  
Cynthia Greene

# **TREE WARDEN AND INSECT CONTROL DEPARTMENT**

To the Honorable Select Board  
And Residents of Medfield:

This report covers the calendar year ending December 31, 2024

As many of you know, I have had the privilege of working for Medfield Public Works for 65 years, and I have served as the Tree Warden and Director of the Insect Control Division since my appointment in 2006. It has been a rewarding experience and I have greatly enjoyed my role as Tree Warden however, after many years of service to the Town, I will be retiring on January 16, 2025.

## **Key Activities and Updates**

### **Storm Damage Response:**

During the past year, we received approximately 22 calls from the Police Department reporting tree damage caused by storms. This reflects the ongoing challenges we face especially as the Tree Warden position remains a part-time role.

### **Stump Removal:**

The Tree Division successfully removed 20 stumps utilizing the shared stump grinder equipment that is used by neighboring towns.

### **Tree Health and Disease Management:**

- *Ash Yellows:* This chronic disease continues to impact Ash trees in Medfield. It is characterized by yellowing leaves and a gradual decline in tree health. We are monitoring affected trees closely.
- *Insect Threats:*
  - The Emerald Ash Borer continues to pose a significant threat to Ash trees.
  - Winter Moths are causing damage to Hemlock trees throughout the Town.
  - We also remain vigilant about the presence of Lyme disease, which is prevalent in the area.

### **Invasive Species and Firewood Guidelines:**

To help prevent the spread of the Asian Long-horned Beetle, we strongly recommend that all firewood be purchased locally. This helps mitigate the risk of transporting invasive pests into the community.

### **Eversource Tree Maintenance and Donations:**

Eversource has continued their ongoing electrical line clearing efforts throughout the Town. As part of this work, the company received approval from the Medfield Planning Board to remove multiple trees on scenic roads including Philip Street, Elm Street, Nebo Street and Foundry Street due to concerns of dead and diseased trees compromising the electrical services. Additionally, Eversource generously donated 15 trees which were planted at Pleasant Street (near Metacomet Park), Vine Lake Cemetery and McCarthy Park.

**Acknowledgements:**

I would like to extend my sincere thanks to all of the various Town of Medfield Departments for their invaluable assistance throughout the year. Their support has been instrumental in our efforts to maintain the health and aesthetics of Medfield's trees and landscapes.

**Resident Notices:**

Residents are reminded that if you do not wish to have spraying conducted on your property, a written notice must be sent to the Town Clerk via registered mail no later than March 1<sup>st</sup> of each year. This notice must be submitted annually.

Thank you for the opportunity to serve the Town in this capacity. I have greatly enjoyed working with all of you and will cherish the memories of my time as Tree Warden.

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

**NORFOLK COUNTY REGISTRY OF DEEDS**  
**William P. O'Donnell, Register**  
**649 High Street, Dedham, MA 02026**

This past year saw some enhancements to the resources available to the public at the Norfolk County Registry of Deeds as well as some significant Registry milestones. In the spring and summer of 2024, we were pleased to bring the Registry of Deeds office hours and talks as part of our Community Outreach Program to nearly every Norfolk County community. Also, in June 2024 The Registry opened its new Genealogy Research and Resource Center. This center is open and available to the public at the Registry of Deeds Building located at 649 High Street in Dedham. There are research tools including Ancestry.com available for those interested in genealogical research.

The Registry office hours were held in various town halls in communities throughout Norfolk County, bringing the Registry of Deeds directly to the residents. My outreach team and I assisted residents in locating their property records and provided them with certified copies of land documents, such as deeds and mortgage discharges. We were also able to take documents that needed to be recorded back to the Registry of Deeds in Dedham, saving many individuals a trip to our main office. Our most common comment from residents was how convenient it is for them to get Registry of Deeds services without needing to travel outside of town. One of our missions is to bring the Registry records and services to the communities of Norfolk County.

Under the Registry of Deeds' "History Comes Alive" program, the Genealogy Research and Resource Center was created, a new resource offering a dedicated bank of computers available for free genealogical use to the public. The genealogical workstations at the Registry contain the popular databases Ancestry.com and American Ancestors. These databases are accessible to help residents discover their roots by gaining access to records across the world, wherever their families may originate. The information available includes census records, marriage records, draft cards, and prison records.

The Registry of Deeds is the principal office for real property records in Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 13.1 million land documents dating back to 1793. These land documents and the integrated Registry indexes to these land documents, are available to the public for on-line research at [www.norfolkdeeds.org](http://www.norfolkdeeds.org). The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, title examiners, real estate attorneys, genealogists, and others with a need for land record information.

The Registry operates under my supervision and management as the elected Register. I have held the position since 2002. In continuous operation 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.

### **2024 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. Folks in need of services from our Customer Service Center can also come by the Registry of Deeds Building located at 649 High Street in downtown Dedham across from the gold domed Norfolk Superior Court.

- In calendar year 2024, *the Registry collected approximately 54.3 million dollars in revenue.* Out of that money, more than \$48.5 million was apportioned to the Commonwealth and more than \$5.7 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 percent shall be disbursed and expended for the automation, modernization and operation of the registries of deeds. There was collected \$4,934,850 pursuant to the Community Preservation Act (CPA).
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2025, we will continue to advocate for filed legislation that accomplishes 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 2,906.* The Registry recorded more than *67,600 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. Electronic recording 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 70%. This technology alone brought in more than \$47 million.
- In 2024, we shelved Registry of Deeds Book 42162 At the end of 2024, we were processing the documents for

Book 42189. 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. There is a state law mandating that recorded documents be microfilmed.

- In calendar year 2024, the Registry processed more than **10,000 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 information 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 2,100 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 2024 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, Needham Community Council, 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, New Life Furniture Bank of Massachusetts in Walpole, The Office of Youth Employment and Opportunity of Boston, and Mass Hire South West. The mission of "Suits for Success" is to collect donations of suitable clothing to be distributed to individuals and nonprofit organizations who are in need of appropriate attire and clothing.
- 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, 2024 – December 31, 2024**

During 2024, **Medfield** real estate activity saw an increase in the total number of deeds recorded, and an increase in the number of mortgages recorded.

There was an increase in the number of documents recorded at the Norfolk County Registry of Deeds for **Medfield** in 2024; an increase of 186 documents from 1,832 to 2,018.

The total number of deeds recorded for properties in **Medfield** in 2024, which reflects both commercial and residential real estate sales and transfers, was 317, up 7% from the previous year.

The total volume of real estate sales in **Medfield** during 2024 was \$207,617,402, up 28% from 2023. The average sale price of homes and commercial property increased 18% in **Medfield**. The average sale price was \$1,110,253. The average sale price includes both commercial property, and residential property averages may be lower.

The number of mortgages recorded (377) on **Medfield** properties in 2024 was up 18% from the previous year. Also, total mortgage indebtedness increased 16% to \$197,519,014 during the same period.

There were 2 foreclosure deeds filed in **Medfield** during 2024, two more than the number recorded the previous year. The total number of notices to foreclose was 7, up 1 from the total recorded in 2023.

Homestead activity increased by 4% in **Medfield** during 2024, with 257 homesteads filed compared to 247 in 2023.

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, 2024**

# **REPORT OF THE SCHOOL COMMITTEE**

To the Superintendent of Schools:

The Medfield Public Schools are a cornerstone of our community, continually evolving to meet the needs of our students and families. Over the past year, we have made strides in academic achievement, community engagement, and the development of innovative programs that ensure every student has the opportunity to thrive. This progress is made possible by the dedication of Dr. Marsden, our administrators, teachers, support staff, students, and families, who work together to provide an excellent education for all.

The Medfield Strategic Plan, approved in July 2023, continues to guide the district's work. This plan provides a clear direction for achieving key goals and addressing the evolving needs of our schools, staff, and students.

We are thrilled to share that the MSBA has formally invited Medfield to participate in their school building program. This is the first successful invitation since Dale St School was accepted in 2017.

The MSBA partners with communities across the state to support the design and construction of educational facilities. This invitation affirms the MSBA's recognition of our district's commitment to addressing the evolving needs of our students and staff. It also marks the beginning of a collaborative journey for a modernized Dale Street School that meets the demands of a 21st-century education. We are looking forward to continuing to partner with the School Building Committee, Town Boards and the community to make a new or renovated Dale Street School a reality.

## **Budget**

We remain committed to responsibly funding the priorities established in the Strategic Plan while balancing the town's financial constraints with the educational needs of our students.

We engaged in a very thorough budget process with the Warrant Committee. We recognize limitations placed on funding considering all of the projects and departments that require resources in our town. We value the open channels of dialogue and collaboration with the town departments during this process. Dr. Marsden and Michael LaFrancesca continue to seek and develop innovative ways in which resources may be utilized efficiently and effectively.

We recognize there are continued challenges ahead and acknowledge the major budget drivers: instructional/personnel costs, transportation, special education and professional development

## **Additional Highlights:**

- Completed multi-year initiative of reviewing and digitizing policy manual.
- Continued tuition reductions to secure full day kindergarten for all.
- Sponsored Article 13 to establish a special education reserve fund.
- Co-sponsored Article 14 with Select Board, Warrant Committee and School Building Committee which established an Elementary School Tax Mitigation stabilization fund.
- Co-sponsored Article 19 with Select Board and the School Building Committee to appropriate \$650,000 to be expended by the School Building Committee as they work towards a new or renovated Dale St. School.
- Secured collective bargaining agreements with administrative assistants, custodians, and cafeteria staff.
- Established a Mobile Technology Task Force to explore the impact of cell phones and social media on students, teaching and learning as well as ways to support families.
- Established new school start times for the 2025-2026 school year.
- Partnered with Public Safety and local agencies to prioritize the safety and well-being of our students and staff.
- Continued progress around communication and community engagement efforts. Initiatives such as the reintroduction of Medfield Talks and strengthened partnerships with parent organizations are examples of this growth. A digital newsletter (Central Office Insights) is now published monthly.

Overall, we are pleased with the progress, and grateful that our Medfield community continues to provide unwavering support to our schools. 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; Tim Knight, Leo Brehm, Will Horne, and Diana Frascella for their great work and positive attitude. I also want to thank Maeve Naughton, 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.

Together, we are creating a community where every student can succeed and reach their fullest potential. We look forward to continuing our shared journey of growth and excellence in the coming year.

Respectfully,  
Michelle Kirkby  
School Committee Chair

**MEDFIELD PUBLIC SCHOOLS**  
**Enrollment Figures**  
**As of October 1, 2024**

**Memorial School**

Pre - K	35
Kindergarten:	179
Grade 1:	198

**Ralph Wheelock School**

Pre - K	12
Grade 2:	184
Grade 3:	208

**Dale Street School**

Grade 4:	181
Grade 5:	203

**Thomas A. Blake Middle School**

Grade 6:	192
Grade 7:	190
Grade 8:	192

**Amos Clark Kingsbury High School**

Grade 9:	193
Grade 10:	159
Grade 11:	174
Grade 12:	175
Invest Program:	3
<b>Total:</b>	<b>2478</b>

# 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 2024. The Fiscal Year 2025 budget was \$43,112,411 or an increase of 4.07%. In FY25, 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 FY25 budget at the Annual Town Meeting. For the second year in a row, we distributed 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, 2024 enrollment was 2478. The enrollment by school was: Memorial (PreK-1): 412; Wheelock (PreK, 2-3): 404; Dale Street (4-5): 384; Blake Middle (6-8): 574; and High School (9-12): 701. Two outside companies have provided data that we are approaching higher elementary enrollment for the next few years. An increase in birth rates, and impending construction all point to a potential increase in student enrollment. Most of the new students in 2024 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)

## **New Elementary School Project**

We are thrilled to share that the Massachusetts School Building Authority (MSBA) has formally invited our district to participate in their school building program. This is the first successful invitation since Dale Street School was accepted in 2017. This opportunity represents a huge step forward to make a new or renovated Dale Street School a reality.

The MSBA program is highly competitive as only 22 schools were chosen to be a part of the program. The MSBA partners with communities across the state to support the design and construction of educational facilities. This invitation affirms the MSBA's recognition of our district's commitment to addressing the evolving needs of our students and staff. It also marks the beginning of a collaborative journey for a modernized Dale Street School that meets the demands of 21st-century education.

The MSBA process involves several key phases, starting with the eligibility phase which will last until December 2025. Within this timeline, we are tasked with several deliverables that will ultimately lead us into a comprehensive feasibility study to evaluate potential solutions for the Dale Street School. This feasibility study will include input from stakeholders, including parents, staff, and community members, to ensure that the final design reflects the values and aspirations of our community.

## **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 2024, we offered a Full Day Kindergarten Program for a seventh year and expanded our Preschool offerings. We had 171 students enrolled in our tuition-based Full Day Kindergarten Program.

In FY26, we will begin the three-year phase-out of a tuition-based Full Day Kindergarten program. With the three-year time frame, Full Day Kindergarten will be free for all children. 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 our students typically scored in the top tier of all schools statewide. 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, the Medfield High School PTO, SEPAC, and the 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	2024
Meeting/Exceeding Expectations	79%	N/A	89%	83%	85%	76%
Exceeding Expectations	20%	N/A	37%	23%	33%	24%
Meeting/Expectations	59%	N/A	52%	60%	52%	52%
Partially Meeting Expectations	19%	N/A	11%	17%	14%	23%
Not Meeting Expectations	2%	N/A	0%	0%	1%	1%

## GRADE 10 – MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	83%	N/A	81%	83%	82%	79%
Exceeding Expectations	35%	N/A	31%	27%	28%	25%
Meeting/Expectations	49%	N/A	50%	56%	55%	55%
Partially Meeting Expectations	15%	N/A	19%	16%	16%	19%
Not Meeting Expectations	1%	N/A	0%	1%	1%	2%

## GRADE 10 – SCIENCE AND TECH/ENGINEERING

Achievement Level	2019	*2020	*2021	2022	2023	2024
Meeting/Exceeding Expectations	93%	N/A	N/A	91%	86%	89%
Exceeding Expectations	54%	N/A	N/A	32%	39%	30%
Meeting/Expectations	39%	N/A	N/A	60%	48%	59%
Partially Meeting Expectations	6%	N/A	N/A	8%	14%	11%
Not Meeting Expectations	1%	N/A	N/A	1%	0%	1%

## GRADE 8 - ENGLISH LANGUAGE

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	66%	N/A	69%	62%	68%	65%
Exceeding Expectations	14%	N/A	9%	9%	10%	8%
Meeting/Expectations	52%	N/A	60%	53%	58%	57%
Partially Meeting Expectations	31%	N/A	28%	34%	27%	30%
Not Meeting Expectations	3%	N/A	3%	4%	5%	5%

## GRADE 8 - MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	66%	N/A	56%	63%	61%	65%
Exceeding Expectations	13%	N/A	8%	12%	9%	12%
Meeting/Expectations	52%	N/A	47%	51%	51%	53%
Partially Meeting Expectations	32%	N/A	42%	33%	34%	31%
Not Meeting Expectations	2%	N/A	3%	4%	5%	3%

\* MCAS canceled due to COVID-19 Pandemic

# MCAS Annual Comparisons

## GRADE 8 - SCIENCE

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	73%	N/A	74%	76%	75%	69%
Exceeding Expectations	21%	N/A	22%	13%	20%	14%
Meeting/Expectations	52%	N/A	52%	63%	55%	55%
Partially Meeting Expectations	25%	N/A	23%	23%	22%	29%
Not Meeting Expectations	2%	N/A	2%	2%	3%	2%

## GRADE 7 - ENGLISH LANGUAGE ARTS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	80%	N/A	68%	76%	77%	70%
Exceeding Expectations	15%	N/A	14%	15%	19%	19%
Meeting/Expectations	65%	N/A	55%	61%	58%	52%
Partially Meeting Expectations	19%	N/A	29%	20%	18%	26%
Not Meeting Expectations	2%	N/A	3%	4%	5%	4%

## GRADE 7 – MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	81%	N/A	55%	68%	69%	67%
Exceeding Expectations	25%	N/A	6%	11%	14%	16%
Meeting/Expectations	56%	N/A	49%	57%	55%	51%
Partially Meeting Expectations	17%	N/A	41%	26%	24%	30%
Not Meeting Expectations	2%	N/A	4%	6%	7%	3%

## GRADE 6 - ENGLISH LANGUAGE ARTS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	80%	N/A	74%	66%	72%	67%
Exceeding Expectations	19%	N/A	18%	10%	15%	25%
Meeting/Expectations	61%	N/A	56%	56%	57%	42%
Partially Meeting Expectations	18%	N/A	21%	29%	22%	23%
Not Meeting Expectations	2%	N/A	4%	5%	6%	10%

## GRADE 6 – MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	77%	N/A	56%	70%	60%	64%
Exceeding Expectations	18%	N/A	7%	4%	10%	12%
Meeting/Expectations	59%	N/A	50%	66%	51%	52%
Partially Meeting Expectations	22%	N/A	38%	26%	35%	32%
Not Meeting Expectations	1%	N/A	6%	4%	5%	4%

\* MCAS canceled due to COVID-19 Pandemic

# MCAS Annual Comparisons

## GRADE 5 - ENGLISH LANGUAGE ARTS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	73%	N/A	71%	67%	76%	63%
Exceeding Expectations	6%	N/A	11%	11%	10%	11%
Meeting/Expectations	67%	N/A	60%	56%	65%	52%
Partially Meeting Expectations	26%	N/A	27%	29%	20%	34%
Not Meeting Expectations	1%	N/A	2%	5%	4%	3%

## GRADE 5 – MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	65%	N/A	64%	76%	73%	72%
Exceeding Expectations	6%	N/A	10%	15%	13%	15%
Meeting/Expectations	59%	N/A	54%	60%	61%	57%
Partially Meeting Expectations	33%	N/A	30%	20%	24%	26%
Not Meeting Expectations	2%	N/A	5%	4%	3%	2%

## GRADE 5 - SCIENCE

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	64%	N/A	69%	69%	66%	70%
Exceeding Expectations	6%	N/A	8%	14%	16%	18%
Meeting/Expectations	58%	N/A	60%	54%	51%	52%
Partially Meeting Expectations	32%	N/A	26%	28%	28%	27%
Not Meeting Expectations	4%	N/A	5%	3%	6%	3%

## GRADE 4 - ENGLISH LANGUAGE ARTS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	70%	N/A	78%	64%	68%	65%
Exceeding Expectations	14%	N/A	13%	13%	16%	13%
Meeting/Expectations	57%	N/A	66%	51%	53%	52%
Partially Meeting Expectations	27%	N/A	18%	29%	29%	31%
Not Meeting Expectations	3%	N/A	4%	7%	3%	4%

## GRADE 4 – MATHEMATICS

Achievement Level	2019	*2020	2021	2022	2023	2024
Meeting/Exceeding Expectations	70%	N/A	66%	74%	82%	83%
Exceeding Expectations	17%	N/A	11%	18%	20%	20%
Meeting/Expectations	53%	N/A	55%	56%	62%	63%
Partially Meeting Expectations	26%	N/A	30%	21%	16%	15%
Not Meeting Expectations	5%	N/A	5%	5%	2%	2%

\* MCAS canceled due to COVID-19 Pandemic

## MCAS Annual Comparisons

### GRADE 3 - ENGLISH LANGUAGE ARTS

<b>Achievement Level</b>	<b>2019</b>	<b>*2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Meeting/Exceeding Expectations	80%	N/A	77%	72%	75%	62%
Exceeding Expectations	17%	N/A	22%	9%	16%	9%
Meeting/Expectations	63%	N/A	56%	63%	60%	53%
Partially Meeting Expectations	19%	N/A	20%	25%	23%	32%
Not Meeting Expectations	2%	N/A	3%	4%	2%	6%

### GRADE 3 - MATHEMATICS

<b>Achievement Level</b>	<b>2019</b>	<b>*2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Meeting/Exceeding Expectations	71%	N/A	54%	67%	78%	58%
Exceeding Expectations	17%	N/A	12%	12%	17%	18%
Meeting/Expectations	54%	N/A	42%	55%	61%	41%
Partially Meeting Expectations	24%	N/A	39%	30%	21%	37%
Not Meeting Expectations	4%	N/A	7%	4%	1%	4%

\* 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
Quinn, Robert	Director of Facilities	2024
Fahey, Caitlin	Director of Food Service	2019
Moores, Andrea	Administrative Assistant 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
Sandeman, Elizabeth	Instruction and Innovation Office Manager	2024
Sullivan, Colleen	Mail Transfer	1995

## MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Parga, Robert	Principal	BA, California State University M.Ed., Azusa Pacific University CAGS, Salem State University	2007
Mandosa, Heather	Assistant Principal	M.Ed., Cambridge College BA, St. Anselm College	2001
Hagan, Brenda	Assistant Principal	BA, Boston College MA, Endicott College	2021
Allen, Glenn	Physics Teacher	M.Ed., Simmons College BS, University of Nebraska Phd, University of Maryland	2024
Ballou, Katherine	Science Teacher	BS, Stonehill College M.Ed., Boston College M.Ed., Endicott College	2004
Barrows, Zachary	Social Studies Teacher	BA, University of Massachusetts M.Ed., American Int. College	2014
Becker, Russell	Adjustment Counselor	BA, College of Charleston	2015
Bellinger, Brian	Wellness Teacher	MA, University of Pennsylvania BS, Ithaca College	2022
Bennett, Elizabeth	Nurse	M.Ed., Boston University BS, Simmons College	2015
Benoit, Matthew	Technology Assistant	BA, Framingham State College	2020
Berry, Orla	Science Teacher	BA, University of Rhode Island BS, National University of Ireland	2004
Bielik, Jason	Music Teacher/Band Director	M.Ed., University of Massachusetts BA, University of Massachusetts	2018
Bliss, Kelly	Math Teacher	MA, University of Massachusetts BS, University of Connecticut	2022
Bon Temp-Amato, Sophia	Special Education Teacher	MS, University of Connecticut BS, Springfield College	2021
Bonomi, Alice	Math Teacher	MS, Assumption College BA, Arcadia University	2019
Broks, Ksenija	English Teacher	M.Ed., Rutgers University BA, Smith College	2011
Brown, Philip	Science Teacher	MA, Simmons College BA, University of Aberdeen	2011
Buckingham, Rachel	Social Studies Teacher	GCert., University of Aberdeen BA, University of San Diego	2016
Burke, Bailey	Science Teacher	MA, University of San Diego BA, Stonehill College	2011
Cambridge, Jeffrey	Wellness Teacher	M.Ed., Bridgewater State University BS, Bridgewater State University	2007
Chamberlain, Madeline	English Teacher	M.Ed., Endicott College BA, McGill University	2008
Chojnowski, John	Special Education Teacher	MA, Tufts University BS, Bridgewater State University	2023
Clark, Elena	Math Teacher	M.Ed., Wheelock College BA, Boston College	2020
Cotter, Michael	Social Studies Teacher	M.Ed., Boston College BA, Harvard University	2017
Coutinho, Paul	Wellness Teacher	JD, Yale University BS, Southern Connecticut University	2002
Cowell, Kerry	Librarian	MS, Northeastern University BA, Bridgewater State University	2002
Cowell, Michael	Physics Teacher	M.Ed., Bridgewater State University BA, University of Massachusetts	2013
		M.Ed., Bridgewater State Univ.	

# MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Danielski, Meghan	Special Education Teacher	BA, University of Massachusetts M.Ed., University of Massachusetts	2016
Dexter, Ryan	Music Teacher	BA, University of Massachusetts	2000
DiLuzio, Alyse	Guidance Counselor	BS, Providence College MS, Boston College	2020
Drew, Meghan	Art Teacher	BA, Sacred Heart University M.Ed., Boston University	2003
Dunn, Jonathan	Math Teacher	BA, James Madison University	2004
Emerson, Kathleen	Social Studies Teacher	BA, Providence College MA, Simmons College	
Evans, Brenna	Music Teacher	BA, Bowling Green State University M.Ed., Buffalo State	2013
Faust, Christopher	Art Teacher	BA, Mass. College of Art M.Ed., Vermont College	2014
Fitzgerald, Mary	Wellness Teacher	BS, University of Massachusetts MS, University of Massachusetts M.Ed., Endicott College	2021
Fitzgerald, Maura	Administrative Assistant	BS, Boston College	2017
Flanagan, Jacqueline	Math Teacher	BS, Boston University	1996
Garcia-Rangel, Mary	English Teacher	MS, Suffolk University BA, University of Massachusetts MA, Tufts University	2002
Garfinkle, Brittany	Special Education Teacher	BS, Quinnipiac University M.Ed., Bridgewater State University	2014
Goodrow-Trach, Monique	World Language Teacher	BA, SUNY Binghamton M.Ed., SUNY Plattsburgh	2004
Grolnic, Linda	Special Education Teacher	BA, University 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, University 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, Massachusetts 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 University MS, Worcester Polytechnic Institute	1987
Lee, Simone	Administrative Assistant	BA, Simmons College	2021
Leland, Stephanie	Special Education Teacher	BS, Wheelock College M.Ed., Wheelock College	2014
Lima, Joseph	Science Teacher	BS, University of Connecticut MS, American International College	2024
Lodge, Anne	Guidance Counselor	BA, College of Holy Cross MS, Boston University	2007
Lohan, Melinda	Social Studies Teacher	BA, University of Massachusetts MA, University of Massachusetts	2006
Luce, Shawn	Chemistry Teacher	BA, Westfield State M.Ed., Bridgewater State College	2016

# MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Lynch, Kerry	Biology Teacher	BA, Wesley College M.Ed., Emmanuel College	2012
Lyon, Diane	Math Teacher	BS, University of Massachusetts M.Ed., University of Massachusetts	2006
Mandosa, Francis	English Teacher	BA, St. Anselm College M.Ed., Cambridge College	2002
Marks, Stephen	Wellness Teacher	BS, Ithaca College MA, Ohio Northern University	2023
Mason, Michael	Assistant Athletic Director	BA, Bridgewater State College M.Ed., Bridgewater State College	2023
McGroarty, Gretchen Mioduszewski, Kathleen	Administrative Assistant Math Teacher	BS, Boston College BA, Assumption College MA, Framingham State College	2021
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 M.Ed., Suffolk University	1998
Padden, Amanda	Guidance Counselor	BA, Bates College MA, Boston University	2014
Pollard, Stephanie	Wellness Teacher	BA, Johnson & Wales University MA, American College of Education	2014
Randolph, Elizabeth	English Teacher	BA, University of Kentucky M.Ed., Boston University	2006
Ramsdell, Jennifer	Special Education Teacher	BA, Clark University MA, Lesley University	2024
Reilly, Colby	Biology Teacher	BA, Hobart William Smith Colleges MA, College of The Atlantic S.D., Baylor University	2020
Reynolds, Morgan	English Teacher	BA, Chester College of New England MA, Simmons College	2013
Rimbey, Ashley	Chemistry Teacher	BA, Elizabethtown College M.Ed., Lebanon Valley College	2019
Rodenhi, Sarah	World Language Teacher	BA, Bowdoin College MA, Middlebury College	2000
Rosenberg-Penn, Mark	Social Studies Teacher	BA, Mt. Ida College M.Ed., Harvard University	2001
Safer, Jessica	Math Teacher	BA, Assumption College M.Ed., Cambridge College	2002
Sanchez, Bethan	English Teacher	BA, Brigham Young University MA, Framingham State College MA, Endicott College	2007
Savini, Lisa	Science Teacher	BA, University of Hartford MA, Framingham State College	2024
Sawtelle, Gwynne	English Teacher	BA, Dickinson College MA, Simmons College	2007
Scott, Eric	Athletic Director	BS, Bridgewater State	2012
Seri, Leora	World Language Teacher	BA, Bates College MA, Middlebury College	2006
Shaffer, Karen	Business Teacher	BA, University of Phoenix MA, Clarion University	2019

## MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Sieber, Colleen	English Teacher	BS, Assumption College M.Ed., Endicott College	2010
Smith, Kathleen	Administrative Assistant	BA, Mass. College Liberal Arts MS, Boston University	2014
Sonnenberg, Neal	Technology Specialist	BA, University of Massachusetts MA, Boston University	2012
Spinello, Kayla	Math Teacher	BA, Stonehill College	2021
Tasi, Tracy	World Language Teacher	BA, Boston College M.Ed., Framingham State College	2020
Tevis-Finn, Julie	Social Studies Teacher	BA, Boston College	2011
Thomas, Andrea	Wellness Teacher	BA, Wilfrid Laurier University	2023
Tobin, John	Social Studies Teacher	BA, Bridgewater State College	2024
Toubman, Ellen	World Language Teacher	BA, Connecticut College M.Ed., Harvard University	2002
Tremblay, Ann Marie	Music Teacher	BA, Maryland University MA, The Boston Conservatory	2016
Welling, Veronique	World Language Teacher	MA, The Boston Conservatory BA, University of Massachusetts MA, University of Massachusetts M.Ed., Boston Conservatory	2004
Williamson, Holly	ELL Teacher	BA, University of Massachusetts M.Ed., Simmons College	2016
Worthley, David	Director of SEL	BS, Eastern CT University M. Ed., Boston University	2016
Worthley, Stephanie	Guidance Dept. Chair	M. Ed., Endicott College BS, Springfield College M.Ed., Springfield College M.Ed., Endicott College	2006
Wren-Burgess, Bonnie	English Teacher	BA, Boston University MA, Simmons College	2002
Zhang, Xuguang	World Language Teacher	BA, Jinlin College of Arts M.Ed., Brandeis University	2015

## THOMAS A. BLAKE MIDDLE SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Vaughn, Nathaniel	Principal	BA, Trinity University M.Ed., Lesley College M.Ed., Endicott College	1998
Campbell, Kelly	Assistant Principal	BA, Narragansett College MA, University of Buffalo	2011
Alland, Emily	Social Studies Teacher	BA, Western New England College M.Ed., Simmons College	2007
Allen, Tracy	Guidance Counselor	BA, Vassar College MA, Boston College	2004
Avery, Deborah	Administrative Assistant	BA, Ithaca College	2011
Balardini, Stacey	Special Education Teacher	BA, Providence College MA, Wheelock College	2000
Batts, Maura	World Language Teacher	BA, Middlebury College	1993
Boulos, Susan	World Language Teacher	BS, Brown University MA, Endicott College M.Ed., Boston College	2001
Buley, Kristin	Science Teacher	BS, St. Michaels College	2014
Burkell, Kathleen	English Teacher	M.Ed., Northeastern University BS, Southern Connecticut State	2007
Bycoff, Susan	Math Teacher	MS, Southern Connecticut State BA, Stonehill College	2011
Carlson, Meghan	Nurse	MA, Bridgewater State University	2020
Choukri, Houda	World Language Teacher	BS, University of MA Boston BA, International University	2022
Cole, Kiersten	Librarian	MA, International University BA, Drew University MS, Salem State College	2018
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, University of Massachusetts MA, Framingham State University	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
Evans, Brenna	Music Teacher	BA, Bowling Green State University	2013
Farinacci, Catherine	Administrative Assistant	M.Ed., Buffalo State BA, Holy Cross College MBA, Babson College	2022
Farrell, Kara	Math Teacher	BA, Bridgewater State University M.Ed., University of Massachusetts	2010
Foley, Patricia	Art Teacher	BA, Bridgewater State University	2021
Fratolillo, Ann	English Teacher	BA, Worcester College MA, University of Massachusetts 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 University	2007

## THOMAS A. BLAKE MIDDLE SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Gelormini, Kara	Reading Teacher	BA, University of Massachusetts MA, Simmons College	2016
Gerondeau-Duffy, Jean	Reading Teacher	BS, Boston College M.Ed., Rutgers University CAGS, Bridgewater State Univ.	2006
Gibbs, Michael	Science Teacher	BS, Worcester Polytechnic Institute	2007
Gonzalez, Heather	World Language Teacher	BA, Oberlin College MA, Framingham State University	2004
Gow, Michael	Social Studies Teacher	BS, University of Wisconsin M.Ed., Bridgewater State Univ.	2001
Gumas, Marissa	Math Teacher	BA, Arcadia College M.Ed., Lesley College	2001
Harrison, Mark	Asst. Director Student Services	BA, Holy Cross College MA, Bridgewater College	2023
Heafitz, Michael	Special Education Teacher	BA, Connecticut College M.Ed., Boston College	2007
Heim, Jason	Science Teacher	BS, SUNY Albany M.Ed., Simmons College	2002
Heim, Marjorie	Science Teacher	BA, University of Massachusetts M.Ed., University of Massachusetts	2006
Horvath, Diane	Tech Integration Specialist	BA, University of Wisconsin M.Ed., Lesley University M.Ed., Endicott College	2012
Interrante, Maura	Special Education Teacher	BA, Framingham State University MA, Framingham State University	2014
Kearney, Erin	Math Teacher	BS, Northeastern University M.Ed., Northeastern University	2007
Keleher, Marissa	Wellness Teacher	BA, Bryant University M.Ed., Emmanuel College	2018
Keohan, Gregory	Social Studies Teacher	BS, University of Richmond MA, Salem State University	2013
Knaus, Joseph	Art Teacher	BFA, MA College of Arts	2012
Lickteig, Kelly	Reading Teacher	BA, St. Joseph's University MA, S. Connecticut State Univ.	2023
LoMonaco, Sarah	Speech Language Pathologist	BS, University of New Hampshire MS, Worcester State College	2021
MacFarlane, Brian	Science Teacher	BS, University of New Hampshire	2017
Mahoney, Yiyu	World Language Teacher	M.Ed., Cambridge College	2012
Malone, Elise	English Teacher	MS, Foreign Education Institute BS, Lesley University	2008
Manning, Deborah	Social Studies Teacher	M.Ed., Framingham State College BA, Hamilton College	2002
Manning, Kristin	World Language Teacher	M.Ed., Lesley University BA, University of Vermont	2003
Marenghi, Matthew	Guidance Counselor	MA, Quinnipiac College BA, University of Massachusetts	2002
Marks, Stephen	Wellness Department Chair	M.Ed., Boston University BS, Ithaca College	2023
Matthews, Lisa	Special Education Teacher	MA, Ohio Northern University BA, Union College	2011
McClelland, Cynthia	Social Studies Teacher	MA, Union College BA, Bridgewater State University M.Ed., Framingham State Univ.	2010

## THOMAS A. BLAKE MIDDLE SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
McCullough, Kathleen	Wellness Teacher	BA, University of Massachusetts	2011
McManus, Lisa	Math Teacher	MA, Cambridge College BS, University of MA Boston	2024
Millard, Matthew	Math Teacher	MA, Bridgewater State College BS, Gordon College	2005
Montalto, Perrin	Special Education Teacher	M.Ed., Simmons College BS, University of MA Boston MA, Endicott College	2024
Mulligan, Jessica	Occupational Therapist	MA, Simmons College	2017
Nickerson, Mark	Wellness Teacher	BA, Colgate University BA, Gettysburg College	1993
Nohos, Christina	Reading Teacher	M.Ed., Framingham State Univ. BA, Hellenic College	2022
Pavelec, Sarah	Adjustment Counselor	BA, Endicott College MA, Boston University	2024
Perlman, Isabel	School Psychologist	BS, CA Polytechnic College MA, Tufts University	2024
Pratt, Sarah	English Teacher	BA, Univ. of New Hampshire MA, Simmons College	2022
Rensko, Amy	Math Teacher	BA, Smith College M.Ed., Boston College	2020
Rosen, Michele	Network Manager	PhD., Simmons College	
Ruminski, Kelly	Science Teacher	AS, Wentworth Institute Tech. BS, Wentworth Institute Tech.	2016
Salamone, Mary	Special Education Leader	BA, Marist College MA, Marist College	2005
Scales, Kathleen	Physical Therapist	BS, Wheelock College M.Ed., Cambridge College	1995
Sergi, Steven	Music Teacher	MA, Simmons College	
Shaw, Jillian	Science Teacher	BS, Boston University MS, Boston University	2018
Skerry, Sharon	Administration Assistant	BA, Boston Conservatory	2021
Stover, Eithne	Music Teacher	MA, Boston University	
Sullivan, John	Social Studies Teacher	BS, University College Cork	2012
Taliaferro, Travis	Social Studies Teacher	MA, Boston Conservatory	2001
Theriault, Emily	Social Studies Teacher	BS, Williams College	2001
Thress, Meghan	Science Teacher	BA, University College Cork	2013
Tremblay, Ann Marie	Music Teacher	MA, Boston Conservatory	
Tumbleston, Amanda	Music Teacher	BS, Northeastern University	2004
Turner, Louisa	Administrative Assistant	MA, Northeastern University	
Walkowicz, Nathan	English Teacher	BA, Plymouth State College	2001
		M.Ed., Plymouth State College	2021
		BA, Boston University	
		M.Ed., Boston University	2018
		BS, Trinity College	
		MA, Duke University	2016
		BA, Maryland University	
		MA, The Boston Conservatory	2020
		BA, Ohio University	
		MA, Boston University	2016
		BA, Boston College	
		BS, Boston College	2021
		BA, Boston College	
		MA, University of Massachusetts	2016

## THOMAS A. BLAKE MIDDLE SCHOOL

Welling, Veronique	World Language Teacher	BS, University of Massachusetts MA, University of Massachusetts	2004
Williams, Patricia	Nurse	BSN, Boston College MBA, Virginia Polytechnic Inst.	2005
Williamson, Holly	ELL Teacher	BA, University of Massachusetts M.Ed., Simmons College	2016
Woods, Thomas	Wellness Teacher	BA, Stonehill College M.Ed., Southern NH University	2008
Zhang, Xuguang	World Language Teacher	BA, Jinlin College of Arts M.Ed., Brandeis University	2015

## 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 University MA, Bridgewater State University	2020
Bassett, Jennifer	Reading Teacher	BA, Rhode Island College MA, Framingham State College	2006
Beaudoin, Leah	Librarian	BA, Stonehill College M.Ed., Lesley University	2024
Buff, Kelsey	Grade 5 Teacher	BA, Providence College MS, Framingham State College	2018
Burnham, Elizabeth	Grade 5 Teacher	BA, University of Maine MA, Simmons College	1999
Callahan, Christina	Reading Teacher	BA, Stonehill College M.Ed., Bridgewater State University	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
Delaney, Christina	Art Teacher	BA, Mass. College of Art M.Ed., Lesley University	2005
Dexter, Ryan	Music Teacher	BA, University of Massachusetts	2000
DiPesa, Leanne	Grade 4 Teacher	BA, University 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
Evans, Brenna	Music Teacher	BA, Bowling Green State University M.Ed., Buffalo State	2013
Flynn, Suzanne	Grade 4 Teacher	BA, Merrimack College M.Ed., Framingham State College	2006
Gilberti, Anne	Administrative Assistant	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 University M.Ed., American Inter. College	2019
Hayes, Margot	Grade 4 Teacher	BA, Bridgewater State University 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
MacDonnell, Shannon	Grade 4 Teacher	BA, Assumption College MA, Lesley University	2019
Malmquist, Lynne	Administrative Assistant	BA, Framingham State College	2015
Maloney, Lindsey	Guidance Counselor	BA, Boston College MA, Boston College	2016

## 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 University BS, Emanuel College M.Ed., Fitchburg State MA, University of Massachusetts	2018
Perachi, Brenda	Math Specialist	BA, Stonehill College M.Ed., Lesley College	2012
Ross, Erica	Grade 5 Teacher	BA, Bates College M.Ed., Marymount University	2018
Ruggiero, David	Music Teacher	BS, Bryant College MA, Lesley College	2002
Sager, Bethany	Grade 5 Teacher	BA, Mount Holyoke College M.Ed., Framingham State College	1996
Scott, Amy	Grade 4 Teacher	BA, Providence College MA, Framingham State College	2016
Seaver, Jennifer	Special Education Teacher	BA, Sacred Heart University M.Ed., Curry College	2017
Skinner, Amanda	Grade 5 Teacher	BA, Westfield State College MA, Fitchburg State College	2016
Song, Xiaoqing	World Language Teacher	MA, Xian Jiaotong	2017
Spittel, Cassandra	World Language Teacher	BA, Trinity College M.Ed., American Int. College	2022
Stover, Eithne	Music Teacher	BA, University College Cork MA, Boston Conservatory	2012
Strelakovsky, Elisabeth	School Psychologist	MS, Lesley College	1998
Tobin, Pamela	Special Education Leader	BS, Bridgewater State University	2015
Tremblay, Ann Marie	Music Teacher	M.Ed., University of Massachusetts BA, Maryland University	2016
Tumbleson, Amanda	Music Teacher	MA, Boston Conservatory BA, Ohio University	2020
Vancura, Dorothy	Speech Language Pathologist	MA, Boston University BA, Bridgewater State University	2007
Wilson, Edith	Special Education Teacher	MA, Southern 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	Elementary Math Coordinator	BA, Bridgewater State University MA, Lesley University	2020
Bouzan, April	Guidance Counselor	BA, University of Massachusetts M.Ed., University 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, University of Massachusetts MS, Framingham State College	2019
DiGregorio, Elizabeth	Administrative Assistant	BS, Babson College	2014
Dion, Joan	Grade 2 Teacher	BA, Boston College M.Ed., Lesley University	2002
Dunn, Shannon	Grade 2 Teacher	BS, Bridgewater State University MS, Bridgewater State University	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 University	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, University of Massachusetts	2013
Keigan, Aimie	Nurse	BS, University of Massachusetts	2018
Keleher, Marissa	Wellness Teacher	BA, Bryant University M.Ed., Emmanuel College	2021
Kelly, Amy	Behavior Specialist (BCBA)	BS, Providence College MA, Trinity College	2022
Kennedy, Kelley	Special Education Teacher	BS, University of Massachusetts MA, Framingham State College	2013
Kern, Laurie	Reading Teacher	BS, Providence College MA, Simmons College	2023
Kuehl, James	Grade 3 Teacher	BA, University of Arizona MA, Simmons College	1997
Laliberte, Kayla	Grade 2 Teacher	BA, University of Massachusetts M.Ed., Lesley College	2011
Lamb, Sheanah	Preschool Teacher	BS, Bridgewater State University M.Ed., Framingham State College	2023
Larche, Kathleen	Speech Language Pathologist	DR., Nova Southeastern University BS, Assumption College MA, Bridgewater State University M.Ed., Gordon College	2023

## WHEELOCK SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Mahoney, Yiyu	Mandarin Teacher	MA, Cambridge College	2012
Morante, Kelsey	Grade 3 Teacher	BS, Southern NH University	2018
Murphy, Jennifer	Reading Specialist	BS, University 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, University of New Hampshire M.Ed., Univ. of New Hampshire	2009
O'Sullivan, Margaret	Special Education Teacher	BS, Providence College MS, Framingham State College M.Ed., Southern NH University	2002
Pedersen, Brendan	Grade 2 Teacher	BA, Dean College	2023
Plympton, Lauren	Grade 2 Teacher	BS, Bridgewater State University	2016
Previdi, Cynthia	Grade 2 Teacher	MA, Bridgewater State University BA, University of Vermont MS, Wheelock College	2006
Reddy, MaryBeth	Administrative Assistant	BA, Providence College	2018
Ryan, Alison	Grade 2 Teacher	BS, Framingham State College	2018
Sheehan, Nicole	Grade 3 Teacher	MA, Assumption College BS, Bridgewater State University 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
Szostak, Margaret	Educational Team Leader	BS, Bridgewater State University MA, Bridgewater State University	2019
Tower, Jennifer	Music Teacher	BA, SUNY Binghamton MA, Arizona State University	2024
Trikoulis, Deborah	Grade 3 Teacher	BA, Quinnipiac University	2016
Turner, Kimberly	Grade 2 Teacher	MA, Quinnipiac University	2014
Waters, Caitlin	Reading Specialist	BA, Stonehill College BS, Assumption College MA, Bridgewater State University	2023
Watson, Erin	Grade 3 Teacher	M.Ed., Gordon College BA, University of New Hampshire M.Ed., Lesley University	1995

# MEMORIAL SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Bilsborough, Melissa	Principal	BA, Stonehill College M.Ed., Bridgewater State University Ed.D., Boston College	2014
Aires, Katie	Behavior Specialist (BCBA)	BS, University of New Hampshire	2013
Babin, Tracy	Art Teacher	BA, Wheaton College	2015
Barnes, Colleen	Kindergarten Teacher	BA, Westfield State University	2020
Bockhorst, Kathleen	Guidance Counselor	M.Ed., Westfield State University BA, Bates College MA, Boston College	2004
Bureau, Tanya	Administrative Assistant	BA, Sonoma State University	2023
Chen, Joy	Occupational Therapist	BA, Oberlin College	1994
Colantoni, Juliana	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 New York M.Ed., Boston College	2004
Drew, Sarah	Kindergarten Teacher	BS, Quinnipiac University M.Ed., Quinnipiac University BA, Assumption College	2016
Elrick, Stefanie	Grade 1 Teacher	MA, Simmons College	2003
Estes, Caroline	School Psychologist	BA, University of Rhode Island	2022
Farrahar, Anne	Librarian	MA, University of Rhode Island BA, Boston College MA, Boston College	2010
Foley, Patricia	Art Teacher	BA, Bridgewater State University MA, University of Massachusetts	2021
Gelinas, Ellen	Wellness Teacher	BS, University of New Hampshire M.Ed., Boston University	2011
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., University of Massachusetts	2023
Herring, Heather	Grade 1 Teacher	BA, Assumption College M.Ed., Lesley University	2001
Kane, William	Technology Data Manager	MA, Fitchburg State BA, Washington University	2024
Keenan, Carina	Reading Specialist	BA, Fairfield University M.Ed., Fairfield University	2019
Kennedy, Joan	Speech Language Pathologist	BS, University of New Hampshire M.Ed., Northeastern University	2015
Kristof, Kimberly	Grade 1 Teacher	BS, Muhlenberg College	2021
Lozano, Guillet	ELL Teacher	BA, Simmons College M.Ed., Lesley College	2016
Maggio, MaryKate	Grade 1 Teacher	BA, Bridgewater State University M.Ed., Framingham State College	2018
Maguire, Kimberly	Nurse	BS, Rhode Island College BS, University of Massachusetts	2015
Mahoney, Kelli	Kindergarten Teacher	BS, Framingham State College M.Ed., Lesley College	2011
McNeil, Irene	Administrative Assistant	High School Diploma	2016
Newton, Melissa	Kindergarten Teacher	BA, Pennsylvania University	2020
Nickerson, Jeninne	Kindergarten Teacher	BS, Bridgewater State University M.Ed., Northeastern University M.Ed., Simmons College	1998

NAME	POSITION	EDUCATION	APPOINTMENT
Nogueira, Lynn	Kindergarten Teacher	BA, Saint Anselm College BA, Bridgewater State University	2015
Paget, Christine	Grade 1 Teacher	BS, Framingham State College M.Ed., Lesley College	1990
Pollock, Allison	Grade 1 Teacher	M.Ed., Framingham State College BA, University of Vermont	1992
Ravinski, Kathleen	Grade 1 Teacher	M.Ed., Lesley University BA, Wheaton College	2001
Riccio, Julia	Speech Language Pathologist	M.Ed., Lesley College BA, Bates College	2000
Ruggiero, David	Music Teacher	MS, Columbia University BS, Bryant College	2002
Scier, Lesley	Grade 1 Teacher	MA, Lesley College BS, Lesley College	2014
Sperling, Keri	Math Specialist	M.Ed., Boston College BA, University of Rhode Island	2000
Taney, Meredith	Reading Specialist	M.Ed., Lesley College BS, University of Maine	2012
Theodorou, Mariessa	Educational Team Leader	M.Ed., University of Houston BA, Boston College	2016
Truchon, Janette	Kindergarten Teacher	M.Ed., University of Massachusetts BA, Roger Williams University	2023
Wallace, Melissa	Special Education Teacher	BA, University of Massachusetts MA, Simmons College	2017
West, Jaclyn	Special Education Teacher	MA, Simmons College BS, Bridgewater State University	2015
Wood, Katherine	Preschool Teacher	M.Ed., Bridgewater State University BA, University of Massachusetts	2015
		M.Ed., Wheelock College	

## FACILITIES MAINTENANCE DEPARTMENT

NAME	BUILDING	APPOINTMENT
Anagnos, Paul	High School Day Custodian	2017
Bailey, Nicholas	Dale Street Night Custodian	2017
Bond, Robert	Memorial School Head Custodian	2005
Burke, Stephen	Wheelock School Night Custodian	2007
Clark, Daniel	Middle School Night Custodian	2023
Farrell, Paul	High School Night Custodian	2015
Frazier, Matt	Head Custodian Middle School	2004
Gillespie, Dillon	Wheelock School Night Custodian	2021
Gregorio, Gaby	Middle School Night Custodian	2024
Johnson, Brandon	Memorial School Night Custodian	2023
Johnson, Michael	Head Custodian Dale Street	2006
Lawler, Christopher	High School Night Custodian	2013
Murray, Jeffrey	Middle School Night Custodian	2005
Quilty, Dennis	School Maintenance	2024
Robitaille, Shayne	Assistant Facilities Director	2012
Sawyer, Andrew	High School Night Custodian	2019
Spence, Ryan	Wheelock School Head Custodian	2018
Stanley, James	Memorial School Night Custodian	2013
Vogel, Keith	High School Head Custodian	2001
Wohlfarth, Stanley	School Maintenance	2024
Wilson, Chris	Dale Street School Night Custodian	2017

## FOOD SERVICES DEPARTMENT

NAME	BUILDING	APPOINTMENT
Chilton, Susan	High School	2021
Donato, Diane	Wheelock School	2021
Flinn, Laurie	Middle School	2023
Hatch, Misty	Manager Middle School	2016
Hora-Kulakowska, Maria	Dale Street School	2023
Kiami, Becki	Manager High School	2017
Lynch, Terri	Manager Memorial School	2011
Lyons, Teresa	High School	2016
Markowski, Karen	Food Services Administrative Assistant	2015
Moore-Sawyer, Melissa	Manager Dale Street School	2015
Orellana, Rebecca	Memorial School	2023
Ryan, Lisa	High School	2023
Tausek, Kim	Manager Wheelock School	2021
Tomera, Mona	High School	2017
Walsh, Patricia	Wheelock School	2019

## **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 2024 Annual Report of the Director of Finance and Operations. Finance and Operations continued to focus on student and employee health and wellness by providing new benefit plans, clean and well-maintained workplaces as well as healthy, free, food options for our students. Please read below for details.

Robert Quinn has begun his work as our new Director of Facilities. Welcome, Robert! Shayn Robitaille was promoted to Assistant Director of Facilities. We were also lucky enough to welcome Dennis Quilty and Stanley Wohlfarth to the maintenance department.

Many projects were completed throughout the district in 2024 such as carpet and floor replacement, new fencing around the Memorial parking lot, repavement of the HS and Memorial as well as roof repairs on the HS and Blake.

The 2024 school year brought with it numerous enhancements to our Human Resources processes and offerings. Key benefit enhancements included a new vision insurance offering, a change to BCBS dental, which resulted in a 12% premium savings, increased HSA contributions, and a premium discount of \$250 for individual and \$500 for family HMO and PPO health insurance subscribers.

In addition, ADP self-service options continued to expand in 2024 allowing employees to update their own direct deposit information, tax withholdings and addresses.

Importantly, wellness offerings in 2024 continued to support both physical and mental well-being including Circuit Training, Pilates, Barre and Zumba exercise classes. We also introduced Zoom-based Mindfulness and Yoga classes, Nutrition Workshops and Maternal Health Resources.

Starting with the 2024 school year, a free breakfast and free lunch was made available to every student in the district! The average participation rate remains steady at approximately 61%, which equates to roughly 1500 lunches per day. We also began composting kitchen waste at the High School and Middle School. The Medfield Schools Food Service Department received the Northeast Food for Schools Grant of \$15,000. These funds were used to purchase locally grown foods that are minimally processed. Finally, Food Service Staff participated in the CRISP program run by the John Stalker Institute. This program brought in a chef

from JSI to train staff on how to prepare authentic Latin American dishes. The High School Kitchen Manager, Nancy DeRoche, retired after 27 years of service. Congratulations, Nancy! Becki Kiami was promoted to assume the position.

The budget process in 2023 culminated in the adoption of a Fiscal Year 2024 budget for the Medfield Public Schools of \$41,176,784. This represents an increase of \$1,669,836 or a 4.23% 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, I am pleased to submit this annual report for the calendar year ending December 31, 2024. 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, 2024, was 701. There were 183 graduates in the Class of 2024. Last year, 97% of the graduating class went on to four-year colleges. These colleges included the following, among many others:

- Boston College
- Bucknell University
- Clemson University
- Colgate University
- College of the Holy Cross
- Lehigh University
- Middlebury College
- Northeastern University
- Ohio State University
- Pennsylvania State University
- Providence College
- Syracuse University
- United States Military Academy at West Point
- UMASS Amherst
- University of Connecticut
- University of Miami
- University of Michigan
- University of Notre Dame

In addition, 103 members of the graduating Class of 2024 were inducted into the National Honor Society.

In 2024, two seniors, Trenton Louis and Alexander Mazurenko were named National Merit finalists. Five seniors, Haydon Hillenmeyer, Nina Paguio, Christian Roth, Roman Schoenfeld, and J Xu-Allan 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 the Gold Award for being a top school in the Commonwealth of Massachusetts.

This past year, 271 students took 570 AP exams. On these exams, 85% of our students scored 3 or above. Our SAT and ACT scores were well above the national average.

## Senior Project Program

The senior project program provided a valuable culminating experience for 101 graduating seniors. Students engaged in independent projects aligned with their personal interests, demonstrating critical thinking, research, and project management skills. These projects ranged from shadowing teachers and building guitars to creating podcasts and authoring children's books.

Medfield High School department highlights:

- **Counseling Department:** The department provided comprehensive post-secondary guidance, including a robust college visit program featuring over 100 college counselors. The implementation of the Signs of Suicide (SOS) program for 9th-grade students emphasized mental health awareness and support. The department also played a crucial role in awarding over \$85,000 in scholarships and awards to graduating seniors at the Senior Recognition Night.
- **Music Department:** The Music Department achieved significant success in various competitions. The Concert Band earned a Gold Medal, and the Orchestra received a Silver Medal at the MICCA Festival. The Jazz Band and Jazz Choir embarked on a successful tour to New Orleans, where they performed and participated in clinics. Both ensembles garnered Gold Medals at district and state-level music festivals. Additionally, numerous students were selected for participation in Eastern District and All-State Music Festivals.
- **Science Department:** The Science Department implemented innovative curriculum initiatives, including a redesigned College 2 Chemistry curriculum and the integration of the Planting Science program in Biology classes. Students actively engaged in community service through beach cleanups and collaborations with local organizations such as the Minerva Action Group. The department also prioritized professional development for teachers through conferences and in-district workshops.
- **English Department:** The English Department focused on aligning the curriculum with the Massachusetts frameworks and reviewed textbooks to ensure inclusivity. Teachers actively participated in school-wide initiatives, including the DEIB Task Force committee. The department fostered a vibrant literary community through events like Poem & Cookie Day and the publication of the school literary magazine and newspaper.
- **Math Department:** The Math Department prioritized vertical alignment across grade levels, focusing on student transitions and supporting study skills. Executive functioning strategies were integrated into the curriculum to enhance student success.

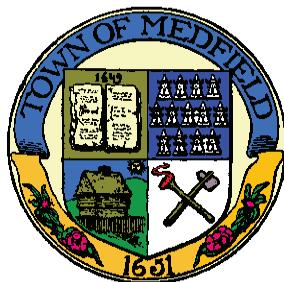
- **World Languages and Cultures Department:** This past year, 40 seniors earned the Seal of Biliteracy, with five receiving the Seal with Distinction. Also, 72 students were recognized for exceptional scores on the National Latin Exam. The department organized international trips to Costa Rica and France, providing students valuable cultural immersion experiences. Over 100 students were inducted into the Spanish, French, Latin, and Mandarin Honor Societies.
- **Business Department:** The Business Department witnessed significant growth in the DECA club, with 58 students advancing to the state level and five reaching the international competition. The department provided students with valuable experiences in marketing, finance, hospitality, and management.
- **Social Studies Department:** AP scores in all Social Studies AP courses showed significant improvement, with AP US History students achieving the highest scores in the state. The department conducted voter registration drives for students and staff, promoting civic engagement. All juniors completed a required civics project, fostering student advocacy for school and community improvements.
- **Art Department:** The Art Department showcased student artwork in numerous local, regional, and national venues. The department organized successful fundraisers, including the annual Empty Bowls event. An art-focused international trip to Italy, Switzerland, and the Czech Republic was organized and is scheduled for April 2025.
- **Wellness Department:** The Wellness Department reviewed and analyzed the new Massachusetts State Health and Physical Education frameworks to ensure curriculum alignment and provide students with the most up-to-date health and physical education experiences.

Medfield High School continues to provide a challenging and supportive learning environment for its students. The dedication of the faculty and staff, and the strong support of the Medfield community are instrumental in fostering student success.

Respectfully submitted,  
Robert Parga,  
Principal

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# Commencement Exercises of **MEDFIELD HIGH SCHOOL**



**The Amos Clark Kingsbury High School**

**Class of 2024**

**June 1, 2024**

**1:00 PM**

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## CLASS OF 2024 OFFICERS

Olivia Stanton, *President*

Kelly Blake, *Vice President*

Sarah Hedges, *Secretary*

Ava Walsh, *Treasurer*

Julia Keating, *Representative to the School Committee*

*Class Advisors*

Melinda Lohan & Libby Randolph

## ADMINISTRATION

Dr. Jeffrey J. Marsden, *Superintendent*

Robert Parga, *Principal*

Brenda Hagan, *Assistant Principal*

Heather Mandosa, *Assistant Principal*

## SCHOOL COMMITTEE

Timothy Knight, *Chairperson*

Michelle Kirkby

Leo Brehm

Will Horne

Diana Frascella



## GRADUATION PROGRAM

NATIONAL ANTHEM . . . . .	Kiera Stanton
WELCOME . . . . .	Olivia Stanton <i>President, Class of 2024</i>
OPENING REMARKS . . . . .	Dr. Jeffrey J. Marsden <i>Superintendent of Schools</i>
HONOR ESSAYISTS . . . . .	Nora Herbstzuber, Mia Remington
MESSAGE TO THE CLASS OF 2024. . . . .	Timothy Knight <i>Medfield School Committee</i>
SENIOR SPEAKER . . . . .	Curran Coakley
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 Mandosa . . . . .	<i>Assistant Principal</i>



## CLASS OF 2024

NATHAN SCOTT ADOLPH  
> AVA KATHERINE ALDRICH  
EMILY GRACE ARIEL  
+ > ZINAIDA AVAGYAN  
KYLE LANE BADEN  
> CATHERINE MARY BANNISTER  
JOSEPH PETER BARTOLOTTA  
ALEXIS CLAIRE BARTON  
MARCO SILVA BENSON  
WILLIAM MORRIS BERGLAND  
+ > ANNICK LILY BERGSTROM  
KELLY ELIZABETH BLAKE  
ABIGAIL ANNE BLIGH  
LILIAN SEARLAIT BLIGH  
QUINN MACDONALD BORCHERS  
JACK JOSEPH BRANCA  
CAROLINE SEONG MEE BRAND  
AVA EVANGELINE BRIGGS  
AIDAN SAMUEL BRUNELLI  
KATHRYN ANN BUCKLEY  
NEHIR CAKAN  
BENJAMIN CHRISTIAN CARPENTER  
MOLLY SUE CHIN  
> JAYDEN IAN CLAYTON  
WILLIAM CHARLES CLOUTMAN  
CURRAN ELIJAH COAKLEY  
PARKER ANTHONY COLE  
TIMOTHY MICHAEL COLLINS  
GRAYSON COMPSTON  
SOPHIA ELLEN COMPTON  
CHARLOTTE MARION COONEY  
> LOGAN THOMAS CORBETT  
LEONIDA COTAJ  
CHASE DAVID COUGHLIN  
SHEA FITZGERALD COUGHLIN  
MATTHEW SCOTT COUSINEAU  
SARAH PADDEN CUMMING  
SAMUEL ROBERT CURRIE  
LARA ALVES DA SILVA  
ELLIOT MATTHEW DAVID  
OLIN EDWARD DAY  
BRIDGET CATHERINE DEIGNAN  
RYAN PATRICK DEIGNAN  
JULIA KATHERINE DENNEHY  
+ > NATHAN CONNOR DEPAOLA

JILL MARIE DEPIERO  
CLAIRE FLORENCE DIGREGORIO  
+ > MATTHEW PASQUALE DIGREGORIO  
WILLIAM MICHAEL DIGREGORIO  
> SAMANTHA JANE DUGGAN  
OWEN PATRICK DUROSS  
NICHOLAS FOX EVANS  
PANAGIOTA FETFATSIDIS  
ANNA SOPHIA FLAMAND  
LUKE ALEXANDER FOLEY  
ALEX JAMES FONTANA  
DECLAN JAMES FRAZIER  
LIAM ROGER GALLAGHER  
NICHOLAS GINO GANGEMI  
CALVIN CORNELL GARDINER  
ALLISON ALDRICH GARVEY  
JASON WILLIAM GELORMINI  
MATTHEW FLYNN GEORGE  
ELLAYNA ROSE GERAIGERY  
AMANDA SUZANNE GLYNN  
MATTHEW DAVID GOLDMAN  
HOLLY GRACE GRAY  
OONA JENN GREELEY  
BENJAMIN MICHAEL GRENON  
WILLIAM CHRISTOPHER SANDEMAN GRIFFIN  
MEHR ONGMU GURUNG  
GABRIEL JAMES HALESWORTH  
NICHOLAS JAMES HALESWORTH  
> CHARLES CLARKE HARDIMAN  
NICHOLAS GEORGE HASAPIDIS  
MEGAN ELIZABETH HATCH  
JENNIFER MAE HAWLEY  
GENEVIEVE MARIE HAYNES  
SARAH KATHERINE HEDGES  
+ > NORA CATHERINE HERBSTZUBER  
> HAYDON GILBREATH HILLENMEYER  
+ > MARTINE MARIE HISSONG  
SAMANTHA FITZGERALD HOWARD  
> MICHAEL COLE IANNONE  
WILLIAM ANDREW INGRAM  
JACK WILLIAM IOVINO  
CHRISTIAN JOHN JIMENEZ  
> SPENCER GREGORY JOLINE  
ALICIA LYNN KANE  
ELLA RENEE KANE

### SYMBOLS OF DISTINCTION

Gold tassel: National Honor Society

Purple/Gold cord: Latin Honor Society

Red/Gold cord: Spanish Honor Society

Burnt Orange cord: Chinese Honor Society

Multi-colored cord: Art Honor Society

Royal Blue/Red cord: French Honor Society

Navy Blue/White cord: Student Government

# CLASS OF 2024



MOIRA ELIZABETH KAY  
JULIA ANNE KEATING  
SHANE LEE KELESHIAN  
> MORGAN TAEJIN KIM  
> ANNA JUDITH KOCH  
JACOB JEFFREY KOTERBA  
ELENA KALYANI KUMAR  
KAELYN ALEXIS LARKIN  
MASON CY SUI-MAN LAU  
LUKE PHILIP LISCIANDRA  
MICHAEL PATRICK LONG  
+ > TRENTON LOUIS  
GARRISON FIONN BRIGGS LYDON  
MICHAEL GREGORY LYONS  
> SIERRA KATE MAGENNIS  
MIKAYLA LYNNE MALMQUIST  
NATHAN VINCENT MALVESE  
NOAH RICHARD MANCHAND  
GAVIN JAY MARMAI  
CHLOE ALEXANDRA MARSHALL  
MAX AARON MASTERS  
ABUBAKER SHUQRAN MAYANJA  
+ ALEXANDER VICTOR MAZURENKO  
MONA JEAN MCATEER  
CASEY DREW MCAULIFFE  
> CAROLINE JANE MCBREEN  
STELLA KELLEY MCDERMOTT  
MAX ALAN MCGARY  
BAILEY CAITLIN MEAD  
LUCA FILIPPO MORELLO  
HANNAH MARIE MOSHER  
> ALEXANDER JAMES MUNZ  
MARCO RICHARD MUSTO  
+ > CIARA LYNN NAUGHTON  
KATELYN REESE NICOTERA  
LUCY Q NIGHTINGALE  
JAMESON HENRY O'LOUGHLIN  
+ > ABIGAIL GRACE O'NEIL  
TOMIWA DAVID OJUOLAPE  
+ NINA SIMOS PAGUIO  
RIDDHI DHARMENDRA PAITHANKAR  
+ > MARY SUSANNE PALLADINO  
ZACHARY ELLIOT PALMER  
MARY CATHERINE PANCIOCCO  
THEO DONALD PAPADINOFF  
NEEL HASHMUKH PATEL  
RYAN ELLIOT PAYNE

> MICHAEL KENNETH PERACHI  
MICHAEL FRANCIS POWER IV  
+ > ALEXANDRA MARIE PROEFROCK  
+ CAROLINE SUSANNE QUINLAN  
> JULIAN CHRISTIAN RAM-TYLERBEST  
+ QUINN MICHAEL REDDY  
IAN THOMAS REILLY  
+ > MIA ZI XIAN REMINGTON  
ALEXANDER FRANCISCO RICHARDS  
CONNOR JAMES RILEY  
> TYLER JAMES ROSEN  
+ > CHRISTIAN THOMAS ROTH  
EMMA RUSIN  
+ CLARK JAMES RUSSELL  
EMILY PAIGE SAHR  
> SOPHIA RENEÉ SAMPSON  
+ > ROMAN JOSEPH SCHOENFELD  
CAROLINE HOPE SEITZ  
ISABELLA EVA SHARMA  
CAELI ANN SHEEHAN  
+ > TAMILYN L SHU  
SAMUEL GARDINER SILK  
> CHLOE CASEY SPITZER  
ANNE CATHERINE STANTON  
KIERA ELIZABETH STANTON  
OLIVIA MARIE STANTON  
> MATTHEW QUINTON STEVENS  
LUKAS JURIS SUBACS  
LAUREN JUDITH SULLIVAN  
HERRICK JAMES SWIRBALUS  
DANIEL JOHN TERPINAS  
TIMOTHY QUINN THOMAS  
+ > STELLA QUYNH TOMAYKO  
MARGARET CELIA TUCKER  
KATHERINE MAY TURNER  
PAIGE KATHERINE TWOMEY  
> NICOLY TERTULIANY VALENTIM FERREIRA  
AVA JEANNE WALSH  
+ > SURAN WARNAKULASOORIYA  
THOMAS COPELAND WATERS  
ALLISON LEE WHITAKER  
LOGAN STANLEY WILLIAMS  
DAVID MICHAEL WILSON  
ELIZABETH JOY WINGETT  
BRIANNA LEIGH WYTHE  
> JOY LELE XU-ALLAN



## DEPARTMENTAL AWARDS

### ART:

Excellence in Ceramics Award . . . . .	Spencer Joline
Excellence in Visual Arts Award . . . . .	Grayson Compston
MAEA Emerging Artist Awards . . . . .	Bailey Mead, Katherine Turner
NAEA Award . . . . .	Bailey Mead
Steven Spielberg Video Award . . . . .	Garrison Lydon

### BUSINESS:

Excellence in Business Award . . . . .	Kathyryn Buckley
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### ENGLISH:

English Awards . . . . .	Annika Bergstrom, Noah Manchand, Nicolly Valentim
Film Theory . . . . .	Shane Keleshian
Honors Writing Seminar . . . . .	Morgan Kim, Daniel Terpinas
Literary Magazine. . . . .	Annika Bergstrom
Speech . . . . .	Allison Whitaker
Writing Center Awards . . . . .	Oona Greeley, Trenton Louis, Olivia Stanton

### LIBRARY MEDIA CENTER:

Susan Pope Heart of the Library Award . . . . .	Spencer Joline
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### MATHEMATICS:

Excellence in Math . . . . .	Christian Roth, Clark Russell, Suran Warnakulasooriya
MAA American Mathematics Competition. . . .	Alexander Mazurenko (1st Place)
New England Math League . . . . .	Alexander Mazurenko (1st Place), Nina Paguio (2nd Place)

### MUSIC:

John Philip Sousa Band Awards . . . . .	Nathan DePaola, Emily Sahr
Louis Armstrong Jazz Awards . . . . .	Alexander Mazurenko, Kiera Stanton
National Chorus Awards . . . . .	Mia Remington, Margaret Tucker
National Orchestra Awards . . . . .	Parker Cole, Tamlyn Shu



## DEPARTMENTAL AWARDS (Continued)

### SCIENCE:

Anatomy & Physiology . . . . .	Ellayna Geraigery
Biology . . . . .	Chloe Spitzer
Chemistry . . . . .	J Xu-Allan
Environmental Science . . . . .	Alexandra Proefrock
Environmental Studies . . . . .	Samantha Howard
Physics . . . . .	Ciara Naughton
Society of Women Engineers . . . . .	Zinaida Avagyan, Nora Herbstzuber

### SOCIAL STUDIES:

Social Studies Award . . . . .	Suran Warnakulasooriya
Gary Stockbridge Global Citizenship Award . . . . .	Mia Remington
Richard DeSorgher Active Citizen Award . . . . .	Curran Coakley

### WELLNESS:

Outstanding Participation in Wellness . . . . .	Parker Cole, Roman Schoenfeld
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### WORLD LANGUAGES & CULTURES:

French . . . . .	Jayden Clayton, Nora Herbstzuber
Mandarin . . . . .	Trenton Louis, Tamlyn Shu
Spanish . . . . .	Zinaida Avagyan, Abigail O'Neil
Paul Bruemmer Award for Excellence in Multiple Languages . . . . .	Morgan Kim, Roman Schoenfeld

### NATIONAL LATIN EXAM:

Latin III, cum laude . . . . .	Samantha Howard
Latin IV, maxima cum laude (silver medal) . . . . .	Michael Power, Alexandra Proefrock
Latin IV, summa cum laude (gold medal) . . . . .	Annika Bergstrom, Roman Schoenfeld

Massachusetts Seal of Biliteracy (*with Distinction) . . . . .	Ava Aldrich, Zinaida Avagyan*, Catherine Bannister, Annika Bergstrom, Jayden Clayton, Logan Corbett, Nathan DePaola, Matthew DiGregorio, Samantha Duggan, Charles Hardiman, Haydon Hillenmeyer, Michael Iannone, Spencer Joline, Morgan Kim, Anna Koch, Trenton Louis, Sierra Magennis, Caroline McBreen, Alexander Munz, Ciara Naughton, Abigail O'Neil*, Mary Palladino, Michael Perachi, Alexandra Proefrock, Julian Ram-Tylerbest, Tyler Rosen*, Christian Roth, Sophia Sampson, Roman Schoenfeld*, Tamlyn Shu, Chloe Spitzer, Matthew Stevens, Stella Tomayko, Nicolly Valentim, J Xu-Allan
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## SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS

Academic Excellence Awards . . . . .	Zinaida Avagyan, Annika Bergstrom, Nathan DePaola, Matthew DiGregorio, Nora Herbstzuber, Martine Hissong, Trenton Louis, Alexander Mazurenko, Ciara Naughton, Abigail O'Neil, Nina Paguio, Mary Palladino, Alexandra Proefrock, Caroline Quinlan, Quinn Reddy, Mia Remington, Christian Roth, Clark Russell, Roman Schoenfeld, Tamlyn Shu, Stella Tomayko, Suran Warnakulasooriya
American Legion Al Manganello Scholarship Awards . . . . .	Moira Kay, Mikayla Malmquist
American Legion Phil Burr Scholarship Awards . . . . .	Jennifer Hawley, Julia Keating
Amy Fiske All School Poetry . . . . .	Ellayna Geraigery
Amy Fiske All School Prose . . . . .	Abigail O'Neil
Berkshire Hathaway Page Realty Scholarship in memory of Michael Conlon and Eric Zorn . . . . .	Spencer Joline
Brian W. Lawler Scholarship . . . . .	Charles Hardiman
Daughters of the American Revolution Citizenship Award . . . . .	Mia Remington
Daniel C. Palermo Spirit of Drama Awards . . . . .	Kiera Stanton, Elizabeth Wingett
David E. Medeiros Theatre Society Memorial Award . . . . .	Jameson O'Loughlin
Don Brown Memorial Youth Hockey Scholarships . . . . .	Catherine Bannister, Owen DuRoss
Doug Woodruff Memorial Youth Hockey Scholarship . . . . .	Zachary Palmer
Eric M. Perkins Memorial Football Scholarship . . . . .	Benjamin Carpenter
Hannah Adams Women's Club Scholarships . . . . .	Mary Panciocco, Paige Twomey, Nicolly Valentim
Hunter Williams Memorial Scholarship . . . . .	Logan Williams
John Panciocco Humanitas Award . . . . .	Matthew DiGregorio
Larry Dunn Memorial Scholarship . . . . .	Samantha Duggan
Lowell Mason House Scholarship . . . . .	Alexander Mazurenko
Madelyn L. Grant Scholarships . . . . .	Matthew DiGregorio, Mary Palladino
Margaret T. Jenkins Memorial Scholarship . . . . .	Megan Hatch
Maria J. Hutsick Memorial Scholarships . . . . .	Molly Chin, Alexander Munz, Anne Stanton
Medfield Democratic Town Committee Scholarship . . . . .	Mia Remington
Medfield Employers & Merchants Organization Scholarships . . . . .	Zinaida Avagyan, Abubaker Shuqrana Mayanja
Medfield Firefighters Relief Association . . . . .	Declan Frazier, Holly Gray
Medfield Historical Society Scholarship in memory of Adam Opiela . . . . .	Morgan Kim
Medfield Lions Club Scholarships . . . . .	Sarah Hedges, Mia Remington



## SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS (Continued)

Medfield Permanent Firefighters

Association Scholarships . . . . . Megan Hatch, Christian Jiminez,  
Lucy Nightingale, Ava Walsh

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

Medfield Police Detective Robert E. Naughton

Memorial Scholarship . . . . . Connor Riley

Medfield Youth Soccer Scholarships . . . . . Kelly Blake, Jacob Koterba

Medfield Sportsmen Club

Harry S. Sonnenberg Scholarships . . . . . Leonida Cotaj, Alexander Richards

Medfield Youth Basketball Association

Bob Porack Memorial Scholarships . . . . . Emily Ariel, Anne Stanton

Medfield Youth Lacrosse Scholarships . . . . . Joseph Bartolotta, Kelly Blake,  
Chase Coughlin, William Griffin, Michael Iannone, Mary Panciocco

MHS Alumni Association

John Panciocco Memorial Scholarships . . . . . Jennifer Hawley, Mary Panciocco

MHS Alumni Association

Lord's William J. Kelly Memorial Scholarship . . . . . Ava Walsh

MHS Alumni Association

“Once a Warrior, Always a Warrior” Scholarship . . . . . Mikayla Malmquist

MHS PTO Community Service Award . . . . . Claire DiGregorio

MHS PTO Excellence Award . . . . . Nicholas Gangemi

MHS PTO School Spirit Awards . . . . . William Bergland, Sarah Cumming

MHS Reunion Committee Scholarship

in Memory of Elaine Rawding Taylor . . . . . Elizabeth Wingett

MHS Scholar/Athlete Awards. . . . . Nora Herbstzuber, Haydon Hillenmeyer

MHS Theatre Society Awards. . . . . Nehir Cakan, Matthew Goldman,  
Shane Keleshian, Allison Whitaker

Michael Harman Memorial Scholarship. . . . . Moira Kay

Michael J. Sullivan Memorial Scholarship. . . . . Anna Koch

Middlesex Savings Bank Scholarship . . . . . Kathryn Buckley

Mitchell Construction Group LLC Scholarship. . . . . Nora Herbstzuber

Music Pillar Award . . . . . Parker Cole

MYBS Kevin Glasheen Scholarships . . . . . Alexander Munz, Caroline Seitz

National Honor Society Awards . . . . . Parker Cole, Sophia Compton,  
Liam Gallagher, Jason Gelormini, Matthew George, Ellayna Geraigery,

Amanda Glynn, Luke Lisciandra, Trenton Louis, Caroline McBreen,

Ciara Naughton, Nina Paguio, Caroline Quinlan, Quinn Reddy,

Mia Remington, Olivia Stanton, Herrick Swirbalus, Stella Tomayko



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## SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS (Continued)

National Honor Society - Four Pillars Essay . . . . .	Annika Bergstrom, Mia Remington, Olivia Stanton
National Merit Commended Scholars . . . . .	Haydon Hillenmeyer, Nina Paguio, Christian Roth, Roman Schoenfeld, J Xu-Allan
National Merit Scholarship Finalists . . . . .	Trenton Louis, Alexander Mazurenko
New 'N Towne of Medfield Scholarships . . . . .	Tomiwa Ojuolape, Julian Ram-Tylerbest
Norfolk County Teachers Association	
Future Educators Award . . . . .	Julia Dennehy
Panciocco Memorial Scholarship, Medfield Youth Hockey . .	Catherine Bannister, Michael Lyons
Peter Kenny Memorial Scholarship . . . . .	Curran Coakley
Renaissance Award . . . . .	Isabella Sharma
Richard "Doc" Nickerson Memorial Scholarship . . . . .	Alexander Munz
SEPAC - Andrea Trasher Scholarships . . . . .	Annika Bergstrom, Brianna Wythe
SEPAC Awards . . . . .	Samantha Howard, Sophia Sampson
Sons of the Legion Scholarship (American Legion) . . . . .	Moira Kay
Stephen Hinkley Memorial Awards (American Legion) . . . . .	Christian Jiminez Mikayla Malmquist
Student Council Award . . . . .	Mary Panciocco
Student Council Unsung Leadership Awards . . . . .	Chase Coughlin, Curran Coakley, Alexandra Proefrock
Student Government . . . . .	Catherine Bannister, Kelly Blake, Abigail Bligh, Molly Chin, Nathan DePaola, Claire DiGregorio, Matthew DiGregorio, William DiGregorio, Nicholas Gangemi, Allison Garvey, Benjamin Grenon, Sarah Hedges, Julia Keating, Jacob Koterba, Mary Palladino, Mary Panciocco, Quinn Reddy, Olivia Stanton, Matthew Stevens, Stella Tomayko, Ava Walsh, Thomas Waters
Sunshine Assistant Principals' Award . . . . .	Tamlyn Shu
Sunshine Principal's Award . . . . .	Roman Schoenfeld
Thomas Reis Sportsmanship Awards . . . . .	Nicholas Gangemi, Mary Palladino
Yearbook Lasting Legacy Scholarships . . . . .	William DiGregorio, Matthew Stevens
Yearbook Staff Initiative Scholarships . . . . .	Lara Da Silva, Jennifer Hawley



## MEDFIELD HIGH SCHOOL 2024 HALL OF EXCELLENCE AWARD



### SCOTT MURPHY CLASS OF 1990

With a focus on helping companies reduce costs and grow sales through supply chain operational opportunities, Scott spent his post-Georgetown University years in management consulting in Texas and Chicago. While taking a break from consulting to earn his MBA at the MIT Sloan School of Management, Scott also fulfilled a life-long dream by working for Boston Whaler, gaining first-hand experience in the boating world and the power of strong brands. Scott eventually returned home to Boston to work for Dunkin'. Over the past 20 years Scott has held a variety of leadership positions including Chief Operating Officer of Dunkin' and Chief Supply Officer & SVP of International Operations for Dunkin' Brands. After a stint running restaurants in Europe and Latin America, Scott took over U.S. operations. He served as the President of Dunkin' for the past 5 years, overseeing marketing, franchise operations & relationships, and culinary teams. Recently, Scott was named Chief Brand Officer for Inspire Brands - one of the largest multi-brand restaurant companies in America. In this role Scott oversees Arby's, Baskin-Robbins, Buffalo Wild Wings, Dunkin', Jimmy John's, and Sonic, standardizing operating procedures and improving best practices.



**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, 2024. 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 2024 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 hope 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. The district continues to provide 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 Citizenship 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. The Learning Skills that students receive feedback in all of their disciplines are...

*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.

*BRIDGES (Blake Respects Individuals' Development and Growth through Educational/Emotional Supports)* 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.

In 2024 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. An additional Blake teacher is training to be an AAPPL rater, and we will then have 3 trained staff at Blake.

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. Our English department has increased communication with families by providing letters each term about the texts that are being read and discussed in class.

At the classroom level, we have adjusted and revised our curricula to better address the varying needs of our students, 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, podcast projects in English, 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, Science Data Binders, independent choice reading in English, Middle Ages and renaissance research, solar cookers and Ecology PBL unit in Science, establishment of modified science curriculum, development and use of benchmarks to map student progress towards mastery of priority standards, Chinese New Year food projects, new Project Based Learning (PBL) units across disciplines, Grupo Fantasia presentation in World Language, 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, integration of MCAS frameworks into Unit packets in math, 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, we have worked to incorporate more experiences into all of our disciplines. Diane Horvath, our Technology Integration Specialist, has been instrumental in this work. 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 2024 year, including Trout Release Day, Worcester Art Museum for 7th grade, 8th grade bike tour of Medfield, 7th graders participating in Latin Day at Medfield High School, Creature Feature field trip to elementary schools, 8th grade picnic,

Mandarin field trips, Blake's mini-marathon in May, and 6th and 7th grade end-of-year celebrations. Dances were held for our 7th and 8th grade students 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, 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 2025 will allow us to incorporate more of them.

In 2024, the library had the following goals in place: create a more welcoming and visually appealing space, increase checkouts and accessibility for all students. In order to meet these goals, the library has incorporated interactive elements, enhanced sitting areas, added programming, organized the books by genre, and added extensive colorful signage.

In alignment with the Strategic Plan's number one priority of, "Safety, Belonging, and Well Being", we have enhanced our sitting spaces with lights, murals, plants, and interactive elements like a voting booth, riddle of the day, and game area. Lit Lunch, an additional programming the library offers where students go to lunch for a read-a-loud, has been very successful. This programming began in May of 2023 and has continued this year. Every Thursday, any student is invited to eat their lunch in the library while listening to a story read aloud. Consistently, there have been between 10-27 students attending the 6th and 7th grade lunches.

Our most impactful change has been the genreification of the collection. Anecdotally we believe it has empowered students to find books independently as well as expand their choices in book selection. In order to verify the student's perspective was in line with ours and garner students' feedback and experiences with the new system, a Google Form was sent to some 7th and 8th grade classes after a visit to the library. Out of 134 responses to the question "Did you find the new system for organizing books in the library helpful? (For example: Mystery section)", 105 students answered positively, 27 were still getting used to it and only 2 were negative. In response to the question of the effectiveness of the new signage 122 students answered positively. Student quotes from a Google Form asking them for their input on the new signs and genre organization:

*"I had a book in mind and I found it I can't wait to start reading it I looked last year before you changed it and I couldn't find it but now I did."*

*"The library is awesome this year and it is so much quicker to find books that I enjoy instead of going through all authors names."*

*"The brightly colored signs were easier to see than last year, and the top 10 list helped me pick out my book."*

*“I was able to find the exact kind of book I was looking for by just looking at the signs.”*

*“I really like the new setup! The colorful and big signs definitely made it more helpful!”*

The efforts to reach our goals of creating a safe, welcoming, and student centered library have been successful. Our improvements have already been rewarded with increased student participation and interaction and we look forward to the continuous growth and progress we will make throughout the year.

Our Counseling 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 Counseling 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 Connection 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. Cluster and class recognition takes place in an effort to provide authentic and timely feedback for all of our learners. 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	67%	40%	64%	40%	N/A	N/A
7	70%	36%	67%	37%	N/A	N/A
8	65%	43%	65%	38%	69%	39%

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 2025 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.*

A significant enhancement for all of our students was the establishment of our Unified Sports program at Blake, led by our co-advisors Susan Bycoff and Matt Marenghi. We had successful first seasons for our Unified Basketball and Unified Bocce programs. We look forward to building upon these programs, living our mission and establishing an inclusive environment for all learners.

In the 2024 calendar year we continued efforts to support our LGBTQ youth and families. Blake's PRIDE Alliance meets weekly, advised by Jen Dondero and Kristin Manning. 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. Our work at Blake was aligned with the district's establishment of a DEIB committee, with building-based teams at each school.

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 8th grade Civics Action Project led to student representatives receiving special commendations and being invited to the national conference. Senator Rausch visited our 8th grade students in the fall.

As a school and district eclipse glasses were provided for all students and staff for the solar eclipse that captured everyone's attention and engagement in April. We continued our 8th grade STEM talks, engaging with former Medfield students who are studying or currently employed in the STEM fields.

Our Music Department had great success with students performing at various concerts throughout the year. Our grade 6 band provided morning performances for staff at breakfasts as well. The following ensembles performed at the Great East Festival and received recognition: 7th and 8th grade band, 7th and 8th grade orchestra, Chamber Strings, 7th and 8th Chorus, and Junior Jazz Choir. Several of our 8th grade musicians performed as part of our Tilden Village community service dinner. One of our band students was accepted to MMEA Eastern Junior District Band, and our Jazz Band performed at the MAJE Central District Festival and received recognition.

Blake's Theater program engaged many students in 6th-8th grade with performances throughout the year.

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 2024 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 2025 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, coursework on Artificial Intelligence, Mental Health certification, MA Down Syndrome conference, Vertical Alignment teams within the district, NCTE annual conference in Boston, Mobile Technology Task Force, Artificial Intelligence endeavor with MIT, Education Rejuvenation through TEC, attendance at MAST, DESE workshops on Culturally Responsive Practices, and Geology PBL.

Our Student Services staff participated in: IEP 2.0, MASCA 504 conference in November, conferences/sessions on addressing school avoidance and school bullying, understanding and eliminating the culture of dehumanization in schools, helping neurodivergent students thrive in the classroom and beyond, and neuropsychology and learning factors affecting behavior and learning. For 2025 our staff will continue to be involved in IEP professional development, with the new IEP template that started during 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 2024 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 MAC (Multicultural Awareness Club), under the direction of Matt Marenghi, meets regularly and provides a forum for our students to learn, engage, and process with one another. 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. We attended the Connections Conference at Sutton

High School in March. A goal we have for 2024 is to increase MAC's 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.

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.

Our 6th grade students participated in a 'cereal box initiative', culminating in a cereal box domino event and making large donations to the Medfield Food Cupboard.

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, Mobile Technology 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 2024 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 2025, 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 2025 include: examination of our master schedule as we adapt to the new start times, analysis of homework practices and grade distribution, alignment practices - specifically grades 5-9, 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, 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, 2024. 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, 2024, totaled 384 students. This total was 181 fourth graders and 203 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 21.

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 EL 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 continue to engage in standards-based reading, writing, and word study instruction. Fourth and fifth-grade students experienced a mix of reading opportunities including independent choice reading, reading in connection to research projects/content area learning, 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, as well as writing in response to their reading. In the months of January - June, educators participated in monthly professional development opportunities by working in tandem with the district literacy coordinator and a privately hired literacy consultant. In March, a small committee of elementary teachers worked together to identify potential ELA programs to pilot during the 2024-2025 school year. Two programs were selected through this process and three members of grade 4 and grade 5 piloted two different programs in the fall of 2024. This experience will help guide professional development for the rest of the 2024-2025 school year as well as prepare for a potential curriculum adoption in the fall of 2025.

- **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. 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** - Students and staff continued to utilize the Illustrative Mathematics program to drive mathematics teaching and learning. After successfully implementing the program during the 2023-2024 school year, teachers in grades four and five collaborated with Mrs. Brenda Perachi, the math specialist, and Mrs. Jen Belsky, the elementary math coordinator, over the summer to refine the pacing of math instruction. This collaboration continued throughout the fall during common planning time and curriculum meetings, when teachers reflected on instructional practices and analyzed student data.

Additionally, teachers continued to implement weekly Math Challenges to offer students an additional challenge.

- **Technology Integration** - Technology continues to be a vital tool in our students' learning journey. Dale Street School is a 1:1 Chromebook school, ensuring every student has access to a device throughout the day. Our 4th and 5th graders are leveraging this technology to enhance their learning by listening to audiobooks, conducting research, and creating digital projects. Our Technology Integration Specialist, Mr. Joe Ahern, regularly visits classrooms to provide instruction in digital literacy skills, including coding, digital citizenship, and Google Workspace applications. Thanks to the generosity of the MCPE and Dale Street PTO, we've added coding robots to make learning even more engaging.
- **Library Media Center** - The Library Meeting Center at Dale Street has been buzzing with activity all year. In the spring of 2024, the Library Media Specialist, Julie Lowerre, and our Library Media Aide, Donna Knott continued teaching students about the Dale Street Library theme- "Know Yourself as a Reader." Students explored new genres, authors, and book series. The students continued their journey as motivated/engaged readers by participating in an Olympic-themed summer reading program, many students participated in this program. Grade levels continued their monthly visits to the Makerspace. Some of the projects students worked on were creating prototype satellites, working with circuit boxes, and replicating historical artifacts. These standards-based projects allowed the students to engage with the engineering process. In the fall of 2024, we welcomed a new Library Media Specialist, Leah Beaudoin. Leah and Donna are teaching students how to navigate the library independently with the theme "Reading Connections to Research." Students are learning how to locate various books independently in the library and make book connections across various genres when learning about a topic. This school year, our goal is to teach students that their search in a library does not need to end with one book in one genre. Students are learning how to make book connections to become stronger researchers. This exploration is sparking student curiosity and engaging our students to better understand themselves as readers and researchers. Grade levels continued monthly Makerspace rotations. This school year, in Makerspace, we are focusing on connecting each

lesson closely to what students are actively working on in their classrooms. This fully immerses them in extension activities that directly link to their current curriculum/standards and motivates them to be active learners in their classrooms and throughout the standards-based projects in the Makerspace. Some examples of projects students have worked on are research and the creation of 3D maps of North America, marble mazes that link to summarizing and compare and contrast reading standards, and a Revolutionary War unit that connects to the events leading to the war with a hands-on component.

- **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 school assemblies scheduled throughout the school year in which classrooms could volunteer to share their learning of SEL topics and Dale Street's Core Values. In addition, the School Counselor and School Psychologist regularly meet with students individually, in small groups, or on an as-needed basis to provide support and reinforce social-emotional skills.

## **COMMUNITY INVOLVEMENT**

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

- In January 2024, the Dale Street Community partnered with the Dale Street PTO to organize a very successful PJs and sock drive for Cradles to Crayons.
- In February 2024 the Dale Street Community helped stock the Medfield Food Pantry with items that they greatly needed. Students created drop boxes and collected needed items.
- In March 2024, Dale Street students facilitated a Bus Driver Appreciation Day for our wonderful bus drivers.
- In November 2024 the Dale Street Community raised an amazing \$900 for the Brother Wolf Animal Shelter in Asheville, NC to support their recovery after Hurricane Helene. A special shout-out to Grade 5 teacher, Ms. Sager, for

facilitating this important initiative. Her leadership and dedication helped make this fundraiser a success!

- In December 2024, 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-ending compassion and generosity.
- 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 Sergeant Haldiman for always supporting our students and staff.

## **AREAS OF FOCUS FOR THE SCHOOL YEAR 2024-2025**

As we entered the 2024-2025 school year, Dale Street will be focused on these areas for the school year:

- Student and Staff Well Being
- School Culture: Relationships with students, caregivers, colleagues
- Diversity, Equity, Inclusion and Belonging: Examining bias, Expanding knowledge and understanding, and Strengthening Practices
- Curricula: Literacy Pilot, Social Studies Pilot, Year 2 - Illustrative Math

## **CONCLUSION**

Dale Street School is happy to welcome Mrs. Leah Beaudoin as our new Library Media Specialist and Ms. Melissa Sawyer as our new Kitchen Manager. We extend a warm and heartfelt welcome to them and are excited about the positive contributions they will bring to our school community.

At Dale Street, our commitment to excellence is made possible through the collaborative efforts of our exceptional colleagues and the unwavering support of key stakeholders. We are incredibly grateful for the leadership and dedication of the Medfield School Committee, Dr. Jeffrey Marsden, Mrs.

Mary Bruhl, Dr. Christine Powers, Mr. Eoin O'Corcora, and Mr. Michael LaFrancesca. Their continued efforts and support are greatly appreciated.

Dale Street also appreciates our outstanding staff and caregivers, whose willingness to collaborate ensures that the best interests of our students always remain the top priority. We are especially thankful for the invaluable support provided by the Medfield Coalition for Public Education (MCPE) and The Dale Street Parent-Teacher Organization (PTO). These groups consistently go above and beyond to enrich our learning environment by funding innovative educational grants, supplying essential resources, and fostering project-based learning opportunities that inspire our students and teachers.

We are truly fortunate to be part of such a supportive and vibrant community, where the shared goal is reflected in our district's Core Values: Inclusivity, Respect, Responsibility, and Continuous Growth. Dale Street strives to create an environment where every student is encouraged 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, 2024. Ralph Wheelock is the school that houses the second and third 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 2 and 3, along with a class of PreK students (age 3). As of October 1, 2024, Wheelock's enrollment totaled 404 students, comprising:

- PreK: 12
- Grade 2: 184
- Grade 3: 208

Wheelock continues to offer 9 classrooms per grade level, alongside an ACESS classroom, which provides essential sub-separate programming and support for students requiring significant assistance throughout the school day.

## PROFESSIONAL DEVELOPMENT AND STRATEGIC FOCUS

In alignment with the Medfield Public Schools Strategic Plan and the Wheelock School Improvement Plan, our professional development priorities are centered on advancing instructional practices, equity, and student outcomes:

### 1. Literacy and Mathematics

- Faculty engaged in structured literacy training to ensure research-based, systematic instruction, supporting all readers, particularly those with diverse learning needs.
- Professional learning sessions with ELA Coordinator Jamee Callahan and Math Coordinator Jennifer Belsky deepened teacher expertise in the implementation of Illustrative Math and differentiated instruction strategies.

### 2. Social-Emotional Learning and Equity

- Ongoing training on culturally responsive teaching practices has equipped staff to create inclusive classrooms that honor diversity and foster belonging.
- Trauma Informed Practices (TIP)

### 3. Leadership and Collaboration

- Grade-level teams engage in weekly collaborative planning to align instruction with district goals, analyze student data, and enhance interdisciplinary connections.

- Wheelock's commitment to professional growth remains evident in its adoption of evidence-based instructional practices aligned with the district's vision for excellence in education.

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

Wheelock remains steadfast in its mission to nurture the academic, social, and emotional development of every child:

- **Core Values:** The Wheelock community continues to embrace Respect, Responsibility, Inclusivity, and Growth as foundational principles that guide student behavior and decision-making.
- **PeaceBuilder Program:** All students actively participate in reciting the Wheelock PeaceBuilder Pledge, fostering a school culture grounded in kindness, empathy, and collaboration.
- **3rd-Grade Leadership Opportunities:** Initiatives like the Student Council and the Student Jobs Program provide leadership experiences and instill a sense of responsibility in students.

## **COLLABORATIVE LEARNING AND CURRICULUM INITIATIVES**

- **Data-Driven Instruction:** Teachers use **Star 360 Math, DIBELS**, and other assessments to monitor student progress and identify areas for targeted support. Data teams meet regularly to tailor interventions for individual student needs.
- **World Language:** Wheelock continues to offer **Spanish** and **Mandarin** instruction twice weekly for 30 minutes. To support language choice transitions, Grade 1 students participate in engaging world language demonstrations.
- **Differentiated Learning:** The **Response to Intervention (RTI)** framework supports all learners, ensuring early identification and intervention. Collaboration with the district's elementary schools ensures continuity of services.

## **COMMUNITY CONNECTIONS**

The Ralph Wheelock School thrives through robust community involvement:

- **PTO Partnership:** The Wheelock PTO continues to fund enrichment activities, teacher grants, and events like the Rainbow Color Run, Rocky Woods Day, The Holiday Gift Shoppe and the 3rd Grade Dance.
- **Volunteerism:** Parents contribute through initiatives like the Victory Garden, Guest Reading, and Community Day, Library Volunteers, and Rocky Woods Craft Day Volunteers.

- **Educational Experiences:** Students benefit from engaging presentations by organizations such as Plimoth Patuxet, Franklin Park Zoo, Tanglewood Marionettes, and the Boston Museum of Science.
- **Recycling Initiative:** Retired teacher Cheryl Dunlea, in collaboration with the Student Council, leads monthly recycling and sustainability projects to foster environmental awareness.

## **FACILITIES AND TECHNOLOGY**

- Facility improvements in 2024 included updated carpeting in the Music Rooms, repairs of various floor tiles, and continued expansion of technology resources, ensuring equitable access to digital tools.
- Upgrades in security systems and playground areas align with district-wide efforts to enhance safety and student engagement.

## **FUTURE TRENDS AND GOALS**

Looking ahead to 2025, Wheelock School will focus on:

1. **STEM Integration:** Expanding project-based learning opportunities to spark curiosity and critical thinking in science and technology.
2. **Social Studies Curriculum:** Incorporating new materials aligned with **DESE frameworks**, emphasizing civic engagement and cultural understanding.
3. **Arts Education:** Continuing traditions like the Night of the Arts, where students showcase their artistic and musical talents.
4. **Transition Planning:** Strengthening collaboration among the elementary schools to ensure seamless academic and social transitions for Medfield students.

I extend my gratitude to our exceptional staff for their unwavering commitment to student success, the Medfield School Committee, Superintendent Dr. Marsden, the PTO, and the Medfield Coalition for Public Education. Your partnership enables us to provide a high-quality, well-rounded education for every student at Wheelock School.

It remains an honor to serve as Principal of the Ralph Wheelock School. I am excited about the future and the opportunities it holds for our community.

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, 2024.

## **ENROLLMENT AND STAFFING**

The Memorial School services students in our integrated preschool, kindergarten and first grade programs. Memorial's enrollment as of October 1, 2024 totaled 412 students. This total consisted of 35 preschoolers enrolled in morning, afternoon and extended day sessions, 179 kindergarteners who attended half-day or full-day sessions, and 198 first grade students. We currently have preschool programs that provide several scheduling options based on student need; including a 4-day extended day option and morning and afternoon half-day sessions. There are nine Kindergarten and nine first grade classrooms. Average class sizes are as follows:

Preschool: 13  
Kindergarten: 20  
Grade One: 22

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, we are in year two of a new math curriculum adoption and teachers continue to participate 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, Aspen, DIBELS, BeeBots, Ladibugs and classroom projectors.

To support the Social Emotional development of our students, the Memorial School continues to work to focus on providing opportunities for learning and practice. Utilizing Harmony, Inner Explorer, lessons from Open Circle, and Social Thinking, our classroom teachers, special subject teachers, specialists and other staff members focus on building skills to support the social/emotional development of our students. Each day, classes participate in a morning meet up designed to promote the CASEL standards.

## **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 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 classrooms.

## **RETIREMENTS**

It is with mixed emotions that I report the retirement of Wellness Teacher, Herb Grace. Herb dedicated 32 years to the children and families of Medfield, bringing enthusiasm and joy to the Memorial students. We are extremely grateful to him and while we will certainly miss having him at Memorial, we wish Herb all the best in his retirement.

In closing, the 2023-2024 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, 2024.

## **SPECIAL EDUCATION**

The Special Education Department continues to look at programming and supports for all students. The 2023-24 school year continued more targeted professional development in the areas of reading and language based learning supports, social emotional well-being, behavior management, and focused on the roll out of the new Individualized Education Program for the 2024-25 school year. The 2024 school year also marked continued growth in the in district transition program which supports students who require educational programming beyond high school. The staff from this program began to work more closely with students and staff at Medfield High School in order to broaden the transition services across the building.

The overall student special education enrollment (SIMS data Oct. 1, 2024) has increased slightly since last year. This showed a decrease of four students at ages 3-5 and an increase of 4 students for ages 6-21. There was an increase to the number of students that are placed in out of district placements as well.

<b>Students Age</b>	<b>10/1/20</b>	<b>10/1/21</b>	<b>10/1/22</b>	<b>10/1/23</b>	<b>10/1/24</b>
<b>3 - 5</b>	10	17	15	16	12
<b>6-21</b>	288	299	317	355	359
<b>OOD</b>	19	21	21	15	18
<b>Total</b>	<b>317</b>	<b>337</b>	<b>353</b>	<b>386</b>	<b>389</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. We continue to look at developing programming to support our social emotional needs in all buildings. We further added a 0.5 Educational Team Leader (ETL) position to the Wheelock School and allotted 1.0 ETL to Dale Street School.

## **PRESCHOOL**

The programming within the integrated preschool provides 4 sections that include a 4 half day morning program (Tuesday through Friday morning), a 4 half day afternoon program (Tuesday through Friday afternoon) and two 4 full-day

programs (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 continued to allow 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 through MHS. There are two part time nurses, one at Blake and one at MHS. The nurse leader is stationed at MHS as the part time nurse three days a week and two days a week as nurse leader. Brittany Hardiman is the nurse leader and works with school nurse Liz Bennett at MHS. Tricia Williams and Meghan Carlson are at Blake, Kate Gustafson at Dale, Aimie Keigan at Wheelock and Kim Maguire at Memorial.

The school 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.

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. This past summer a group at MHS including the school nurses, counselors, school psychologist, adjustment counselor and administrators worked together to improve the support of some of our high needs 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, Professional Development Taskforce 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 SAMHSA'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, 2024) has decreased.

#### **English Learner Students (EL): October 1, 2024**

Grades	10/1/2020	10/1/21	10/1/22	10/1/23	10/1/24
<b>K-5</b>	15	24	20	20	15
<b>6-8</b>	3	3	8	5	6
<b>9-12</b>	1	2	3	3	2
<b>Total</b>	<b>19</b>	<b>29</b>	<b>31</b>	<b>28</b>	<b>23</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, 2024**

Grades	Number of Students
K-5	9
6-8	8
9-12	5
<b>Total</b>	<b>22</b>

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

**Primary Language of EL and FEL Students: December 31, 2024**

Language	Number of Students
Arabic	5
Greek	1
Hebrew	2
Italian	1
Korean	3
Mandarin	1
Nepali	2
Portuguese	10
Russian	3
Spanish	10
Turkish	3
Twi	4

Two full-time licensed ESL educators provide direct EL instruction to students at the elementary and secondary levels with one full-time teaching assistant that provides 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 knowledge and ability to use social and academic language across modes of communication (listening, reading, viewing, writing, speaking, and representing, WIDA 2020). To support this goal, ESL instruction provides systematic, explicit, and sustained language instruction, and prepares students for grade level content by focusing on academic language while also attending to social instructional language....” (Massachusetts Department of Elementary and Secondary Education, n.d.). 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, 2024. It is my pleasure to report that for the twenty-seventh year in a row over seventy-five percent of the student body participated in athletics. This statistic reaffirms the integral part athletics play in our school and the education of our children. My goal will be to continue the tradition of sportsmanship, which has been our history here in Medfield. Fair play, competition, goal setting, and teamwork are just a few of the life lessons that athletics can teach. Athletics truly is the other half of education. We offer 26 varsity interscholastic sports to our students. Boys and girls interscholastic teams were offered at three levels during the past year. The following is the entire athletic coaching staff by season:

## WINTER

Basketball (Boys)	Varsity Assistant JV Freshman	Herb Grace Evan Moon Mark Spolidoro Mark Maguire
Basketball (Girls)	Varsity Assistant JV Freshman	Mark Nickerson Ellen Gelinas Paul Coutinho Mary Laughna
Ice Hockey (Boys)	Varsity Assistant JV	Bill Ladd Pat Prendergast Cam Bird
Ice Hockey (Girls)	Varsity Assistant	John Summers John Clark
Indoor Track (Boys)	Head Assistant Assistant	Shawn Luce Matt Frazier Mike Kraemer
Indoor Track (Girls)	Head Assistant Assistant	Shawn Luce Nick Stevens Cindy Previdi
Gymnastics	Head Assistant	Jennifer Wrenn Chrissy Tosti

Swim/Dive	Head Dive	Jonathan O'Neil Maura O'Brien
Alpine Ski	(Co-op with Ashland HS - Ashland host school)	
<b>SPRING</b>		
Baseball	Varsity Assistant JV Freshman	Jonathan Dunn Rafael Martinez James Hatch 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 Tom Schofield Will Whittlesey Michael Hauptman
Lacrosse (Girls)	Head Coach Assistant JV	Mary Laughna Kelsey McKenzie Rylie Dalzell

FALL

Golf	Varsity JV	Ken McAuliffe Chris Poli
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 2023–2024 winter seasons started and ended with the same tradition of success. The boys' ice hockey team (14-7-1), girls' ice hockey team (9-8-3), gymnastics team (4-3), boys' indoor track (4-1), girls' indoor track (3-2), girls' swim and dive team (3-5), girls' basketball team (18-2), and boys' basketball team (16-4) all enjoyed terrific seasons, highlighted by a State Championship and TVL Championship in girls' basketball, as well as Elite Eight trips for boys' hockey and boys' basketball. The Warriors had four TVL MVPs: Naya Annigeri for girls' basketball, Nora Herbstzuber for girls' swim, Quinn Borchers for boys' swim, and Julian Ram-Tylerbest for indoor track. They also had three coaches of the year: Mark Nickerson for girls' basketball, Jennifer Wrenn for gymnastics, and Shawn Luce for boys' indoor track. The Warriors added five individual State Championships with Tyler Zilinski (Giant Slalom), David Sapozhnikov (100-Yard Fly), Quinn Borchers (200-Yard IM and 100-Yard Backstroke), and Nora Herbstzuber (100-Yard Breaststroke)!

The spring season was equally successful, with two more State Championships (boys' and girls' lacrosse), three TVL Champions (boys' lacrosse, girls' lacrosse, and boys' volleyball), and two second-place teams (girls' lacrosse and baseball). Medfield had two TVL league MVPs: Kelly Blake for girls' lacrosse and Kaelyn Larkin for softball. Additionally, there were numerous All-Stars and All-Scholastics! The spring season was capped off by deep runs for boys' volleyball

(Elite Eight), boys' lacrosse (State Champions), and girls' lacrosse (State Champions). John Isaf (boys' lacrosse), Mary Laughna (girls' lacrosse), and John O'Neil (boys' tennis) all earned Coach of the Year honors.

In the fall of 2024, student-athletes were once again excited to return to school and compete with the goal of winning league championships and advancing in the MIAA postseason. Boys' cross country, girls' cross country, boys' soccer, girls' soccer, field hockey, volleyball, and golf all qualified for the postseason. Additionally, girls' soccer, field hockey, volleyball, boys' cross country, and girls' cross country all captured TVL titles! Field hockey (Elite Eight), boys' soccer (Final Four), girls' soccer (State Finalists), and volleyball (State Champions) all had deep tournament runs. The Warriors boasted four TVL MVPs: Charlie Curni for boys' soccer, Adeline Keaveney for field hockey, Kendall Larkin for girls' volleyball, and Joey Nee for golf. Medfield also had four TVL Coaches of the Year: Diane Lyon for girls' cross country, Mike Kraemer for boys' cross country, Melinda Lohan for girls' soccer, and Lynne Malmquist for field hockey. Football earned the Sportsmanship Award, and Brady McCormack received Offensive Player of the Year honors to further highlight the fall 2024 season.

## **WINTER 2023-2024**

### **Team: Boys Hockey**

Record: 14-7-1 (9-6 TVL Large), **#10 in D3**

All-Stars: Ben Lusby

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

Record: 9-8-3 Overall (5-3-2 TVL), **#18 in D2**

All-Stars: Catherine Bannister & Parker Kathan

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

Record: 2-3

All-Stars: Ella Kane, Claire Teany, & Ava Bruckerhoff

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

Record: 4-1

All-Stars: Julian Ram-Tylerbest (**MVP**), Michael Iannone, Kyle Kraemer, Aidan Ryan, Daniel Vazquez

Shawn Luce (**TVL Coach of the Year**)

### **Team: Girls Swim & Dive**

Record: 3-5 (Overall & TVL)

All Stars: Nora Herbstzuber (**MVP, State Champion 100 Yard Breaststroke, Boston Globe All-Scholastic**)

Jill DePiero, Jordan Iovino, & Anna Koch

## **TVL Sportsmanship Award**

### **Team: Boys Swim & Dive**

Record: 5-2 (Overall & TVL)

All Stars: Quinn Borchers (TVL MVP, State Champion 200 Yard IM, State Champion 100 Yard Backstroke, Boston Herald and Globe All-Scholastic), David Sapozhnikov (State Champion 100 Yard Fly, Boston Herald and Globe All-Scholastic), Jayden Clayton, & Jonathan Underwood

### **TVL Sportsmanship Award**

### **Team: Boys Basketball**

Record: 16-4 (13-3 TVL Large), **#6 in D3**

All-Stars: Luke Lisciandra & Rowan Tracey

### **TVL Sportsmanship Award**

### **Team: Girls Basketball**

Record: 18-2 (16-0 TVL Large), **TVL Champions, #1 in D2, State Champions**

All Stars: Naya Annigeri (MVP, Boston Herald and Globe All-Scholastic),

Izzy Kittredge (Boston Herald and Globe All-Scholastic), & Tess Baacke

Mark Nickerson (TVL and Boston Globe Coach of the Year)

### **TVL Sportsmanship Award**

### **Team: Gymnastics**

Record: 4-3

All-Stars: Lizzie Forster (DS), Hannah Pena (Ashland)

Jennifer Wrenn (MAHSGC and Boston Globe Coach of the Year)

### **Team: Alpine Ski**

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

All-Stars: Tyler Zilinski (State Champion Giant Slalom & Boston Globe All-Scholastic), & Eva Thomson

## **SPRING 2024**

### **Team: Girls Tennis**

Record: 11-5 Overall (11-4 TVL Large), **#13 in D3**

All-Stars: Mary Palladino & Juliet Lane

### **Team: Boys Tennis**

Record: 13-4 Overall (11-3 TVL Large), **#9 in D3**

All-Stars: Warren Churchill, Alec Borman, Nathan DePaola, & Fisher Roberts  
Jonathan O'Neil (TVLL Coach of the Year)

## **TVL Sportsmanship Award**

### **Team: Girls Lacrosse**

Record: 22-3 Overall (13-1 TVL Large) **TVL Large Champions, #1 in D3, State Champions**

All-Stars: Kelly Blake (**MVP, Boston Globe and Herald All-Scholastic, USA Lacrosse All American & All Academic**), Alex Proefrock (**Boston Globe and Herald All-Scholastic, USA Lacrosse All Academic**), Kendall Herrick, Katelyn Nicotera, & Mary Panciocco  
Mary Laughna (**TVLL Coach of the Year**)

### **Team: Boys Lacrosse**

Record: 20-3 Overall (12-0 TVL Large), **TVL Large Champions, #1 in D3 State Champions**

All-Stars: John Olenik (**USA All-American**), Matt George, Tim Collins, Ben Lusby (**Boston Globe All-Scholastic**), & Will Griffin

### **Team: Baseball**

Record: 4-15 Overall (2-14 TVL Large)

All-Stars: Danny Vazquez

### **Team: Softball**

Record: 11-9 Overall (10-6 TVL Large), **#31 in D3**

All-Stars: Kaelyn Larkin (**MVP, Boston Globe and Herald All-Scholastic**), Tess Baacke, & Kendall Larkin.

### **Team: Girls Track & Field**

Record: 2-3 (Overall & TVL Large)

All-Stars: Ella Kane & Alyssa Schoenfeld

### **Team: Boys Track & Field**

Record: 3-2 (Overall & TVL Large)

All-Stars: Julian Ram-Tylerbest, Michael O'Reilly, Aidan Ryan, & Kyle Kraemer

### **Team: Boys Volleyball**

Record: 14-6 Overall (13-1 TVL), **TVL Champions, #7 in D2**

All-Stars: Jake Koterba, Hayden Hillenmeyer, & Thomas Waters

## **FALL 2024**

### **Team: Football**

Record: 4-7 (2-3 TVL Small)

All-Stars: Brady McCormack (**Offensive Player of the Year**), Luke Gobin, & Gavin Seitz

## **TVL Sportsmanship Award**

### **Team: Boys Cross Country**

Record: 5-0 (Overall & TVL Small), **TVL Small Champions, 3rd Place D2 Divisional Meet, & 14<sup>th</sup> at State Championship Meet**

All-Stars: Kieran Ryan, William Boxmeyer, Jack Daley, & Shane Unger  
Mike Kraemer (**TVLS Coach of the Year**)

### **Team: Girls Cross Country**

Record: 5-0 (Overall & TVL Small), **TVL Small Champions, 2nd Place D2 Divisional Meet, & 10th Place D2 State Championship Meet**

All-Stars: Chloe McCormack, Anna LaRowe, & Violet Lowney  
Diane Lyon (**TVLS Coach of the Year**)

### **Team: Boys Soccer**

Record: 12-4-2 (9-3-2 TVL Small), **#3 in D3, State Semifinalist**

All-Star: Charlie Curmi (**TVL Small MVP, EMSCA All-Star, Boston Globe and Herald All-Scholastic**), Sean Graham, & Max Tillmann

### **Team: Girls Soccer**

Record: 13-3-2 (12-0-2 TVL Small), **#2 in D3, State Finalist**

All-Stars: Elizabeth George (**EMass & All-State 1<sup>st</sup> Team, Boston Globe All-Scholastic**), Sidney Heavey (**Emass 1<sup>st</sup> Team**), Audrey Grandinetti (**EMass 2<sup>nd</sup> Team**), & Juliet Lane.

Melinda Lohan (**TVLS Coach of the Year & Boston Globe Coach of the Year**)

### **Team: Field Hockey**

Record: 13-2-2 (8-2-2 TVL Small), **#4 in D3, Elite Eight**

All-Stars: Adeline Keaveney (**TVL Small MVP**), Maeve Kelly & Cecelia Crosby

Lynne Malmquist (**TVLS Coach of the Year**)

### **Team: Girls Volleyball**

Record: 16-4 Overall (12-2 TVL Small), **TVL Small Champions, #2 in D3, State Champions**

All-Stars: Kendall Larkin (**TVL Small MVP, Boston Globe All-Scholastic**), Lily Brodeur, & Maya Jackson  
Arthur Felicio (**Boston Globe Coach of the Year**)

### **Team: Golf**

Record: 9-7 (8-3 TVL Small).

All-Stars: Joey Nee (**TVL Small MVP**) & Braeden Chamberland

Most of our interscholastic teams compete in the Tri-Valley League, which includes Ashland, Bellingham, Dedham, Dover-Sherborn, Holliston, Hopkinton, Medfield, Millis, Medway, Norton, Norwood, and Westwood. Within this league, Medfield participates in the “Small” Division, alongside Bellingham, Dover-Sherborn, Medway, Millis, and Norton, based on school enrollment. Medfield ranks as the eighth largest school in terms of overall enrollment.

Our gymnastics team, however, competes as an independent team, as no formal leagues are available to support this sport.

This concludes my annual report as the Director of Athletics. On behalf of all the Warriors, I want to extend my heartfelt thanks to the School Committee, the administration, and the Medfield community for their unwavering support throughout the year.

Respectfully submitted,  
Eric A. Scott  
Director of Athletics

**TOWN CLERK'S REPORT  
FOR THE YEAR ENDING  
DECEMBER 31, 2024**

## **MARRIAGES 2024**

1/20	Samuel Cerulo Elizabeth Curran	6/28	Keri Smith Brandon Crawford
2/4	Debra Jansen Francis Anthony Fitzpatrick	8/3	Alysse Sarkis Matthew Cronin
2/14	Julianne Grainer Cleo de Oliveria Thomas	8/17	Christine Terry Marc DelTergo
3/8	Arpi Zadourian Karen Mkhitarian	8/17	Frederick King Emily Forman
3/16	Kellie Sullivan Ashley Patterson	8/24	William Sawyer Lisa McLaughlin
3/18	Marly Dominique Gandhy Ulyssee	9/21	Katherine Quinn Calvin Given
3/24	Marc Freedgood Antoinette Porter	10/18	Elizabeth Zernicke Matthew Naser
5/1	Christine Bald Nicholas Jeffries	11/16	Matthew McGreen Miranda Blake
5/25	Carter Buff Kelsey McKenzie	12/21	Shirley Riga Althea Iberall
6/13	James Rogers Lisa Bonatz	12/22	Ann Marie Fratolillo Matthew Killilea
6/30	Mark Carrigan, Jr. Milagros Yaya Rojos		

## DEATHS 2024

### JANUARY

1/2	Maura Marks
1/13	Richard Crosby, Jr.
1/17	Beverly Anderson
1/31	Richard Taylor, Sr.

### FEBRUARY

2/7	George Hinkley, III
2/12	Mary Brutti
2/21	Vincas Snipas
2/25	Patricia Foscaldo
2/28	Lois Cardell
2/29	Barbara Budwey

### MARCH

3/1	Aida Press
3/7	Joseph Fitzgerald, Jr.
3/9	Barbara Potts
3/14	Lisa Ogrinc
3/16	Peggy Tyer
3/20	Jacquelyn Cotter
3/21	Cecilia Castro-Medina
3/30	Paul Alberta

### APRIL

4/3	Angelina Balcom
4/19	Anne McCabe
4/23	Victoria Karnakis
4/21	Harry May, Jr.
4/26	Susan Mann
4/24	Rosemarie McKee

### MAY

5/4	Susan Woodruff
5/5	Johanna Campbell
5/9	Vincent Dirienzo
5/14	Carl Young, Jr.
5/15	Darnell Dyer

5/19	Patrcilla Bunn
5/19	Anne Kearney
5/20	Anthony Cloutnam
5/20	Nancy Gould
5/25	Jacqueline Griffiths
5/28	Benny Yun

### JUNE

6/11	Contance Grant
6/11	Rita Murphy
6/13	Bertha Moss
6/23	Charles Herrick
6/23	Patricia Volpicell
6/25	Harriet Brody

### JULY

7/10	Mary Larochele
7/10	Joan Snow
7/17	John Malcolmson
7/21	Nancy Horton

### AUGUST

8/2	Edit O'Toole
8/11	Karne Uslu
8/21	David Tabor

### SEPTEMBER

9/3	Frederick Snow
9/8	Lucy Hession
9/15	Anita D'Angelo
9/17	Edward Simpson
9/27	Donna Bambery
9/27	George Whooley, Jr.
9/27	Paul Finerty
9/30	Janet Doane

### OCTOBER

10/5	Joan Croce
10/15	Irena Rybicki
10/15	Philip Pessoni

10/19 Marlyn Gurry  
10/22 Susan Lemke  
10/24 Cheryl Brandolo  
10/28 Joseph Doherty  
10/31 Gerilyn Melzar

**NOVEMBER**

11/1 Elaine Zinke  
11/13 Fred Kantrowitz  
11/14 Margaret Joseph  
11/15 Kyle Hunt  
11/18 Josph Adebayo  
11/19 Stephen Fosdick  
11/30 Leland Beverage

**DECEMBER**

12/9 John Copeland  
12/11 Ellen Serrecchia  
12/15 Diane West

COMMONWEALTH OF MASSACHUSETTS  
WILLIAM FRANCIS GALVIN  
SECRETARY OF THE COMMONWEALTH  
WARRANT FOR PRESIDENTIAL PRIMARY  
MARCH 5, 2024

Norfolk, SS

To either of the Constables of the Town of Medfield

GREETINGS:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of the Town of Medfield who are qualified to vote in Primaries to vote at Precincts 1, 2, 3, 4 at the CENTER OF MEDFIELD on Ice House Rd, TUESDAY, THE FIFTH DAY OF MARCH, 2024

from 6:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Presidential Primary for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE .....FOR THIS COMMONWEALTH  
STATE COMMITTEE MAN .....NORFOLK, WORCESTER AND MIDDLESEX  
STATE COMMITTEE WOMAN .....NORFOLK, WORCESTER AND MIDDLESEX  
DISTRICT WARD OR TOWN COMMITTEE .....MEDFIELD

Hereof fail not and make return of this warrant with your doings thereon, unto the Town Clerk at the time and place of election aforesaid. Given unto our hands this 4th day of February in the year Two Thousand Twenty

Osler L. Peterson, Chair /s/

Gustave H. Murby /s/

Eileen Murphy /s/

SELECTBOARD OF MEDFIELD

By virtue of this warrant, I have notified and warned the inhabitants of the Town of Medfield, qualified to vote in elections, to meet at the time and for the purpose named, by posting attested copies of the same at five public places seven days before the date of the meeting as within directed.

Constable:

Date: 2/20/24

A TRUE COPY ATTEST:

Marion  
Bonoldi Town  
Clerk

## Statistics – March 5, 2024 Presidential Primary

Precinct	1	2	3	4	TOTAL
REGISTERED VOTERS	2,550	2,341	2,343	2,316	9,550
<b>TOTAL VOTE CAST</b>	<b>794</b>	<b>706</b>	<b>752</b>	<b>750</b>	<b>3,002</b>
<b>Democrat ballot</b>	<b>377</b>	<b>314</b>	<b>337</b>	<b>335</b>	<b>1,363</b>
<b>Republican Ballot</b>	<b>415</b>	<b>390</b>	<b>411</b>	<b>408</b>	<b>1,624</b>
<b>Libertarian ballot</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>7</b>	<b>15</b>
<b>PERCENTAGE (total vote)</b>	<b>31.10</b>	<b>30.16</b>	<b>32.00</b>	<b>32.3</b>	<b>31.43</b>
<b>APPLICATIONS RECEVIEVED</b>	<b>467</b>	<b>439</b>	<b>429</b>	<b>468</b>	<b>1803</b>
<b>EV/AV BALLOTS CAST</b>	<b>329</b>	<b>305</b>	<b>302</b>	<b>325</b>	<b>1,261</b>

The Town Clerk upon receipt of the returns from the precincts forthwith canvassed the same and announced the results at 9:26 pm. At Presidential Primary held Tuesday, March 5, 2024. Medfield had the following number of Early/Absentee Ballots

<b>EV/AV BALLOTS CAST</b>	<b>329</b>	<b>305</b>	<b>302</b>	<b>325</b>	<b>1,261</b>
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The Early/Absentee Ballots were distributed to their Precincts before the close of the polls. They were put through the Ballot Boxes and they were counted with the ballots cast in the precincts.

*Marion Bonoldi  
Town Clerk*

COMMONWEALTH OF MASSACHUSETTS

TOWN OF MEDFIELD

SS.

WARRANT FOR 2024 STATE PRIMARY

To the Constables of the Town of Medfield

**GREETINGS:**

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at:

Precinct One

Precinct Two

Precinct Three

Precinct Four

Center at Medfield, 1 Ice House Road on **TUESDAY, THE THIRD DAY OF**

**SEPTEMBER 2024**, from 6:00 AM to 8:00 PM for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

SENATOR IN CONGRESS

FOR THIS COMMONWEALTH

REPRESENTATIVE IN CONGRESS

FOURTH DISTRICT

COUNCILLOR

SECOND DISTRICT

SENATOR IN GENERAL COURT

NORFOLK, WORCESTER & MIDDLESEX DISTRICT

REPRESENTATIVE IN GENERAL COURT

(Precinct 3 & 4) NINTH NORFOLK DISTRICT

REPRESENTATIVE IN GENERAL COURT

(Precinct 1 & 2) THIRTEENTH NORFOLK DISTRICT

CLERK OF COURTS

NORFOLK COUNTY

REGISTER OF DEEDS

NORFOLK COUNTY

COUNTY COMMISSIONER

NORFOLK COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under om hands this 22 day of AUGUST, 2024.

  
EILEEN MURPHY

  
GUSTAVE H. MURBY, SR

  
OSLER L. PETERSON

  
Constable

8/22/24

Date

  
Town Clerk

8/22/24

Date

COMMONWEALTH OF MASSACHUSETTS  
WILLIAM FRANCIS GALVIN SECRETARY OF THE COMMONWEALTH  
STATE ELECTION

**WARRANT FOR STATE ELECTION**

SS.

To the Constables of the City/Town of Medfield

**GREETINGS:**

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Elections at Precinct 1, 2, 3, 4 at The Center at Medfield, One Ice House Road in said Medfield on Tuesday, the Fifth Day of November 2024 from 6:00 AM to 8:00 PM for the following offices:

To cast their votes in the State Election for the candidates for the following offices:

ELECTORS OF PRESIDENT AND VICE PRESIDENT .....	FOR THESE UNITED STATES
SENATOR IN CONGRESS .....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS .....	FOURTH DISTRICT
COUNCILLOR .....	SECOND DISTRICT
SENATOR IN GENERAL COURT .....	NORFOLK, WORCESTER & MIDDLESEX
DISTRICT REPRESENTATIVE IN GENERAL COURT .....	NINTH DISTRICT
CLERK OF COURTS .....	NORFOLK COUNTY
REGISTER OF DEEDS .....	NORFOLK COUNTY
COUNTY COMMISSIONER .....	NORFOLK COUNTY

**QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 1, 2024?

**SUMMARY**

This proposed law would specify that the State auditor has the authority to audit the legislature.

A YES VOTE would specify that the State auditor has the authority to audit the legislature.

A NO VOTE would make no change in the law relative to the State Auditor's authority.

## QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

### SUMMARY

This proposed law would eliminate the requirement that a student pass the Massachusetts Comprehensive Assessment System (MCAS) tests (or other statewide or district-wide assessments) in mathematics, science and technology, and English in order to receive a high school diploma. Instead, in order for a student to receive a high school diploma, the proposed law would require the student to complete coursework certified by the student's district as demonstrating mastery of the competencies contained in the state academic standards in mathematics, science and technology, and English, as well as any additional areas determined by the Board of Elementary and Secondary Education.

A YES VOTE would eliminate the requirement that students pass the Massachusetts Comprehensive Assessment System (MCAS) in order to graduate high school but still require students to complete coursework that meets state standards.

A NO VOTE would make no change in the law relative to the requirement that a student pass the MCAS in order to graduate high school.

## QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 1, 2024?

### SUMMARY

The proposed law would provide Transportation Network Drivers ("Drivers") with the right to form unions ("Driver Organizations") to collectively bargain with Transportation Network Companies ("Companies")-which are companies that use a digital network to connect riders to drivers for pre-arranged transportation-to create negotiated recommendations concerning wages, benefits and terms and conditions of work. Drivers would not be required to engage in any union activities. Companies would be allowed to form multi-Company associations to represent them when negotiating with Driver Organizations. The state would supervise the labor activities permitted by the proposed law and would have responsibility for approving or disapproving the negotiated recommendations. The proposed law would define certain activities by a Company or a Driver Organization to be unfair work practices. The proposed law would establish a hearing process for the state Employment Relations Board ("Board") to follow when a Company or Driver Organization is charged with an unfair work practice. The proposed law would permit the Board to take action, including awarding compensation to adversely affected Drivers, if it found that an unfair work practice had been committed. The proposed law would provide for an appeal of a Board decision to the state Appeals Court. This proposed law also would establish a procedure for

determining which Drivers are Active Drivers, meaning that they completed more than the median number of rides in the previous six months. The proposed law would establish procedures for the Board to determine that a Driver Organization has signed authorizations from at least five percent of Active Drivers, entitling the Driver Organization to a list of Active Drivers; to designate a Driver Organization as the exclusive bargaining representative for all Drivers based on signed authorizations from at least twenty-five percent of Active Drivers; to resolve disputes over exclusive bargaining status, including through elections; and to decertify a Driver Organization from exclusive bargaining status. A Driver Organization that has been designated the exclusive bargaining representative would have the exclusive right to represent the Drivers and to receive voluntary

membership dues deductions. Once the Board determined that a Driver Organization was the exclusive bargaining representative for all Drivers, the Companies would be required to bargain with that Driver Organization concerning wages, benefits and terms and conditions of work. Once the Driver Organization and Companies reached agreement on wages, benefits, and the terms and conditions of work, that agreement would be voted upon by all Drivers who has completed at least JOO trips the previous quarter. If approved by a majority of votes cast, the recommendations would be submitted to the state Secretary of Labor for approval and if approved, would be effective for three years. The proposed law would establish procedures for the mediation and arbitration if the Driver Organization and Companies failed to reach agreement within a certain period of time. An arbitrator would consider factors set forth in the proposed law, including whether the wages of Drivers would be enough so that Drivers would not need to rely upon any public benefits. The proposed law also sets out procedures for the Secretary of Labor's review and approval of recommendations negotiated by a Driver Organization and the Companies and for judicial review of the Secretary's decision. The proposed law states that neither its provisions, an agreement nor a determination by the Secretary would be able to lessen labor standards established by other laws. If there were any conflict between the proposed law and existing Massachusetts labor relations law, the proposed law would prevail. The Board would make rules and regulations as appropriate to effectuate the proposed law. The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would provide transportation network drivers the option to form unions to collectively bargain with transportation network companies regarding wages, benefits, and terms and conditions of work

A NO VOTE would make no change in the law relative to the ability of transportation network drivers to form unions.

#### QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

#### SUMMARY

This proposed law would allow persons aged 21 and older to grow, possess, and use certain natural psychedelic substances in certain circumstances. The psychedelic substances allowed would be two substances found in mushrooms (psilocybin and psilocyn) and three substances found in plants (dimethyltryptamine, mescaline, and ibogaine). These substances could be purchased at an approved location for use under the supervision of a licensed facilitator. This proposed law would otherwise prohibit any retail sale of natural psychedelic substances. This proposed law would also provide for the regulation and taxation of these psychedelic substances. This proposed law would license and regulate facilities offering supervised use of these psychedelic substances and provide for the taxation of proceeds from those facilities' sales of psychedelic substances. It would also allow

persons aged 21 and older to grow these psychedelic substances in a 12-foot by 12-foot area at their home and use these psychedelic substances at their home. This proposed law would authorize persons aged 21 or older to possess up to one gram of psilocybin, one gram of psilocyn, one gram of dimethyltryptamine, 18 grams of mescaline, and 30 grams of ibogaine ("personal use amount"), in addition to whatever they might grow at their home, and to give away up to the personal use amount to a person aged 21 or over. This proposed law would create a Natural Psychedelic Substances Commission of five members appointed by the Governor, Attorney General, and Treasurer which would administer the law governing the use and distribution of these psychedelic substances. The Commission would adopt regulations governing licensing qualifications, security, recordkeeping, education and training, health and safety requirements, testing, and age verification. This proposed law would also create a Natural Psychedelic Substances Advisory Board of 20 members appointed by the Governor, Attorney General, and Treasurer which would study and make recommendations to the Commission on the regulation and taxation of these psychedelic substances. This proposed law would allow cities and towns to reasonably restrict the time, place, and manner of the operation of licensed facilities offering psychedelic substances, but cities and towns could not ban those facilities or their provision of these substances. The proceeds of sales of psychedelic substances at licensed facilities would be subject to the state sales tax and an additional excise tax of 15 percent. In addition, a city or town could impose a separate tax of up to two percent. Revenue received from the additional state excise tax, license application fees, and civil penalties for violations of this proposed law would be deposited in a Natural Psychedelic Substances Regulation Fund and would be used, subject to appropriation, for administration of this proposed law. Using the psychedelic substances as permitted by this proposed law could not be a basis to deny a person medical care or public assistance, impose discipline by a professional licensing board, or enter adverse orders in child custody cases absent clear and convincing evidence that the activities created an unreasonable danger to the safety of a minor child. This proposed law would not affect existing laws regarding the operation of motor vehicles while under the influence, or the ability of employers to enforce workplace policies restricting the consumption of these psychedelic substances by employees. This proposed law would allow property owners to prohibit the use, display, growing, processing, or sale of these psychedelic substances on their premises. State and local governments could continue to restrict the possession and use of these psychedelic substances in public buildings or at schools. This proposed law would take effect on December 15, 2024.

A YES VOTE would allow persons over age 21 to use certain natural psychedelic substances under licensed supervision and to grow and possess limited quantities of those substances in their home and would create a commission to regulate those substances.

A NO VOTE would make no change in the law regarding natural psychedelic substances.

## QUESTION 5: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

### SUMMARY

The proposed law would gradually increase the minimum hourly wage an employer must pay a tipped worker, over the course of five years, on the following schedule:

- To 64% of the state minimum wage on January 1, 2025;
- To 73% of the state minimum wage on January 1, 2026;
- To 82% of the state minimum wage on January 1, 2027;
- To 91% of the state minimum wage on January 1, 2028; and
- To 100% of the state minimum wage on January 1, 2029

The proposed law would require employers to continue to pay tipped workers the difference between the state minimum wage and the total amount a tipped worker receives in hourly wages plus tips through the end of 2028. The proposed law would also permit employers to calculate this difference over the entire weekly or bi-weekly payroll period. The requirement to pay this difference would cease when the required hourly wage for tipped workers would become 100% of the state minimum wage on January 1, 2029.

Under the proposed law, if an employer pays its workers an hourly wage that is at least the state minimum wage, the employer would be permitted to administer a "tip pool" that combines all the tips given by customers to tipped workers and distributes them among all the workers, including non-tipped workers.

A YES VOTE would increase the minimum hourly wage an employer must pay a tipped worker to the full state minimum wage implemented over five years, at which point employers could pool all tips and distribute them to all non-management workers.

A NO VOTE would make no change in the law governing tip pooling or the minimum wage for tipped workers. Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 17 day of October, 2024.

Eileen Murphy, /s/

Gustave H. Murby, /s/

Osler Peterson, /s/

SELECT BOARD OF MEDFIELD

Hereof fail not and make return of this warrant with your doings thereon, unto the Town Clerk at the time and place of election aforesaid. Given unto our hands this 17 day of October in the year Two Thousand Twenty Four.

Constable:

Date: 10/17/24

A TRUE COPY ATTEST,

Marion Bonoldi, /s/ TOWN CLERK

Marion Bonoldi

10/17/24

**FINANCIAL REPORTS  
FOR THE YEAR ENDING  
DECEMBER 31, 2024**

**BOARD OF ASSESSORS**  
**Comparative Financial Reports**  
**Fiscal Years 2023, 2024, 2025**

		<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	
		<b>Assessed Values</b>		
<b>2025</b>	1 Residential	4224	\$ 3,878,390,610	
	2 Open Space	0	\$ -	
	3 Commercial	145	\$ 113,701,594	
	4 Industrial	38	\$ 35,935,700	
	5 Personal Property	69	\$ 60,185,700	
	Total Property	4476	\$ 4,088,213,604	
		Tax Levy	\$ 56,471,347.74	
		Overlay	\$ 204,476.74	
		Tax Rate	\$ 13.80	

## **TREASURER/COLLECTOR**

To the Honorable Select Board  
and Residents of Medfield:

Fiscal Year	Real Estate	Personal Property	Excise Tax
2024	\$236,910	\$1,042	\$116,843
2023	\$53,872	\$657	\$21,652
2022	\$42,298	\$452	\$13,274
2021	\$27,856	\$266	\$4,362
2020	\$11,362	\$261	\$0
2019	\$1,253	\$705	\$0
2018	\$3,189	\$982	\$0
2017	\$4,095	\$681	\$0
2016	\$2,262	\$369	\$0
Prior Years	\$16,157	\$1,941	\$0
Tax Title	\$569,893*		
	*one deferral transferred to tax title		

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 2024	
Including investment returns	\$85,391,750
Disbursements Fiscal Year 2024	
Including vendor and payroll	\$84,582,410
Cash Balance on June 30, 2024	\$31,768,527

General Fund

## **Statement of Investments**

Pooled Investment Fund	
Investments with MMDT	\$16,894,630
June 30, 2024	
Savings and Investments June 30, 2024	\$14,873,897
General Fund	

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## **Statement of Interest Received on Savings/Investments-General Fund**

General Fund	\$ 332,299
Pooled Investment Fund	\$ 912,186

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Total Interest Earned in Fiscal 2024	\$1,244,485
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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, 2024

#### Debt Exclusion:

Town Land Acquisition	120,000
HS/Middle School/Memorial Constr.	0
Public Safety Building	8,995,000
Red Gate Farm Acquisition	730,000
Adult Community Center	157,000
DPW Town Garage	<u>5,420,000</u>
	15,422,000

#### Non-Exclusion:

Adult Community Center	0
Town Garage Solar Array	26,600
High School Athletic Field Renovation	800,000
West St. Reconstruction Project	80,000
DPW equip-Mack Truck/Sidewalk Tractor	120,000
Fire Truck	350,000
Fire Truck	0
	<u>1,376,600</u>

#### Enterprise Fund:

WWTP Solar Panels	33,400
Hospital Water Tower	3,190,000
Water Treatment Plant	8,820,000
Flotation Thickeners	201,357
Water Main Repairs-Green St.	360,000

WWTP Improvements	80,000
Water Tower Painting	140,000
II Reduction-MWPAT	290,250
Granite Street Water Main	23,000
Medfield State Hospital Land	<u>155,000</u>
	<u>13,293,007</u>
<b>Total Long Term Debt (principal only)</b>	<b>\$30,091,607</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, 2024:

Retirement	\$3,300,777.77
Conservation	16,144.84
Stabilization	3,831,048.82
Special Unemployment	111,826.14
Library Trust	47,471.48
Granville. Dailey	87,210.14
M Grant Library Fund	83,022.08
Cemetery	1,492,116.93
Vine Lake Cemetery Preservation	25,373.68
Municipal Insurance	324,298.30
Mad Grant Scholarship	85,192.07
Council on Aging	3,400.06
Moses Ellis GAR	16,809.15
Antiquities	7,664.62
Tricentennial	4,612.59
School Essay Fd	6,417.40
Allendale Sewer	62,895.50
Dela Park Acres	18,554.42
Cedarview Acres	24,733.75
Carruth Sewer Dis.	9,350.35
Maude Washburn	6,259.30
Elderly & Disabled	4,478.24
375 Anniv. Trust	1,791.24

Eliz Busconi Trust	\$35,823.22
Voluntary Local Education	9,236.14
Municipal Buildings Capital Stabilization	810.758.88
Catherine Bell Library	306,376.68
Capital Stabilization	1,029,208.29
M. Harman Scholarship	12,732.57
Opioid Stabilization	127,164.48
Total Trust Funds June 30, 2024	\$11,902,749.13

Respectfully submitted,  
Georgia K. Colivas, CMMT  
Treasurer/Collector  
TOWN OF MEDFIELD

**TOWN ACCOUNTANT**  
**TOWN OF MEDFIELD**  
**BALANCE SHEET**  
**FISCAL YEAR ENDED JUNE 30, 2024**

FUND:01	GENERAL FUND		ACCOUNT BALANCE
<b>ASSETS</b>			
'01	'101000	'CASH	18,255,074.24
'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	681.64
'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	261.48
'01	'121021	'2021 PERSONAL PROPERTY TAX REC	266.45
'01	'121022	'2022 PERSONAL PROPERTY TAX REC	452.98
'01	'121023	'2023 PERSONAL PROPERTY TAX REC	657.25
'01	'121024	'2024 PERSONAL PROPERTY TAX REC	1,042.66
'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	27,856.06
'01	'122022	'2022 REAL ESTATE TAX REC-CH59	42,298.12
'01	'122023	'2023 REAL ESTATE TAX REC-CH59	53,872.74
'01	'122024	'2024 REAL ESTATE TAX REC-CH59	236,910.82
'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	-114,305.05
'01	'123023	'PROV FOR ABATE/EXEMPT-2023	-57,572.43
'01	'123024	'PROV FOR ABATE/EXEMPT-2024	-75,558.86
'01	'124000	'TAX TITLE RECL	569,893.22
'01	'124500	'TAX FORECLOSURE RECL	175,221.08
'01	'125300	'DEF TAX RECL ch59s5c41A	2,484.12
'01	'126121	'2021 MVE TAX RECL-CH60A	4,362.70
'01	'126122	'2022 MVE TAX RECL-CH60A	13,274.70
'01	'126123	'2023 MVE TAX RECL-CH60A	21,652.45
'01	'126124	'2024 MVE TAX RECL-CH60A	116,843.97
'01	'134002	'AMB CHG BILLING AGENCY RECL	272,386.43
'01	'136000	'POLICE SPEC DETAIL RECL	4,531.67
'01	'143101	'2001 APP SEW BETT ATTX	116.95
'01	'143102	'2002 APP SEW BETT ATTX	116.95
'01	'143103	'2003 APP SEW BETT ATTX	116.95
'01	'143104	'2004 APP SEW BETT ATTX	116.95
'01	'143108	'2008 APP SEW BETT ADD TO TAX	1,928.70
'01	'143113	'2013 APP SEW BETT ADD TO TAX	956.75
'01	'143120	'2020 APP SEW BETT ADD TO TAX	627.25
'01	'143900	'COMMINT SB ATTX	1,163.71
'01	'143918	'APPORT SEW BETT NOT YET DUE	26,076.63
<b>TOTAL ASSETS</b>			<b>19,257,252.48</b>

**TOWN ACCOUNTANT**  
**TOWN OF MEDFIELD**  
**BALANCE SHEET**  
**FISCAL YEAR ENDED JUNE 30, 2024**

**LIABILITIES:**

'01	'120000	'DEF REV-PROP TAX	209,692.94
'01	'124001	'DEF REV-TAX TITLE	.569,893.22
'01	'124501	'DEF REV-TAX FORECLOSURE	-175,221.08
'01	'125301	'DEF REV-DEFERRED TX	-2,484.12
'01	'126000	'DEF REV-MVE TAX	-156,133.82
'01	'134100	'DEF REV-AMBULANCE	-272,386.43
'01	'136100	'DEF REV-POL SPEC DETAIL	-4,531.67
'01	'143925	'DEF REV-SPECIAL BETT	-5,144.21
'01	'143926	'DEF REV-SB NOT YET DUE	-26,076.63
'01	'201000	'WARRANTS PAYABLE	-316,566.30
'01	'211000	'ACCrued SCHL PAYR PAYBL	-3,346,794.91
'01	'219001	'OTH PAYR W/H PAYB-POL ACAD	-2,983.69
'01	'222200	'PAYR P-VOL LIFE W/H	-4,294.53
'01	'223000	'PAYR P-HEALTH INS W/H	-371,767.54
'01	'223100	'PAYR P-BASIC LIFE W/H	-92.99
'01	'223200	'PAYR P-VISION W/H	-340.27
'01	'226800	'PAYR P-DENTL INS W/H	-30,085.30
'01	'226820	'HIGH DEDUCTIBLE PLAN-HSA	-1,523.42
'01	'227011	'CONSVTN PROJ DEP PAYBL	-1,259.96
'01	'227012	'PLNG & ZNG PROJ DEPOSIT PAYB	-15,023.73
'01	'227013	'CONSULTING DEP PAYABLE	-23,646.11
'01	'251010	'SEIZED CURRENCY PAYABLE	-2,350.89
'01	'252000	'TAILINGS PAYABLE-PAYRL	-2,122.57
'01	'252010	'TAILINGS PAYABLE-VW	-66,820.67
			-----
		TOTAL LIABILITIES	-5,187,851.12
			-----

**FUND BALANCE**

'01	'324001	'F/B R-ENCUMBRANCE	-359,995.22
'01	'324002	'F/B R-RES EXP-SP ART	-3,125,653.63
'01	'324006	'F/B R-CAPITAL BUDGET	-389,607.52
'01	'328001	'F/B RES FOR STAB	-672,528.31
'01	'333000	'F/B R-EXPEND FR F C	-3,277,817.00
'01	'359000	'F/B UNRESERVED	-6,243,799.68 *
			-----
		TOTAL FUND BALANCE	-14,069,401.36
			-----

TOTAL LIABILITIES + FUND BALANCE -19,257,252.48

\* CERTIFIED FREE CASH - \$5,625,562

Town of Medfield  
 Fund 22 & 28 - School Revolving Funds  
 Fiscal Year 2024

<u>Fund Number</u>	<u>Project Number</u>	<u>Account Title</u>		<u>6/30/2024</u>
22	800	School Lunch	\$ 1,322,817.14	
		Total Fund 22-School Lunch Revolving	\$ 1,322,817.14	<u><u></u></u>
28	810	Athletics	\$ 74,248.34	
28	815	Intramurals	\$ 8,288.82	
28	816	Drama	\$ 40,518.57	
28	820	Adult Education	\$ 39,429.12	
28	821	Music	\$ 12,273.28	
28	825	IPAD Revolving	\$ 4,779.59	
28	830	Summer School Program	\$ 11,044.70	
28	835	Restitution Revolv	\$ 1,833.36	
28	840	Pre-K Tuition	\$ 72,305.44	
28	841	Kindergarten Tuition	\$ 602,711.98	
28	842	Tuition Foreign Exchange	\$ 116,156.07	
28	843	District Access Progr	\$ 220,123.62	
28	850	Use of School Properties	\$ 327,926.65	
28	855	HS Parking	\$ 216,229.89	
28	880	Before/After School Progr-DA	\$ 24,921.33	
28	880	Before/After School Progr-WH	\$ 35,634.47	
28	880	Before/After School Progr-ME	\$ 13,598.06	
28	880	Before/After School Progr-DI	\$ 56,509.36	
28	890	HS Extra Curricula	\$ 14,308.44	
		Total Fund 28-School Other Revolving Funds	\$ 1,892,841.09	<u><u></u></u>

Town of Medfield  
Fund 25 - School Federal Grants  
Fiscal Year 2024

<u>Fund</u>	<u>Project</u>				<u>6/30/2024</u>
<u>Number</u>	<u>Number</u>	<u>Account Title</u>			
25	CVRFA	F Sch Lunch CVRF		\$	14.80
25	11922	F ESSER II Grant/Covid		\$	13,596.37
25	14022	F Teachers Quality-140 FY22		\$	0.42
25	16124	F HQIM Network Support FY24		\$	(548.00) *
25	16424	F Expanding High Quality Instructional Math Materials FY24		\$	0.60
25	24022	F Tit VIB Sped 94-142 240 FY22		\$	0.01
25	24023	F Tit VIB Sped 94-142 240 FY23		\$	431.40
25	24024	F Tit VIB Sped 94-142 240 FY24		\$	(2,217.84) *
25	30524	F Tit 1 Dsitr - 305 FY24		\$	10,125.23
25	52324	F Chronic Absenteeism FY24		\$	10,000.00
		Total Fund 25-School Federal Grants		\$	<u>31,402.99</u>

Town of Medfield  
Fund 26 - School State Grants  
Fiscal Year 2024

<u>Fund</u>	<u>Project</u>				<u>6/30/2024</u>
<u>Number</u>	<u>Number</u>	<u>Account Title</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		\$	(42,533.47) *
26	CSH20	S Comprehensive School Health Service Gr		\$	2.99
26	CSH22	S Comprehensive School Health Service Gr		\$	18,600.00
26	CSH23	S Comprehensive School Health Service Gr		\$	7,550.00
26	CSH24	S Comprehensive School Health Service Gr		\$	17,652.99
26	SAFER	S SAFER Schools FY24		\$	13,190.10
		Total Fund 26-School State Grants		\$	<u>16,820.41</u>

\* OK 90 day receipt rule

Town of Medfield  
 Fund 29 - School Gift Accounts  
 Fiscal Year 2024

Fund Number	Project Number	Account Title	6/30/2024
29	900	Prof Dev Day Gift	\$ 5,556.38
29	905	EMC/Wroten Music Gift	\$ 111.82
29	909	Memorial School Gift	\$ 1,525.04
29	911	Telephone Utility Gift	\$ 1,241.90
29	914	Middle School Gift	\$ 32,235.43
29	915	Robert Hersee Memorial	\$ 150.00
29	916	Fidelity Gift	\$ 254.05
29	917	Wireless Computer Gift	\$ 151.65
29	919	Sepac Gift	\$ 7,798.49
29	920	Dale Street Library Gift	\$ 1,041.80
29	922	Boosters Coach Gift	\$ 14,810.38
29	926	Marimba Music Gift	\$ 3,109.16
29	927	Exchange Activities Gift	\$ 11,487.00
29	928	Dale St Schl Gift	\$ 9,893.27
29	929	Wheelock Schl Gift	\$ 20,904.65
29	930	High School Gift	\$ 8,804.84
29	931	Bay State Gas Gift	\$ 17,714.44
29	932	N Star Energy Program Gift	\$ 96.00
29	940	District Gift	\$ 4,840.82
29	941	Pupil Service Gift Account	\$ 669.12
29	29951	Coalition Gift-DA	\$ 21,251.63
29	29952	Coalition Gift-WH	\$ 25,855.29
29	29953	Coalition Gift-ME	\$ 13,003.42
29	29954	Coalition Gift-MS	\$ 30,800.84
29	29955	Coalition Gift-HS	\$ 1,006.26
29	29956	Coalition Gift-DW	\$ 4,046.30
Total Fund 29-School Gifts			<u>\$ 238,359.98</u>

Town of Medfield  
Fund 30 - Town Grants  
Fiscal Year 2024

Account Number	Account Title	06/30/24
30-001	S FFEQ 2024 Grant	\$ (18,928.56) *
30-004	S Green Communities Grant 2021-2022	\$ 3,644.00
30-006	S S-Police Drug Education	\$ 691.04
30-011	F ARPA-American Recue Plan Act of 2021	\$ 450,581.71
30-012	S AED Earmark Grant 2023	\$ 11,074.16
30-018	F POL LLE Eq+Tech \$11,376.90	\$ 124.47
30-019	S EOAF Grant	\$ (1,500.00) *
30-022	S Complete Streets Tier II 2023	\$ (1,925.36)
30-024	S S-State Aid to Library	\$ 99,430.16
30-026	S MASSCALL3 PART B GRANT	\$ (1,906.08) *
30-027	F ARPA - County Portion	\$ 1,093,350.29
30-028	F FEMA-Pre Disaster Haz Mitigation Gr	\$ 634.77
30-029	S DEP Recyle-Collection Containers Gr	\$ 961.28
30-030	S Community Compact Best Practices Grant	\$ 36,000.00
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	\$ 8,246.73
30-044	S Green Communities Grant 2023-2024	\$ (6,296.20) *
30-045	S Community Compact Planning Grant	\$ 4,434.77
30-047	S DEP Recycling Dividend Grant	\$ 25,823.19
30-048	S S-Uniform Polling/Elec Gr	\$ 204.32
30-049	S DCR Metacomet Earmark	\$ 364.83
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	\$ 6,996.41
30-068	P MHF Covid Health Dept \$5k	\$ 2,033.04
30-070	S S-Senior Formula Grant	\$ 15,262.75
30-072	S Comm Comp-Wage/Classificatn Plan Gr \$25k	\$ 25,000.00
30-074	F Stormwater Retrofit Eval-Proj 20-03 \$36,030	\$ 1,354.95
30-083	F DFC (Drug Free Commun) Gr	\$ 65.38
30-084	S Fire SAFE Gr	\$ 833.81
30-088	S CCC IT 2023 Grant	\$ 70,127.25
30-090	S Police AED Grant	\$ 6.97
30-091	S ANF Sustainability Coordinator Earmark FY24	\$ (50,000.00) *
30-094	S MMP Earmark Metacomet FY24	\$ (50,000.00) *
30-095	S Fair Share Grant FY24	\$ 230,333.00
30-096	S Support & Incentive Grant Award FY24	\$ (37,412.59) *
	Total	\$ 1,949,389.05
<hr/>		
Total Federal Grants (F)	\$ 1,546,111.57	
Total State Grants (S)	\$ 381,547.93	
Total Private Grants (P)	\$ 21,729.55	
Total	\$ 1,949,389.05	

\* OK 90 day receipt rule

Town of Medfield  
 Fund 31 - Town Revolving Ac's  
Fiscal Year 2024

Account Number	Account Title	6/30/2024
31-001	Sale of Cemetery Lots ch114s15	\$ 764,478.15
31-002	Cemetery Perpetual Care	\$ 66,150.00
31-003	Insurance Reimb <\$150,000	\$ 72,445.48
31-004	Park & Recreation Revolving	\$ 10,000.00
31-007	Fire Alarm Revolving	\$ 20,336.13
31-010	Bond Premium Revolving	\$ 33,128.87
31-012	Fire CPR Revolving	\$ (0.00)
31-013	BOH Engineering Revolv	\$ 14,451.36
31-017	Pol Spec Invgtm/Law Enf Tr ch94Cs47	\$ 8,503.24
31-022	Police Special Detail ch44s53c	\$ 42,896.73
31-024	Conservation Fees	\$ 6,667.60
31-032	Proceeds From Sale of Land ch44s63	\$ 450,000.00
31-037	DPU-Transporation-Uber/Lyft \$	\$ 2,632.90
31-042	Amb Mileage Fees-Billing Agency	\$ 52,072.67
31-043	Adv Life Support Fees-Billing Ag	\$ 973,863.37
31-045	Trf Station Recycle Revolving	\$ 26,955.94
31-048	Deputy Coll Fees Ac	\$ (0.00)
31-051	Community Gardens ch44s53 e 1/2	\$ 9,849.48
31-053	Center(COA) Rental Rev 53 e 1/2	\$ 1,516.39
31-054	L Copy/Rntl/Damg Matl Rev 53 e1/2	\$ 2,036.82
31-055	COA ARCP Fee Revolv ac 53 e 1/2	\$ 94,362.15
31-056	MSH Revolving 53 e 1/2	\$ (0.00)
31-057	PEG Access-Cable TV	\$ 353,382.47
31-058	Vaccine Revolving	\$ 5,483.80
31-059	Opioid Settlement Revolving	\$ 74,503.07
	Total	\$ 3,085,716.62
	Deposits rec'd in advance for P&R summer progr	\$ 533,480.30
	Fund Balance	\$ 3,085,716.62

Town of Medfield  
Fund 32 - Town Gift A/c's  
Fiscal Year 2024

Account Number	Account Title	Balance 6/30/2024
32-001	Cable Access Gift	\$ 100.00
32-002	Fire Gift	\$ 691.24
32-003	Dwight Derby House Gift	\$ 1,000.00
32-004	Civil Defense gift	\$ 139.74
32-008	Council on Aging Gift	\$ 119,884.54
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	\$ 20,639.50
32-025	Town Meeting Gift	\$ 75.00
32-027	Ambulance Gift	\$ 124.53
32-028	Library Gift	\$ 49,536.34
32-030	Grist Mill Gift	\$ 14,175.34
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	\$ 1,209.92
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	\$ 7,054.20
32-053	COA Gift fr Jenks Jr	\$ 56,968.24
32-054	Hospital Cemetery Maint Gift	\$ 430.00
32-055	Town Clerk Banner Gift	\$ 1,345.78
32-059	Rail Trail Gift	\$ 590.32
32-060	Fire Cadet Git	\$ 11,122.29
32-061	Hinkley Playground Gift	\$ 245,703.00
32-062	Board and Committee Gift	\$ 443.53
32-063	P&R General Gift	\$ 1,248.27
32-064	Cemetery Gift	\$ 100.00
Total Town Gift AC's		\$ 581,346.08

**TOWN OF MEDFIELD**

Fund 33 - Chapter 90

Fiscal Year 2024

Account Number	Account Title	Ending Balance 6/30/2024
33-042	North Street 22	\$ 0.03
33-045	Various Roads 23	\$ (204,786.04)
33-046	South Street 23	\$ (377,981.24)
33-047	Curve Street 23	\$ (8,022.36)
	<b>Total</b>	<b>\$ (590,789.61)</b>

\* CH90 reimb requested and rec'd within 90 days

**TOWN OF MEDFIELD**

Other Agency Fund

Fund 90 - Student Activity Accounts

Fiscal Year 2024

Account Number	Acccount Title	Ending Balance 6/30/2024
90-311	Dale Street School	\$ 9,663.53
90-312	Wheelock School	\$ 225.53
90-313	Memorial School	\$ 1,629.94
90-321	Middle School	\$ 19,234.20
90-331	High School	\$ 155,972.32
	<b>Total</b>	<b>\$ 186,725.52</b>

**TOWN OF MEDFIELD**

Other Agency Fund

Fund 91 - Fire Off Duty Detail

Fiscal Year 2024

Account Number	Acccount Title	Ending Balance 6/30/2024
91-220	Fire Off Duty Detail	\$ 10,067.74

Respectfully Submitted,

Andrew Foster  
Town Accountant

**WATER ENTERPRISE FUND**  
**FISCAL YEAR 2024**  
**ESTIMATED REVENUES AND EXPENDITURES**

**WATER ENTERPRISE REVENUES & AVAILABLE FUNDS:**

USER CHARGES	\$ 2,933,764
WATER AVAILABLE FUNDS	\$ 7,023
WATER FREE CASH	<u>\$ 300,000</u>
TOTAL WATER REVENUES	\$ 3,240,787

**TOTAL COSTS APPROPRIATED IN THE WATER DEPARTMENT**

**ORGANIZATION CODE 60-410-1 AND 60-410-2:**

PERSONNEL	\$ 509,806
OPERATIONS	\$ 650,320
EMERGENCY RESERVE FUND	<u>\$ 100,000</u>
TOTAL	\$ 1,260,126

**INDIR/ALLOCATED EXPENSES APPROPRIATED**

**DEPARTMENTAL BUDGETS:**

**DEBT SERVICE:**

PRINCIPAL 01-710-2	\$ 943,000
INTEREST 01-751-2	<u>\$ 425,832</u>
TOTAL DEBT SERVICE	\$ 1,368,832

INSURANCE	\$ 84,959
CNTY RETIREMENT CONTRIBUTION	\$ 114,199
SHARED EMPLOYEES	\$ 160,502
SHARED FACILITIES	\$ 32,343
OPEB CONTRIBUTION	<u>\$ 19,826</u>
SUB-TOTAL ALLOCATED EXPENSES	\$ 411,829
TOTAL-ALLOCATED EXPENSES	\$ 1,780,661

**TOTAL COSTS OF WATER OPERATING BUDGET** \$ 3,040,787

**APPROPRIATED IN CAPITAL BUDGET FROM WATER FREE CASH**

CB24-SCADA IMPROVEMENTS	\$ 100,000
CB24-WATER MAIN REPL ENGINEERING	<u>\$ 100,000</u>
TOTAL	\$ 200,000

**APPROPRIATED-CAPITAL OUTLAY-FROM WATER FREE CASH**

\$	-
TOTAL APPROP FR WATER FREE CASH FOR CAP PROJ	\$ 200,000

**ESTIMATED EXPENSES**

3,240,787

**ESTIMATED WATER FUND SURPLUS (DEFICIT)**

\$ -

**CALCULATION OF GENERAL FUND SUBSIDY:**

ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ (3,240,787)
LESS: TOTAL COSTS	<u>\$ 3,240,787</u>
LESS: PRIOR YEAR DEFICIT	<u>\$ -</u>

**GENERAL FUND SUBSIDY**

\$ -

**SOURCES OF FUNDING FOR COSTS APPROPRIATED IN ENTERPRISE FUND:**

ENTERPRISE FUND REVENUES	\$ 2,933,764
WATER ENTERPRISE RESERVE FOR REDUCTION OF FUTURE DEBT	\$ 7,023
WATER ENTERPRISE FREE CASH	<u>\$ 300,000</u>
TOTAL SOURCES OF FUNDING FOR COSTS	\$ 3,240,787

**APPROPRIATED IN THE WATER ENTERPRISE FUND**

**FY24 WATER ENTERPRISE RATE STRUCTURE:**

1 - 10,000	\$73.27 BASE CHARGE EVERY 6 MONTHS
10,001 - 35,000	\$6.47 PER 1,000 GALLONS
35,001 - 70,000	\$10.30 PER 1,000 GALLONS
OVER 70,000 GALLONS	\$14.58 PER 1,000 GALLONS

**SEWER ENTERPRISE FUND  
FISCAL YEAR 2024  
ESTIMATED REVENUES AND EXPENDITURES**

**SEWER ENTERPRISE REVENUES & AVAILABLE FUNDS:**

USER CHARGES	\$ 1,844,214
SEWER AVAILABLE FUNDS	\$ 4,681
SEWER FREE CASH	<u>\$ 325,000</u>
TOTAL SEWER REVENUES	<u>\$ 2,173,895</u>

**TOTAL COSTS APPROPRIATED IN THE SEWER DEPARTMENT  
ORGANIZATION CODE 61-420-1 AND 61-420-2:**

PERSONNEL	\$ 348,059
OPERATIONS	\$ 993,030
INFILTRATION INFLOW	\$ 25,000
EMERGENCY RESERVE FUND	<u>\$ 100,000</u>
SUB-TOTAL SEWER DEPARTMENT COSTS	<u>\$ 1,466,089</u>

**INDIR/ALLOCATED EXPENSES APPROPRIATED IN OTHER  
DEPARTMENTAL BUDGETS:**

DEBT SERVICE:	
PRINCIPAL 01-710-2	\$ 128,109
INTEREST 01-751-2	<u>\$ 17,160</u>
TOTAL DEBT SERVICE	<u>\$ 145,269</u>
INSURANCE	\$ 63,237
CNTY RETIREMENT CONTRIBUTION	\$ 78,395
SHARED EMPLOYEES	\$ 160,502
SHARED FACILITIES	\$ 3,425
OPEB CONTRIBUTION	<u>\$ 31,979</u>
SUB-TOTAL ALLOCATED EXPENSES	<u>\$ 337,538</u>
TOTAL-ALLOCATED EXPENSES	<u>\$ 482,807</u>

**TOTAL COSTS OF SEWER OPERATING BUDGET** \$ 1,948,896

**APPROPRIATED IN CAPITAL BUDGET FROM SEWER FREE CASH**

CB24- I&I STUDY & REPAIRS	\$ 125,000
CB24-SCADA IMPROVEMENTS	\$ 100,000
	<u>\$ 225,000</u>
TOTAL APPROP FR SEWER FREE CASH FOR CAP PROJ	<u>\$ 225,000</u>

**ESTIMATED EXPENSES** \$ 2,173,896

**ESTIMATED SEWER FUND SURPLUS (DEFICIT)** \$ -

**CALCULATION OF GENERAL FUND SUBSIDY:**

ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ (2,173,896)
LESS: TOTAL COSTS	\$ 2,173,896
LESS: PRIOR YEAR DEFICIT	<u>\$ -</u>

**GENERAL FUND SUBSIDY** \$ -

**SOURCES OF FUNDING FOR COSTS APPROPRIATED IN ENTERPRISE FUND:**

ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ 1,844,214
SEWER ENTERPRISE RESERVE FOR REDUCTION OF FUTURE DEBT	\$ 4,681
SEWER FREE CASH	<u>\$ 325,000</u>

**TOTAL SOURCES OF FUNDING FOR COSTS APPROPRIATED IN THE SEWER ENTERPRISE FUND** \$ 2,173,896

**FY24 SEWER ENTERPRISE RATE STRUCTURE:**

<u>RESIDENTIAL</u>	<u>BASED ON 75% OF WATER CONSUMPTION</u>
1 - 10,000	\$113.83 BASE CHARGE EVERY 6 MONTHS
10,001 AND OVER	\$11.74 PER 1,000 GALLONS
<u>COMMERCIAL</u>	<u>BASED ON 10% OF WATER CONSUMPTION</u>
1 - 10,000	\$113.83 BASE CHARGE EVERY 6 MONTHS
10,001 AND OVER	\$11.74 PER 1,000 GALLONS
SEPTIC DISPOSAL FEE	\$110.00/1000 GAL

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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, 2024

WATER

Total Services	4,104
Added Services	3
Millions Gallons Pumped	416
Millions Gallons Sold	388
Water Retained Earnings - Reserved	\$ 794,941
Water Retained Earnings - Unreserved	\$ 600,292 certified

SEWER

Total Services	3,007
Added Services	18
Sewer Retained Earnings - Reserved	\$ 965,054
Sewer Retained Earnings - Unreserved	\$ 710,411 certified

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## PERPETUAL CARE 2024

Donald Pierce	\$750.00
Debra Ostrander	\$600.00
Kevin Gavaghan	\$1,200.00
Nancy Wilhelm	\$3,000.00
Gerald & Louise Kazanjian	\$3,000.00
Cheryl & William Dunlea	\$1,500.00
Thomas S. Murphy	\$750.00
George and Holly Mykulak	\$600.00
Timothy & Kelly Reardon	\$1,500.00
James & Janice Cannon	\$3,000.00
John L. Tincler	\$750.00
Kenneth W. Simpson	\$750.00
Elizabeth Salisbury	\$750.00
Caitlin M. Gavaghan	\$600.00
Joann & John O'Brien	\$3,000.00
Gino Mariani	\$1,500.00
Margaret E. Doyle	\$750.00
John & Lisa Crowley	\$600.00
Michael J. Gorman	\$600.00
	Total \$25,200.00

**ANNUAL WAGES REPORT**  
CALENDAR YEAR 2024

Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
TOWN	Colivas, Georgia K	TREASURER	\$ 135,309.07	\$ 1,000.00	\$ 136,309.07
TOWN	Connors, Dolores M	TREASURER	\$ 32,323.20	\$ -	\$ 32,323.20
TOWN	Cronin, Susan F	TREASURER	\$ 66,660.75	\$ 700.00	\$ 67,360.75
TOWN	Bonoldi, Marion	TOWN CLK	\$ 77,997.45	\$ -	\$ 77,997.45
TOWN	Klenk, Tracey M	TOWN CLK	\$ 31,497.20	\$ 1,574.40	\$ 33,071.60
TOWN	Franklin, Brittney R	TOWN ADMIN	\$ 93,202.49	\$ -	\$ 93,202.49
TOWN	Gervasio, Frank H.	TOWN ADMIN	\$ 124,338.01	\$ -	\$ 124,338.01
TOWN	Trierweiler, Kristine M	TOWN ADMIN	\$ 220,387.80	\$ 1,000.00	\$ 221,387.80
TOWN	Dos Santos, Carlos A	TECHNOLOGY	\$ 87,668.88	\$ 700.00	\$ 88,368.88
TOWN	Autry, Cheri A	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Barr, Norma A.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Brais, Nancy B.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Brenton, Carolee	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Byrne, Patricia A.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Calo, Joseph A.	SR.WRITEOFF	\$ 1,080.00	\$ -	\$ 1,080.00
TOWN	Clark, Bradford C	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Costello, Robert A	SR.WRITEOFF	\$ 2,839.50	\$ -	\$ 2,839.50
TOWN	Costello, Vicki J	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Crowley, Nancy A.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	DiCicco, Elizabeth A	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Dornig, Edward J	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Doyle, Susan M.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Duhamel, Jeanine A.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Fellman, Peter J	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Femino, Meg S	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Finn, Geraldine	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Fiorio, Elaine L	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Foley, Kim K	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Foley, Nancy M	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Foscaldo, Paul J	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Gray Barrett, Susan A	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Hazen, Lois F	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Heald, Robert T.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Irwin, Gerard R	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Jackson, Ann A	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Jenkins, Eben K	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Keane, Mary A	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Kirkham, Jean F.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	LaFrancesca, Joanne	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Mayer, Carol A	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	McAvoy, Joanne F	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	McMillan, Carolyn W	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Melzar, Theresa I	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Miele, Regina M	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Mills, Elizabeth A	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Mulock, Mary Louise	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Nickerson, Alexandra J	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	O'Donnell, Roger J.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	O'Neill, Donna M	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Reese, Gayle	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Robartes, Jay W	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Rosengarten, Carol L	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Rossi, Carol A	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Ryder, Richard H	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Smith, Una P	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Thibault, Rose S	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Vellali, Lauren K	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Vogel, Harriet R	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Walsh, David M.	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Wells, Annnette M	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Murby, Gustave H	SELECTMAN	\$ 900.00	\$ -	\$ 900.00
TOWN	Murphy, Eileen	SELECTMAN	\$ 900.00	\$ -	\$ 900.00
TOWN	Peterson, Osler L.	SELECTMAN	\$ 900.00	\$ -	\$ 900.00
TOWN	Babson, Christine W	RECREATION	\$ 594.00	\$ -	\$ 594.00
TOWN	Bodozian, Jack M	RECREATION	\$ 3,857.25	\$ -	\$ 3,857.25
TOWN	Branca, Jack J.	RECREATION	\$ 3,919.50	\$ -	\$ 3,919.50
TOWN	Brennan, Caroline R	RECREATION	\$ 4,108.32	\$ -	\$ 4,108.32
TOWN	Brennan, Maeve	RECREATION	\$ 3,698.40	\$ -	\$ 3,698.40

TOWN	Bucci, Avery D	RECREATION	\$	3,641.28	\$	-	\$	3,641.28
TOWN	Churchill, Sarah E.	RECREATION	\$	2,520.00	\$	-	\$	2,520.00
TOWN	Clancy, Owen	RECREATION	\$	4,458.45	\$	-	\$	4,458.45
TOWN	Commane, John P	RECREATION	\$	3,570.13	\$	-	\$	3,570.13
TOWN	Conley, Jacqueline	RECREATION	\$	66,660.75	\$	6,932.77	\$	73,593.52
TOWN	Connors, Andrew P	RECREATION	\$	5,243.75	\$	-	\$	5,243.75
TOWN	Currie, Katherine S	RECREATION	\$	77.50	\$	-	\$	77.50
TOWN	Daly, William D	RECREATION	\$	4,507.65	\$	-	\$	4,507.65
TOWN	Davis, Lisa C	RECREATION	\$	270.00	\$	-	\$	270.00
TOWN	Dennehy, Julia K	RECREATION	\$	4,387.66	\$	-	\$	4,387.66
TOWN	Dickson, Matthew J	RECREATION	\$	4,145.10	\$	-	\$	4,145.10
TOWN	Dolan, Alana C	RECREATION	\$	3,276.00	\$	-	\$	3,276.00
TOWN	Dorman, Megan T	RECREATION	\$	4,009.70	\$	-	\$	4,009.70
TOWN	Drummond, Ethan W	RECREATION	\$	3,807.39	\$	-	\$	3,807.39
TOWN	DuRoss, Owen P	RECREATION	\$	4,928.50	\$	-	\$	4,928.50
TOWN	Fontana, Alex J	RECREATION	\$	4,327.84	\$	-	\$	4,327.84
TOWN	Fontana, Emily E	RECREATION	\$	4,736.66	\$	-	\$	4,736.66
TOWN	Fratolillo, Emily	RECREATION	\$	3,387.45	\$	-	\$	3,387.45
TOWN	Gatti, Lucas D	RECREATION	\$	3,943.80	\$	-	\$	3,943.80
TOWN	Gelormini, Anna E	RECREATION	\$	1,861.70	\$	-	\$	1,861.70
TOWN	Gross, Zachary B	RECREATION	\$	3,990.03	\$	-	\$	3,990.03
TOWN	Guiney, Conor J	RECREATION	\$	4,019.32	\$	-	\$	4,019.32
TOWN	Halloran, Jack M	RECREATION	\$	682.00	\$	-	\$	682.00
TOWN	Hatch, Colby M	RECREATION	\$	9,042.02	\$	-	\$	9,042.02
TOWN	Hennessy, Elizabeth B	RECREATION	\$	2,811.00	\$	-	\$	2,811.00
TOWN	Herbstzuber, Kylie M	RECREATION	\$	2,950.00	\$	-	\$	2,950.00
TOWN	Herbstzuber, Nora C	RECREATION	\$	1,315.37	\$	-	\$	1,315.37
TOWN	Hogardt, Matthew R	RECREATION	\$	3,906.15	\$	-	\$	3,906.15
TOWN	Hollander, Emily E	RECREATION	\$	6,351.82	\$	-	\$	6,351.82
TOWN	Jackson, Maya H	RECREATION	\$	4,482.45	\$	-	\$	4,482.45
TOWN	Jimenez, Christian J	RECREATION	\$	2,119.25	\$	-	\$	2,119.25
TOWN	Johnson, Anna M	RECREATION	\$	6,201.82	\$	-	\$	6,201.82
TOWN	Kay, Christopher J	RECREATION	\$	7,573.02	\$	-	\$	7,573.02
TOWN	Keating, Jennifer K.	RECREATION	\$	324.00	\$	-	\$	324.00
TOWN	Keyser, Henry E	RECREATION	\$	2,290.50	\$	-	\$	2,290.50
TOWN	Knott, Brian F.	RECREATION	\$	3,859.13	\$	-	\$	3,859.13
TOWN	Koch, Anna J	RECREATION	\$	1,045.00	\$	-	\$	1,045.00
TOWN	Kumar, Elena K	RECREATION	\$	541.50	\$	-	\$	541.50
TOWN	Kumar, Peter S	RECREATION	\$	2,452.20	\$	-	\$	2,452.20
TOWN	Ladd, Aiden S	RECREATION	\$	3,951.30	\$	-	\$	3,951.30
TOWN	Larkin, Dillon	RECREATION	\$	3,397.65	\$	-	\$	3,397.65
TOWN	Larkin, Samuel W	RECREATION	\$	3,343.50	\$	-	\$	3,343.50
TOWN	Lawson, Wesley M.	RECREATION	\$	7,481.34	\$	-	\$	7,481.34
TOWN	Lifsitz, Maureen M	RECREATION	\$	576.00	\$	-	\$	576.00
TOWN	Long, Michael P	RECREATION	\$	2,452.50	\$	-	\$	2,452.50
TOWN	Lowney, Timothy J	RECREATION	\$	3,891.15	\$	-	\$	3,891.15
TOWN	Lowney, Violet C	RECREATION	\$	3,309.28	\$	-	\$	3,309.28
TOWN	Lyons, Michael G	RECREATION	\$	4,450.50	\$	-	\$	4,450.50
TOWN	Maalouf, Raymonde A	RECREATION	\$	6,920.75	\$	-	\$	6,920.75
TOWN	Magennis, Sierra K	RECREATION	\$	4,215.90	\$	-	\$	4,215.90
TOWN	Malmquist, Ashley L	RECREATION	\$	744.00	\$	-	\$	744.00
TOWN	Malmquist, Lynne T	RECREATION	\$	7,423.50	\$	-	\$	7,423.50
TOWN	Malmquist, Mikayla L	RECREATION	\$	4,676.26	\$	-	\$	4,676.26
TOWN	Malvese, Nathan V	RECREATION	\$	2,566.56	\$	-	\$	2,566.56
TOWN	Manuel, Lucie R	RECREATION	\$	4,491.74	\$	-	\$	4,491.74
TOWN	Marmai, Gavin J	RECREATION	\$	2,790.00	\$	-	\$	2,790.00
TOWN	McAteer, Mona J	RECREATION	\$	4,291.18	\$	-	\$	4,291.18
TOWN	McManama, Caroline D	RECREATION	\$	4,430.69	\$	-	\$	4,430.69
TOWN	Michael, Pelkey V.	RECREATION	\$	6,554.14	\$	-	\$	6,554.14
TOWN	Morrill, John R	RECREATION	\$	8,116.01	\$	-	\$	8,116.01
TOWN	O'Connell, Jack T	RECREATION	\$	2,650.50	\$	-	\$	2,650.50
TOWN	Paguio, Mason S	RECREATION	\$	2,212.50	\$	-	\$	2,212.50
TOWN	Palmer, Zachary E	RECREATION	\$	2,969.50	\$	-	\$	2,969.50
TOWN	Papadino, Theo D	RECREATION	\$	4,585.84	\$	-	\$	4,585.84
TOWN	Perachi, Michael K	RECREATION	\$	4,243.01	\$	-	\$	4,243.01
TOWN	Plant, Jonathan W	RECREATION	\$	72,830.37	\$	23,928.17	\$	96,758.54
TOWN	Reddy, Alison E	RECREATION	\$	4,605.88	\$	-	\$	4,605.88
TOWN	Reddy, Ian T	RECREATION	\$	4,889.28	\$	-	\$	4,889.28
TOWN	Regan, Katherine C	RECREATION	\$	2,169.00	\$	-	\$	2,169.00
TOWN	Riley, Connor J	RECREATION	\$	1,750.50	\$	-	\$	1,750.50
TOWN	Rodenhi, Catherine B	RECREATION	\$	4,019.07	\$	-	\$	4,019.07

TOWN	Russell, Clark J	RECREATION	\$	4,725.04	\$	-	\$	4,725.04
TOWN	Schools, Brian A	RECREATION	\$	37,416.96	\$	7,832.32	\$	45,249.28
TOWN	Small, Sophia M	RECREATION	\$	4,518.45	\$	-	\$	4,518.45
TOWN	Southwick, William H	RECREATION	\$	657.00	\$	-	\$	657.00
TOWN	Sullivan, Andrea M	RECREATION	\$	540.00	\$	-	\$	540.00
TOWN	Sullivan, Lauren J	RECREATION	\$	4,316.11	\$	-	\$	4,316.11
TOWN	Tayara, Karim M	RECREATION	\$	2,877.24	\$	-	\$	2,877.24
TOWN	Torpey, John	RECREATION	\$	4,089.15	\$	-	\$	4,089.15
TOWN	Troutman, Charlotte A	RECREATION	\$	2,070.90	\$	-	\$	2,070.90
TOWN	Unger, Shane L	RECREATION	\$	2,244.57	\$	-	\$	2,244.57
TOWN	Vasaturo, Margaret M.	RECREATION	\$	324.00	\$	-	\$	324.00
TOWN	Vautour, Richard	RECREATION	\$	25,624.00	\$	1,337.26	\$	26,961.26
TOWN	Vergheese, Tarun T	RECREATION	\$	3,960.39	\$	-	\$	3,960.39
TOWN	Walper, Catherine E	RECREATION	\$	108,119.96	\$	-	\$	108,119.96
TOWN	Walsh, Charles	RECREATION	\$	8,550.77	\$	-	\$	8,550.77
TOWN	Wilson, Cynthia L	RECREATION	\$	4,357.65	\$	-	\$	4,357.65
TOWN	Wilson, David M	RECREATION	\$	3,701.08	\$	-	\$	3,701.08
TOWN	Yoshida, Yukiho	RECREATION	\$	4,537.65	\$	-	\$	4,537.65
TOWN	Young, Donna J	RECREATION	\$	324.00	\$	-	\$	324.00
TOWN	Young, Kirsten	RECREATION	\$	15,281.25	\$	-	\$	15,281.25
TOWN	Young, Liza E	RECREATION	\$	5,193.18	\$	-	\$	5,193.18
TOWN	Young, Sophie K	RECREATION	\$	4,034.30	\$	-	\$	4,034.30
TOWN	Maher, William A	RECREATION	\$	1,831.35	\$	-	\$	1,831.35
TOWN	Unger, Christopher C	RECREATION	\$	2,779.65	\$	-	\$	2,779.65
TOWN	Bennotti, Nancy M	PUBLIC HEALTH	\$	41,197.69	\$	1,224.80	\$	42,422.49
TOWN	Healy, Brenda M	PUBLIC HEALTH	\$	83,565.24	\$	2,078.64	\$	85,643.88
TOWN	Braswell, Peter Wayne	POLICE	\$	70,957.15	\$	18,012.54	\$	88,969.69
TOWN	Brown, Angela	POLICE	\$	10,127.36	\$	-	\$	10,127.36
TOWN	Burgess, Daniel J	POLICE	\$	102,247.77	\$	43,289.45	\$	145,537.22
TOWN	Burton, Ray Moore	POLICE	\$	435.29	\$	-	\$	435.29
TOWN	Burton, Sandra J.	POLICE	\$	58,867.53	\$	14,206.82	\$	73,074.35
TOWN	Costello Jr., John T	POLICE	\$	56,887.35	\$	17,154.86	\$	74,042.21
TOWN	Crisafulli, William	POLICE	\$	67,931.86	\$	45,065.63	\$	112,997.49
TOWN	Cronin, Jennifer	POLICE	\$	64,498.40	\$	8,677.59	\$	73,175.99
TOWN	DaSilva, Timothy	POLICE	\$	28,859.20	\$	34,490.51	\$	63,349.71
TOWN	Di Natale, Christine	POLICE	\$	1,014.93	\$	263.13	\$	1,278.06
TOWN	Disinger, Jennifer A	POLICE	\$	16,049.94	\$	-	\$	16,049.94
TOWN	Donoghue, Brian John	POLICE	\$	-	\$	753.28	\$	753.28
TOWN	Donoghue, Brianna	POLICE	\$	52,526.76	\$	14,422.55	\$	66,949.31
TOWN	Downing, Michael A.	POLICE	\$	77,422.64	\$	40,026.56	\$	117,449.20
TOWN	Guerette, Michelle D	POLICE	\$	187,002.53	\$	250.00	\$	187,252.53
TOWN	Hain, Robert	POLICE	\$	65,030.05	\$	75,410.11	\$	140,440.16
TOWN	Haldiman, Dylan	POLICE	\$	82,128.86	\$	67,599.70	\$	149,728.56
TOWN	Hamano, Thomas	POLICE	\$	757.20	\$	-	\$	757.20
TOWN	Hayes, David	POLICE	\$	39,718.94	\$	892.33	\$	40,611.27
TOWN	Jordan, Paul	POLICE	\$	1,889.46	\$	-	\$	1,889.46
TOWN	La Plante, Robert T	POLICE	\$	20,164.53	\$	13,218.99	\$	33,383.52
TOWN	Laranjo, Michelle J	POLICE	\$	64,469.60	\$	2,345.62	\$	66,815.22
TOWN	Ledbetter, Garrett K	POLICE	\$	85,006.84	\$	55,319.39	\$	140,326.23
TOWN	Lopez, James M.	POLICE	\$	20,983.80	\$	495.69	\$	21,479.49
TOWN	Manganello, Michelle L	POLICE	\$	27,898.06	\$	25,513.69	\$	53,411.75
TOWN	McGrath, Barry	POLICE	\$	136,687.46	\$	-	\$	136,687.46
TOWN	McGrath, Vanessa	POLICE	\$	25,624.91	\$	5,695.01	\$	31,319.92
TOWN	McKenna, John E	POLICE	\$	65,795.59	\$	80,985.60	\$	146,781.19
TOWN	Meyer, Katherine	POLICE	\$	381.24	\$	-	\$	381.24
TOWN	Mooney, Christine	POLICE	\$	22,327.16	\$	7,754.82	\$	30,081.98
TOWN	Moore-Sawyer, Melissa L	POLICE	\$	5,365.85	\$	-	\$	5,365.85
TOWN	Moses, James George	POLICE	\$	42,729.37	\$	10,134.43	\$	52,863.80
TOWN	Neal, Daniel J	POLICE	\$	58,676.98	\$	26,434.79	\$	85,111.77
TOWN	O'Leary, John Patrick	POLICE	\$	10,294.28	\$	88.96	\$	10,383.24
TOWN	O'Rourke, Joann D	POLICE	\$	8,649.10	\$	-	\$	8,649.10
TOWN	Reilly, Timothy Neil	POLICE	\$	63,536.43	\$	17,680.34	\$	81,216.77
TOWN	Robinson, Kevin W	POLICE	\$	9,865.16	\$	929.28	\$	10,794.44
TOWN	Runyan, Trevor	POLICE	\$	14,344.78	\$	1,588.49	\$	15,933.27
TOWN	Sallale, Wayne A	POLICE	\$	20,286.54	\$	16,522.94	\$	36,809.48
TOWN	Sena, Ingrid Melo	POLICE	\$	63,284.65	\$	12,913.74	\$	76,198.39
TOWN	Souza, Joshua D	POLICE	\$	17,700.49	\$	16,374.73	\$	34,075.22
TOWN	Thisse, Francis M	POLICE	\$	87,225.76	\$	42,246.67	\$	129,472.43
TOWN	Tosone, Joseph P.	POLICE	\$	16,035.80	\$	3,530.68	\$	19,566.48
TOWN	Visser, Lisa	POLICE	\$	15,903.66	\$	-	\$	15,903.66
TOWN	Walsh, Alicia Dee	POLICE	\$	17,515.20	\$	12,445.91	\$	29,961.11

TOWN	Yaskoff, Nicolas Xavier	POLICE	\$	39,193.92	\$	25,335.31	\$	64,529.23
TOWN	De La Fuente Martinez, Maria F	PLANNING	\$	108,119.96	\$	-	\$	108,119.96
TOWN	Wise, Cara J	PLANNING	\$	19,348.73	\$	-	\$	19,348.73
TOWN	Groner, Kyler C	OUTREACH	\$	33,544.50	\$	-	\$	33,544.50
TOWN	Catalano, Emma	OUTREACH	\$	945.00	\$	-	\$	945.00
TOWN	Cianciarulo, Mia R	OUTREACH	\$	77,845.71	\$	-	\$	77,845.71
TOWN	Gatti, Lina	OUTREACH	\$	1,998.00	\$	-	\$	1,998.00
TOWN	Glenn, Molly E	OUTREACH	\$	792.00	\$	-	\$	792.00
TOWN	Glissendorf, Viktorria	OUTREACH	\$	49,539.70	\$	-	\$	49,539.70
TOWN	Lozano, Sofia J	OUTREACH	\$	720.00	\$	-	\$	720.00
TOWN	McDonald, Kathleen M	OUTREACH	\$	116,279.89	\$	4,384.68	\$	120,664.57
TOWN	Ross, Caroline	OUTREACH	\$	1,269.00	\$	-	\$	1,269.00
TOWN	McCoy, Andrea W	LIBRARY	\$	62,477.99	\$	-	\$	62,477.99
TOWN	Allison, Susan J	LIBRARY	\$	5,534.09	\$	-	\$	5,534.09
TOWN	Bergstrom, Annika L	LIBRARY	\$	405.00	\$	-	\$	405.00
TOWN	Cote, Erica	LIBRARY	\$	70,718.61	\$	550.00	\$	71,268.61
TOWN	Dunscombe, Hannah Rose	LIBRARY	\$	25,779.43	\$	-	\$	25,779.43
TOWN	Flemming, Christine	LIBRARY	\$	17,797.79	\$	-	\$	17,797.79
TOWN	Flynn, Corey E	LIBRARY	\$	27,980.64	\$	-	\$	27,980.64
TOWN	Francis, Pamela	LIBRARY	\$	3,737.20	\$	-	\$	3,737.20
TOWN	Friel, Maxwell Henry	LIBRARY	\$	2,280.00	\$	-	\$	2,280.00
TOWN	Gardner, Pamela J	LIBRARY	\$	101,058.47	\$	450.00	\$	101,508.47
TOWN	Hedeen, Katrina	LIBRARY	\$	13,011.12	\$	-	\$	13,011.12
TOWN	Jurss, Jacqueline C.	LIBRARY	\$	18,056.40	\$	932.00	\$	18,988.40
TOWN	Kalantai, Leah	LIBRARY	\$	6,412.56	\$	-	\$	6,412.56
TOWN	Kim, Morgan T	LIBRARY	\$	1,530.00	\$	-	\$	1,530.00
TOWN	Knott, Donna F	LIBRARY	\$	645.21	\$	-	\$	645.21
TOWN	Lapham, Gretchen G	LIBRARY	\$	24,603.39	\$	-	\$	24,603.39
TOWN	Louis, Leeanne	LIBRARY	\$	405.00	\$	-	\$	405.00
TOWN	Louis, Trenton	LIBRARY	\$	1,395.00	\$	-	\$	1,395.00
TOWN	Mills, Moira C	LIBRARY	\$	63,204.28	\$	250.00	\$	63,454.28
TOWN	Moiseyeva, Sonya J	LIBRARY	\$	1,440.00	\$	-	\$	1,440.00
TOWN	O'Neil, Heather Ann	LIBRARY	\$	68,892.91	\$	3,047.77	\$	71,940.68
TOWN	Ozanne, Brianna M	LIBRARY	\$	65,388.09	\$	250.00	\$	65,638.09
TOWN	Rossi, Jill M	LIBRARY	\$	5,218.47	\$	-	\$	5,218.47
TOWN	Shaffer, Autumn	LIBRARY	\$	2,295.00	\$	-	\$	2,295.00
TOWN	Thorne, Lillian	LIBRARY	\$	9,614.62	\$	-	\$	9,614.62
TOWN	Wasserman, Carol	LIBRARY	\$	11,796.13	\$	-	\$	11,796.13
TOWN	Rose, John A	INSPECTION	\$	18,176.08	\$	-	\$	18,176.08
TOWN	Allison, Scott	INSPECTION	\$	66,660.75	\$	1,000.00	\$	67,660.75
TOWN	Colangelo, Donald J.	INSPECTION	\$	22,096.44	\$	6,272.70	\$	28,369.14
TOWN	Cooke Jr, William A	INSPECTION	\$	23,176.84	\$	-	\$	23,176.84
TOWN	Mancini, Michael A	INSPECTION	\$	14,780.12	\$	-	\$	14,780.12
TOWN	Piersiak, Robert F	INSPECTION	\$	1,001.00	\$	-	\$	1,001.00
TOWN	Tartakoff, Peter N.	INSPECTION	\$	435.36	\$	-	\$	435.36
TOWN	VandenBoom, Kathleen M	HUMAN RES	\$	33,996.69	\$	-	\$	33,996.69
TOWN	Abbott, James	FIRE	\$	13,589.34	\$	1,174.26	\$	14,763.60
TOWN	Andexler, Nicholas M	FIRE	\$	96,552.52	\$	48,866.80	\$	145,419.32
TOWN	Becker, Christopher J	FIRE	\$	77,875.38	\$	24,622.18	\$	102,497.56
TOWN	Bennotti, Jeffrey	FIRE	\$	99,260.58	\$	31,019.58	\$	130,280.16
TOWN	Bond, Robert	FIRE	\$	49.65	\$	4,680.45	\$	4,730.10
TOWN	Bonfilio, Alfred	FIRE	\$	2,720.72	\$	-	\$	2,720.72
TOWN	Bruno, Robert K	FIRE	\$	79,977.50	\$	21,989.72	\$	101,967.22
TOWN	Callow, William E	FIRE	\$	6,657.03	\$	-	\$	6,657.03
TOWN	Carrico II, William C	FIRE	\$	174,393.44	\$	4,598.70	\$	178,992.14
TOWN	Cronin, Thomas J	FIRE	\$	84,390.68	\$	38,254.54	\$	122,645.22
TOWN	De King, William A	FIRE	\$	93,819.45	\$	40,876.08	\$	134,695.53
TOWN	Donahue, Scott A	FIRE	\$	79,594.52	\$	7,203.28	\$	86,797.80
TOWN	Dunn, Patrick	FIRE	\$	3,173.63	\$	1,184.63	\$	4,358.26
TOWN	Gray, Norman A	FIRE	\$	1,320.83	\$	-	\$	1,320.83
TOWN	Hern, Collin	FIRE	\$	7,808.34	\$	175.51	\$	7,983.85
TOWN	Kenney, Jonathan M	FIRE	\$	81,741.32	\$	39,412.79	\$	121,154.11
TOWN	Kingsbury, Neil D	FIRE	\$	96,745.79	\$	15,356.85	\$	112,102.64
TOWN	Kraus, John P	FIRE	\$	8,022.20	\$	-	\$	8,022.20
TOWN	Littmann, Eric S	FIRE	\$	9,783.60	\$	3,080.18	\$	12,863.78
TOWN	Mathews, Bret	FIRE	\$	2,764.13	\$	131.63	\$	2,895.76
TOWN	McGinn, Meaghan G	FIRE	\$	79,966.97	\$	12,961.83	\$	92,928.80
TOWN	Murphy, Daniel K.	FIRE	\$	1,375.53	\$	-	\$	1,375.53
TOWN	Murphy, Michael V	FIRE	\$	4,959.83	\$	-	\$	4,959.83
TOWN	Novitch, Nicholas	FIRE	\$	53,499.10	\$	13,200.39	\$	66,699.49
TOWN	Reimann, Theodore H.	FIRE	\$	1,794.73	\$	-	\$	1,794.73

TOWN	Schleicher Jr., Paul J	FIRE	\$	58,997.00	\$	11,579.61	\$	70,576.61
TOWN	Tanguay, Robert R.	FIRE	\$	566.46	\$	-	\$	566.46
TOWN	VanTassell, David P	FIRE	\$	1,151.41	\$	-	\$	1,151.41
TOWN	Jachowicz, Benjamin Ronald	FACILITES	\$	85,393.93	\$	-	\$	85,393.93
TOWN	Langille, Wayne T	FACILITES	\$	78,364.00	\$	1,413.46	\$	79,777.46
TOWN	Cannon, Laura W.	ELECTIONS	\$	1,000.00	\$	-	\$	1,000.00
TOWN	Fisher, Mark L	ELECTIONS	\$	1,224.00	\$	-	\$	1,224.00
TOWN	Knapp Enos, Theresa	ELECTIONS	\$	783.00	\$	-	\$	783.00
TOWN	Shaw, Claire	ELECTIONS	\$	270.00	\$	-	\$	270.00
TOWN	Sliney, Molly M	ELECTIONS	\$	1,422.00	\$	-	\$	1,422.00
TOWN	Weiss, Roseli S	ELECTIONS	\$	342.00	\$	-	\$	342.00
TOWN	Winograd, Robert A	ELECTIONS	\$	342.00	\$	-	\$	342.00
TOWN	Alessi, Christine A	ELECTIONS	\$	1,000.00	\$	-	\$	1,000.00
TOWN	Erickson, Heidi G	ELECTIONS	\$	1,120.50	\$	-	\$	1,120.50
TOWN	Feeney, James M	ELECTIONS	\$	2,178.00	\$	-	\$	2,178.00
TOWN	Garty, Joanne	ELECTIONS	\$	270.00	\$	-	\$	270.00
TOWN	Kimball, Linda A	ELECTIONS	\$	2,322.00	\$	-	\$	2,322.00
TOWN	Mulready, Laura J	ELECTIONS	\$	1,489.50	\$	-	\$	1,489.50
TOWN	Sandeman, Elizabeth M	ELECTIONS	\$	810.00	\$	-	\$	810.00
TOWN	Hedges, Debra C	ELECTIONS	\$	270.00	\$	-	\$	270.00
TOWN	McBrien, John	DPW	\$	13,118.45	\$	-	\$	13,118.45
TOWN	Almodovar, Ricardo	DPW	\$	61,963.20	\$	10,341.13	\$	72,304.33
TOWN	Anderson, Jesse	DPW	\$	42,085.12	\$	3,999.18	\$	46,084.30
TOWN	Arthur, Troy C	DPW	\$	48,048.10	\$	5,407.73	\$	53,455.83
TOWN	Bennett, William R	DPW	\$	77,251.20	\$	12,403.41	\$	89,654.61
TOWN	Callachan, James M	DPW	\$	77,251.20	\$	6,034.63	\$	83,285.83
TOWN	Chabot, Kevin C	DPW	\$	68,640.00	\$	9,349.07	\$	77,989.07
TOWN	Ciallella, Michael J.	DPW	\$	31,180.80	\$	11,136.00	\$	42,316.80
TOWN	Corrigan, Connor P	DPW	\$	66,538.40	\$	9,349.33	\$	75,887.73
TOWN	Crowley, James	DPW	\$	14,512.83	\$	-	\$	14,512.83
TOWN	Dauphinee, Drew B	DPW	\$	68,640.00	\$	33,046.96	\$	101,686.96
TOWN	Della-Camera, Steven A	DPW	\$	75,015.20	\$	8,483.36	\$	83,498.56
TOWN	Donovan, Matthew J	DPW	\$	75,015.20	\$	16,953.46	\$	91,968.66
TOWN	Donovan, William J	DPW	\$	83,266.48	\$	19,284.23	\$	102,550.71
TOWN	Downs, Sarah C	DPW	\$	59,462.92	\$	1,109.70	\$	60,572.62
TOWN	Ficco, Scott	DPW	\$	77,251.20	\$	9,974.94	\$	87,226.14
TOWN	Gorman, Joseph S	DPW	\$	78,364.00	\$	25,627.41	\$	103,991.41
TOWN	Gorman, Michael	DPW	\$	360.00	\$	-	\$	360.00
TOWN	Goulet, Maurice G.	DPW	\$	170,059.66	\$	400.00	\$	170,459.66
TOWN	Grinnell, Shaun	DPW	\$	2,192.00	\$	41.10	\$	2,233.10
TOWN	Hill, John J.	DPW	\$	64,750.65	\$	14,360.15	\$	79,110.80
TOWN	Hinkley, Edward M	DPW	\$	15,386.71	\$	-	\$	15,386.71
TOWN	Hinkley, Paul D	DPW	\$	85,156.00	\$	32,930.45	\$	118,086.45
TOWN	Hogan, Paul David	DPW	\$	360.00	\$	-	\$	360.00
TOWN	Kennedy, Robert	DPW	\$	91,978.40	\$	48,054.22	\$	140,032.62
TOWN	Kingsbury, William A	DPW	\$	810.00	\$	-	\$	810.00
TOWN	La Plante, Robert F	DPW	\$	78,361.60	\$	38,520.20	\$	116,881.80
TOWN	Lucier, Paul J	DPW	\$	54,557.12	\$	4,646.24	\$	59,203.36
TOWN	Miner, John	DPW	\$	72,831.20	\$	11,565.55	\$	84,396.75
TOWN	Mullen, David	DPW	\$	78,634.40	\$	28,877.96	\$	107,512.36
TOWN	Nelson, Christopher	DPW	\$	38,892.00	\$	4,924.72	\$	43,816.72
TOWN	Nicholson, James	DPW	\$	77,251.20	\$	30,302.82	\$	107,554.02
TOWN	O'Toole, David	DPW	\$	91,478.40	\$	35,178.30	\$	126,656.70
TOWN	Ouellette, Jean W	DPW	\$	78,364.00	\$	18,318.37	\$	96,682.37
TOWN	Reynolds, William B	DPW	\$	810.00	\$	-	\$	810.00
TOWN	Robinson, Jessica	DPW	\$	49,523.08	\$	784.18	\$	50,307.26
TOWN	Skerry, Jack	DPW	\$	8,037.00	\$	-	\$	8,037.00
TOWN	Soufan, Hussein	DPW	\$	61,963.20	\$	26,838.46	\$	88,801.66
TOWN	Tortorici, Walter H	DPW	\$	480.00	\$	-	\$	480.00
TOWN	Williams, Marquis	DPW	\$	5,918.40	\$	205.50	\$	6,123.90
TOWN	Kelley, Finn	CONSERVATION	\$	11,313.20	\$	-	\$	11,313.20
TOWN	Bauer, Susan	COACH	\$	810.00	\$	-	\$	810.00
TOWN	Gieskes, Annemarie L	COA	\$	286.00	\$	-	\$	286.00
TOWN	Abramo, Lois A.	COA	\$	53,410.50	\$	-	\$	53,410.50
TOWN	Aronowitz, Louise	COA	\$	2,014.34	\$	-	\$	2,014.34
TOWN	Barrett, Mary M	COA	\$	10,637.76	\$	-	\$	10,637.76
TOWN	Bates, Dennis P	COA	\$	12,582.90	\$	-	\$	12,582.90
TOWN	Benjamin, Alexandra	COA	\$	2,206.16	\$	-	\$	2,206.16
TOWN	Croteau, Dianne M	COA	\$	5,049.09	\$	-	\$	5,049.09
TOWN	DiDonato, Arlene M	COA	\$	299.15	\$	-	\$	299.15
TOWN	DiMaria, Victoria A	COA	\$	1,643.09	\$	-	\$	1,643.09

TOWN	Good, Denise	COA	\$	7,544.00	\$	-	\$	7,544.00
TOWN	Hanifan, Sarah J.	COA	\$	92,335.47	\$	-	\$	92,335.47
TOWN	Harris, Steven	COA	\$	36,974.25	\$	-	\$	36,974.25
TOWN	Hill, Holly J	COA	\$	1,169.40	\$	-	\$	1,169.40
TOWN	Hubbard, Mary T	COA	\$	1,000.00	\$	-	\$	1,000.00
TOWN	Hunter, Ann R	COA	\$	3,747.90	\$	-	\$	3,747.90
TOWN	Longmoore, Susan N	COA	\$	54,921.75	\$	-	\$	54,921.75
TOWN	Lyons, Priscilla W	COA	\$	2,866.92	\$	-	\$	2,866.92
TOWN	Meyer, Paula	COA	\$	2,434.33	\$	-	\$	2,434.33
TOWN	Rossi-Hughes, Michelle	COA	\$	308.42	\$	-	\$	308.42
TOWN	Wood, Joan	COA	\$	1,000.00	\$	-	\$	1,000.00
TOWN	Hinthorne, Dana	BUILDING	\$	103,534.71	\$	-	\$	103,534.71
TOWN	Giampietro, Michael A	BUDILING	\$	402.86	\$	-	\$	402.86
TOWN	Clancy, Diane C	ASSESSORS	\$	35,552.40	\$	-	\$	35,552.40
TOWN	Gelman, Martin L.	ASSESSORS	\$	3,473.71	\$	-	\$	3,473.71
TOWN	Manning, Kenneth L.	ASSESSORS	\$	900.00	\$	-	\$	900.00
TOWN	Mills, Katherine B	ASSESSORS	\$	60,606.00	\$	1,000.00	\$	61,606.00
TOWN	Remillard, Yvonne M	ASSESSORS	\$	134,142.03	\$	450.00	\$	134,592.03
TOWN	Rose, Michael	ASSESSORS	\$	900.00	\$	-	\$	900.00
TOWN	Skerry, Jeffrey J.	ASSESSORS	\$	900.00	\$	-	\$	900.00
TOWN	Drews, Marilyn E	ACCOUNTING	\$	22,014.04	\$	-	\$	22,014.04
TOWN	Foster, Andrew W	ACCOUNTING	\$	112,677.17	\$	250.00	\$	112,927.17
TOWN	McCullen, Ashley M	ACCOUNTING	\$	71,958.03	\$	2,878.31	\$	74,836.34
SCHOOL	Alberts, Karen L	WLCK	\$	113,342.18	\$	500.00	\$	113,842.18
SCHOOL	Alexis, Meaghan	WLCK	\$	20,314.64	\$	-	\$	20,314.64
SCHOOL	Babin, Tracey E	WLCK	\$	83,030.90	\$	-	\$	83,030.90
SCHOOL	Belsky, Jennifer	WLCK	\$	98,394.86	\$	7,059.91	\$	105,454.77
SCHOOL	Bouzan, April Suzanne	WLCK	\$	94,903.44	\$	-	\$	94,903.44
SCHOOL	Brown, Judith M	WLCK	\$	27,695.14	\$	4,476.00	\$	32,171.14
SCHOOL	Callahan, Emily K	WLCK	\$	108,678.52	\$	2,230.00	\$	110,908.52
SCHOOL	Callahan, Jamee L	WLCK	\$	109,353.90	\$	9,349.91	\$	118,703.81
SCHOOL	Carey, Ann L	WLCK	\$	94,957.84	\$	2,000.00	\$	96,957.84
SCHOOL	Caulfield, Holli	WLCK	\$	160,100.34	\$	2,500.00	\$	162,600.34
SCHOOL	Cawley, Stacey	WLCK	\$	108,678.52	\$	-	\$	108,678.52
SCHOOL	Cioffi, Nicole M.	WLCK	\$	38,453.87	\$	-	\$	38,453.87
SCHOOL	Connolly, Kimberly Ann	WLCK	\$	100,738.98	\$	1,490.00	\$	102,228.98
SCHOOL	Daly, Barbara Ellen	WLCK	\$	1,825.00	\$	-	\$	1,825.00
SCHOOL	Deady, Nicole	WLCK	\$	22,888.05	\$	-	\$	22,888.05
SCHOOL	DeGeorge, Shayla Marie	WLCK	\$	14,937.00	\$	-	\$	14,937.00
SCHOOL	Digregorio, Elizabeth L	WLCK	\$	37,117.95	\$	800.00	\$	37,917.95
SCHOOL	Dion, Joan M	WLCK	\$	111,395.50	\$	3,250.00	\$	114,645.50
SCHOOL	Donato, Diane	WLCK	\$	12,172.92	\$	575.12	\$	12,748.04
SCHOOL	Espenhaiin, Hasina	WLCK	\$	33,197.30	\$	1,880.00	\$	35,077.30
SCHOOL	Foley, Marissa L	WLCK	\$	107,307.82	\$	2,240.00	\$	109,547.82
SCHOOL	Gallivan, Amanda Jean	WLCK	\$	36,208.25	\$	6,119.97	\$	42,328.22
SCHOOL	Garcia, Johanna	WLCK	\$	69,454.62	\$	1,120.00	\$	70,574.62
SCHOOL	Gillespie, Dillon Patrick	WLCK	\$	51,256.26	\$	3,533.39	\$	54,789.65
SCHOOL	Goldner, Katherine M	WLCK	\$	40,456.14	\$	2,670.00	\$	43,126.14
SCHOOL	Hall, Rachel D	WLCK	\$	119,080.32	\$	2,000.00	\$	121,080.32
SCHOOL	Hevey, Sarah J	WLCK	\$	113,342.18	\$	1,150.00	\$	114,492.18
SCHOOL	Heylin, Jennifer	WLCK	\$	107,307.82	\$	-	\$	107,307.82
SCHOOL	Johnson, Jenna M	WLCK	\$	106,686.62	\$	-	\$	106,686.62
SCHOOL	Joline, Kimberly	WLCK	\$	23,948.59	\$	654.00	\$	24,602.59
SCHOOL	Keigan, Aimie C	WLCK	\$	73,355.78	\$	1,170.00	\$	74,525.78
SCHOOL	Keleher, Marissa	WLCK	\$	107,307.82	\$	820.00	\$	108,127.82
SCHOOL	Kennedy, Kelley A	WLCK	\$	106,686.62	\$	500.00	\$	107,186.62
SCHOOL	Kuehl, James	WLCK	\$	119,080.32	\$	2,000.00	\$	121,080.32
SCHOOL	Laliberte, Kayla I	WLCK	\$	113,342.18	\$	990.00	\$	114,332.18
SCHOOL	Lamb, Sheanah Marie	WLCK	\$	54,983.94	\$	500.00	\$	55,483.94
SCHOOL	Larche, Kathleen	WLCK	\$	41,006.18	\$	-	\$	41,006.18
SCHOOL	Lichtenstein, Andrea	WLCK	\$	15,569.89	\$	532.00	\$	16,101.89
SCHOOL	Maalouf, Carole	WLCK	\$	22,888.05	\$	252.00	\$	23,140.05
SCHOOL	MacKay, Jennifer Lynn	WLCK	\$	23,948.59	\$	136.00	\$	24,084.59
SCHOOL	Melville, Shannon M	WLCK	\$	80,974.10	\$	-	\$	80,974.10
SCHOOL	Morante, Kelsey	WLCK	\$	87,045.34	\$	3,000.06	\$	90,045.40
SCHOOL	Murphy, Jennifer	WLCK	\$	87,045.34	\$	1,740.00	\$	88,785.34
SCHOOL	Murphy, Marcia K	WLCK	\$	119,080.32	\$	1,000.00	\$	120,080.32
SCHOOL	Myers, Katrina K	WLCK	\$	17,952.78	\$	20.00	\$	17,972.78
SCHOOL	Newton, Debra A	WLCK	\$	119,080.32	\$	3,500.00	\$	122,580.32
SCHOOL	O'Sullivan, Mary-Margaret	WLCK	\$	119,080.32	\$	1,500.00	\$	120,580.32
SCHOOL	Parah, Olivia	WLCK	\$	36,516.75	\$	166.85	\$	36,683.60

SCHOOL	Pedersen, Brendan	WLCK	\$	58,661.36	\$	490.00	\$	59,151.36
SCHOOL	Plympton, Lauren	WLCK	\$	46,298.14	\$	-	\$	46,298.14
SCHOOL	Podzka, Jennifer	WLCK	\$	30,025.49	\$	60.00	\$	30,085.49
SCHOOL	Previdi, Cynthia	WLCK	\$	114,225.86	\$	17,600.00	\$	131,825.86
SCHOOL	Reddy, MaryBeth	WLCK	\$	48,085.51	\$	2,600.00	\$	50,685.51
SCHOOL	Ryan, Alison E	WLCK	\$	73,118.42	\$	7,710.06	\$	80,828.48
SCHOOL	Schoenfeld, Erin	WLCK	\$	4,840.00	\$	-	\$	4,840.00
SCHOOL	Sheehan, Nicole S	WLCK	\$	119,080.32	\$	2,750.00	\$	121,830.32
SCHOOL	Simonds, Sarah S	WLCK	\$	15,569.89	\$	48.00	\$	15,617.89
SCHOOL	Singer, Margaret	WLCK	\$	71,448.16	\$	2,000.00	\$	73,448.16
SCHOOL	Spence, Ryan	WLCK	\$	54,209.19	\$	4,621.79	\$	58,830.98
SCHOOL	Stanley, James B	WLCK	\$	55,909.07	\$	5,080.37	\$	60,989.44
SCHOOL	Stapleton, Kristin	WLCK	\$	22,729.20	\$	-	\$	22,729.20
SCHOOL	Stevens, Nicholas P	WLCK	\$	119,080.32	\$	11,800.00	\$	130,880.32
SCHOOL	Stover, Eithne M	WLCK	\$	52,300.98	\$	11,890.00	\$	64,190.98
SCHOOL	Tausek, Ethan Robert	WLCK	\$	8,509.74	\$	71.60	\$	8,581.34
SCHOOL	Tausek, Kimberly	WLCK	\$	28,654.70	\$	2,081.25	\$	30,735.95
SCHOOL	Teehan, Ryan	WLCK	\$	5,031.32	\$	-	\$	5,031.32
SCHOOL	Thomas, Ann E	WLCK	\$	27,695.14	\$	1,200.00	\$	28,895.14
SCHOOL	Tobin, Pamela M	WLCK	\$	95,846.48	\$	6,090.36	\$	101,936.84
SCHOOL	Tower, Jennifer	WLCK	\$	50,772.02	\$	-	\$	50,772.02
SCHOOL	Trikoulis, Deborah M	WLCK	\$	100,369.86	\$	1,000.00	\$	101,369.86
SCHOOL	Visser, Lisa	WLCK	\$	4,573.00	\$	554.00	\$	5,127.00
SCHOOL	Walsh, Patricia M	WLCK	\$	4,148.03	\$	320.06	\$	4,468.09
SCHOOL	Waters, Caitlin	WLCK	\$	100,738.98	\$	350.00	\$	101,088.98
SCHOOL	Watson, Erin K	WLCK	\$	119,080.32	\$	3,240.00	\$	122,320.32
SCHOOL	Healey, Karyn	MEML	\$	47,143.72	\$	1,250.14	\$	48,393.86
SCHOOL	Adams, Nicholas Rayos	SUBS	\$	1,165.00	\$	-	\$	1,165.00
SCHOOL	Amnott, Anne L	SUBS	\$	1,110.00	\$	-	\$	1,110.00
SCHOOL	Barrett, Debora	SUBS	\$	8,485.00	\$	-	\$	8,485.00
SCHOOL	Behbehani, Kelly	SUBS	\$	2,600.00	\$	-	\$	2,600.00
SCHOOL	Benitez, Allison J	SUBS	\$	665.00	\$	-	\$	665.00
SCHOOL	Bisciotti, Josephine Rose	SUBS	\$	1,620.00	\$	-	\$	1,620.00
SCHOOL	Boyd, Emily	SUBS	\$	3,105.00	\$	-	\$	3,105.00
SCHOOL	Bresnahan, Mary Theresa	SUBS	\$	700.00	\$	-	\$	700.00
SCHOOL	Bushinsky, Jennifer L	SUBS	\$	3,300.00	\$	150.00	\$	3,450.00
SCHOOL	Campbell, Colleen M	SUBS	\$	2,750.00	\$	-	\$	2,750.00
SCHOOL	Casey, Jennifer	SUBS	\$	1,990.00	\$	-	\$	1,990.00
SCHOOL	Churchill, Sarah E.	SUBS	\$	880.00	\$	-	\$	880.00
SCHOOL	Clifford, Laura Grace	SUBS	\$	450.00	\$	-	\$	450.00
SCHOOL	Cloutman, Olivia Kristina	SUBS	\$	450.00	\$	-	\$	450.00
SCHOOL	Cote, Lynn E	SUBS	\$	3,200.00	\$	-	\$	3,200.00
SCHOOL	Crocker, Nicole	SUBS	\$	900.00	\$	-	\$	900.00
SCHOOL	Crowell, Deirdre W	SUBS	\$	465.00	\$	-	\$	465.00
SCHOOL	Dadasis, Peter	SUBS	\$	5,319.00	\$	-	\$	5,319.00
SCHOOL	Davis, Peggy	SUBS	\$	625.00	\$	-	\$	625.00
SCHOOL	Dennehy, Keira Evelyn	SUBS	\$	1,330.00	\$	-	\$	1,330.00
SCHOOL	DuBois, David	SUBS	\$	1,080.00	\$	-	\$	1,080.00
SCHOOL	Dugan, John	SUBS	\$	990.00	\$	-	\$	990.00
SCHOOL	Dunn, Jean	SUBS	\$	7,295.00	\$	-	\$	7,295.00
SCHOOL	Ferrantino, Susanne	SUBS	\$	1,165.00	\$	-	\$	1,165.00
SCHOOL	Festa, Martha B	SUBS	\$	2,525.00	\$	-	\$	2,525.00
SCHOOL	Flannery, Meredith A	SUBS	\$	1,025.00	\$	-	\$	1,025.00
SCHOOL	Folan, Ariana	SUBS	\$	1,385.00	\$	-	\$	1,385.00
SCHOOL	Frey, Leigh E	SUBS	\$	340.00	\$	-	\$	340.00
SCHOOL	Geary, Lauren	SUBS	\$	4,125.00	\$	-	\$	4,125.00
SCHOOL	Georgacopoulos, Margaret Joanne	SUBS	\$	2,350.00	\$	-	\$	2,350.00
SCHOOL	Gilberti, Brigid	SUBS	\$	875.00	\$	-	\$	875.00
SCHOOL	Godett, Fred	SUBS	\$	8,740.00	\$	-	\$	8,740.00
SCHOOL	Grenier, Grace DeViney	SUBS	\$	8,219.00	\$	-	\$	8,219.00
SCHOOL	Gustafson, Kathleen	SUBS	\$	61,344.24	\$	-	\$	61,344.24
SCHOOL	Haskins, Caryn	SUBS	\$	19,402.05	\$	-	\$	19,402.05
SCHOOL	Hawley, Julianne Marie	SUBS	\$	180.00	\$	-	\$	180.00
SCHOOL	Hawley, Megan	SUBS	\$	720.00	\$	-	\$	720.00
SCHOOL	Herring, Brenna Ashley	SUBS	\$	360.00	\$	-	\$	360.00
SCHOOL	Heyns, Yolandi	SUBS	\$	12,954.53	\$	69.75	\$	13,024.28
SCHOOL	Holding, Kristen M	SUBS	\$	2,455.00	\$	-	\$	2,455.00
SCHOOL	Hurtt-Rensko, Henry	SUBS	\$	630.00	\$	-	\$	630.00
SCHOOL	Irwin, Nancy W	SUBS	\$	340.00	\$	-	\$	340.00
SCHOOL	James, Tyler John	SUBS	\$	-	\$	5,000.00	\$	5,000.00
SCHOOL	Kavanagh, Kimberly	SUBS	\$	5,015.00	\$	-	\$	5,015.00

SCHOOL	Keating, Jennifer K.	SUBS	\$	5,210.00	\$	-	\$	5,210.00
SCHOOL	Kelly, Nicholas	SUBS	\$	270.00	\$	-	\$	270.00
SCHOOL	Kenney, Jennifer	SUBS	\$	125.00	\$	-	\$	125.00
SCHOOL	Kniffen, Nicole Ann	SUBS	\$	13,397.07	\$	-	\$	13,397.07
SCHOOL	Knott, Brian F.	SUBS	\$	2,080.00	\$	-	\$	2,080.00
SCHOOL	Kourtis, Marianna	SUBS	\$	900.00	\$	-	\$	900.00
SCHOOL	Kourtis, Vanessa Sofia	SUBS	\$	1,530.00	\$	-	\$	1,530.00
SCHOOL	Kranker, Kimberly C	SUBS	\$	5,410.00	\$	-	\$	5,410.00
SCHOOL	Kuropatkin, Ashley	SUBS	\$	90.00	\$	-	\$	90.00
SCHOOL	Leahy, Charity	SUBS	\$	590.00	\$	-	\$	590.00
SCHOOL	Lee, Sabrina Wai-Ling	SUBS	\$	450.00	\$	-	\$	450.00
SCHOOL	Lundstrom, Steven	SUBS	\$	10,965.00	\$	1,250.00	\$	12,215.00
SCHOOL	Lynn, Tristan J	SUBS	\$	540.00	\$	-	\$	540.00
SCHOOL	MacCready, Jennifer	SUBS	\$	900.00	\$	460.00	\$	1,360.00
SCHOOL	Maguire, Jake Davis	SUBS	\$	1,535.80	\$	-	\$	1,535.80
SCHOOL	Malmquist, Ashley L	SUBS	\$	5,088.56	\$	-	\$	5,088.56
SCHOOL	Malone, Elizabeth K	SUBS	\$	2,250.00	\$	-	\$	2,250.00
SCHOOL	Manuel, Owen Kenneth	SUBS	\$	845.00	\$	-	\$	845.00
SCHOOL	Marie, Charles Joseph	SUBS	\$	450.00	\$	-	\$	450.00
SCHOOL	McGillivray, Kathryn	SUBS	\$	29,586.75	\$	-	\$	29,586.75
SCHOOL	McNeil, Michael	SUBS	\$	1,080.00	\$	-	\$	1,080.00
SCHOOL	McNeil, Ryan E	SUBS	\$	1,980.00	\$	-	\$	1,980.00
SCHOOL	Michael, Pelkey V.	SUBS	\$	1,170.00	\$	-	\$	1,170.00
SCHOOL	Millard, Blake Jordan	SUBS	\$	1,152.00	\$	-	\$	1,152.00
SCHOOL	Morse, Audrey E	SUBS	\$	540.00	\$	-	\$	540.00
SCHOOL	Nee, Caitlin Susan	SUBS	\$	2,230.00	\$	-	\$	2,230.00
SCHOOL	Nicholson, Jessica L	SUBS	\$	21,176.39	\$	-	\$	21,176.39
SCHOOL	Norberg, Michael Thomas	SUBS	\$	576.00	\$	-	\$	576.00
SCHOOL	Norgren, Christopher	SUBS	\$	6,408.00	\$	-	\$	6,408.00
SCHOOL	O'Connor, Caroline Rose	SUBS	\$	2,730.00	\$	-	\$	2,730.00
SCHOOL	O'Connor, Patrick	SUBS	\$	2,615.00	\$	-	\$	2,615.00
SCHOOL	O'Connor, Teresa	SUBS	\$	392.00	\$	-	\$	392.00
SCHOOL	O'Toole, Jocelyn	SUBS	\$	1,170.00	\$	-	\$	1,170.00
SCHOOL	Panciocco, Caitlin Marie	SUBS	\$	810.00	\$	-	\$	810.00
SCHOOL	Parker, Barbara H	SUBS	\$	11,025.00	\$	-	\$	11,025.00
SCHOOL	Parker, Barry	SUBS	\$	9,340.00	\$	-	\$	9,340.00
SCHOOL	Peters, Karen M	SUBS	\$	2,205.00	\$	-	\$	2,205.00
SCHOOL	Platco, Michael	SUBS	\$	5,167.60	\$	-	\$	5,167.60
SCHOOL	Reddy, Alison E	SUBS	\$	2,750.00	\$	-	\$	2,750.00
SCHOOL	Reynolds, Ian T	SUBS	\$	905.00	\$	-	\$	905.00
SCHOOL	Robertson, Bryanna K	SUBS	\$	300.00	\$	-	\$	300.00
SCHOOL	Ronan, Michelle	SUBS	\$	450.00	\$	150.00	\$	600.00
SCHOOL	Roth, Colleen	SUBS	\$	2,510.00	\$	-	\$	2,510.00
SCHOOL	Ryan, Elisa Christine	SUBS	\$	10,876.51	\$	-	\$	10,876.51
SCHOOL	Sabra, Joseph	SUBS	\$	720.00	\$	-	\$	720.00
SCHOOL	Segal, Kristin	SUBS	\$	1,615.00	\$	-	\$	1,615.00
SCHOOL	Shield, Chloe	SUBS	\$	1,310.00	\$	-	\$	1,310.00
SCHOOL	Shnaider, Nathaniel L	SUBS	\$	8,445.00	\$	-	\$	8,445.00
SCHOOL	Stevens, Andrew Harris	SUBS	\$	485.00	\$	-	\$	485.00
SCHOOL	Stevens, Brady	SUBS	\$	6,744.06	\$	-	\$	6,744.06
SCHOOL	Stevens, Victoria	SUBS	\$	868.00	\$	-	\$	868.00
SCHOOL	Sullivan, Danielle M	SUBS	\$	540.00	\$	-	\$	540.00
SCHOOL	Sullivan, Susan D.	SUBS	\$	9,904.68	\$	-	\$	9,904.68
SCHOOL	Szostak, Margaret	SUBS	\$	16,446.48	\$	-	\$	16,446.48
SCHOOL	Theofilou, Francesca Maria	SUBS	\$	270.00	\$	-	\$	270.00
SCHOOL	Thress, Lucas	SUBS	\$	180.00	\$	-	\$	180.00
SCHOOL	Turner, Louisa	SUBS	\$	22,441.80	\$	-	\$	22,441.80
SCHOOL	Vaughn, Margaret Jane	SUBS	\$	305.00	\$	-	\$	305.00
SCHOOL	Wicks, Henry Samuel	SUBS	\$	1,488.80	\$	560.00	\$	2,048.80
SCHOOL	Wilson, Esthermarie M	SUBS	\$	4,264.00	\$	-	\$	4,264.00
SCHOOL	Wood, David Arnold	SUBS	\$	2,898.00	\$	-	\$	2,898.00
SCHOOL	Yu, Kexin	SUBS	\$	11,374.66	\$	750.00	\$	12,124.66
SCHOOL	Zheng, Elyse D	SUBS	\$	750.00	\$	-	\$	750.00
SCHOOL	Nee, Connor Michael	SUBS	\$	2,660.00	\$	-	\$	2,660.00
SCHOOL	Anagnos, Paul T	MHS	\$	51,540.98	\$	3,990.62	\$	55,531.60
SCHOOL	Ballou, Katherine E	MHS	\$	116,175.44	\$	4,063.50	\$	120,238.94
SCHOOL	Barrows, Zachary F	MHS	\$	113,342.18	\$	1,000.00	\$	114,342.18
SCHOOL	Becker, Russell H M	MHS	\$	92,676.78	\$	3,924.07	\$	96,600.85
SCHOOL	Bellinger, Brian R	MHS	\$	106,686.62	\$	-	\$	106,686.62
SCHOOL	Bennett, Elizabeth C	MHS	\$	90,382.64	\$	1,740.00	\$	92,122.64
SCHOOL	Benoit, Matthew	MHS	\$	52,797.81	\$	-	\$	52,797.81

SCHOOL	Berry, Orla M	MHS	\$	119,080.32	\$	10,119.95	\$	129,200.27
SCHOOL	Beveridge, Sarah	MHS	\$	27,649.30	\$	276.00	\$	27,925.30
SCHOOL	Bielik, Jason	MHS	\$	98,394.86	\$	22,246.93	\$	120,641.79
SCHOOL	Bliss, Kelly Jeanne	MHS	\$	100,369.86	\$	500.00	\$	100,869.86
SCHOOL	Bon Tempo-Amato, Sofia E	MHS	\$	70,611.04	\$	5,530.00	\$	76,141.04
SCHOOL	Bonomi, Alice	MHS	\$	98,394.86	\$	2,750.00	\$	101,144.86
SCHOOL	Bookman, Leora	MHS	\$	113,342.18	\$	3,000.00	\$	116,342.18
SCHOOL	Brenton, Kymberli D	MHS	\$	23,311.72	\$	5,200.00	\$	28,511.72
SCHOOL	Broks, Ksenija	MHS	\$	102,378.32	\$	750.00	\$	103,128.32
SCHOOL	Brown, Philip M	MHS	\$	63,744.30	\$	1,500.00	\$	65,244.30
SCHOOL	Brown, Sarah L	MHS	\$	64,384.76	\$	7,000.00	\$	71,384.76
SCHOOL	Buckingham, Rachel	MHS	\$	95,287.88	\$	1,500.00	\$	96,787.88
SCHOOL	Burke, Bailey K	MHS	\$	66,347.28	\$	850.50	\$	67,197.78
SCHOOL	Cambridge, Jeffrey K	MHS	\$	108,678.52	\$	2,530.00	\$	111,208.52
SCHOOL	Carlson, Meghan	MHS	\$	28,059.72	\$	-	\$	28,059.72
SCHOOL	Chamberlain, Madeline C	MHS	\$	113,342.18	\$	3,067.00	\$	116,409.18
SCHOOL	Chilton, Susan T	MHS	\$	9,104.12	\$	224.48	\$	9,328.60
SCHOOL	Chojnowski, John P	MHS	\$	103,376.26	\$	-	\$	103,376.26
SCHOOL	Christo, Monica	MHS	\$	13,558.48	\$	480.00	\$	14,038.48
SCHOOL	Clark, Elena Susan	MHS	\$	61,093.12	\$	4,300.00	\$	65,393.12
SCHOOL	Clark, John James	MHS	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Cotter, Michael F	MHS	\$	83,922.46	\$	2,000.00	\$	85,922.46
SCHOOL	Coutinho, Paul	MHS	\$	119,080.32	\$	16,078.00	\$	135,158.32
SCHOOL	Cowell, Kerry A	MHS	\$	111,395.50	\$	9,009.91	\$	120,405.41
SCHOOL	Cowell, Michael S	MHS	\$	93,780.96	\$	768.00	\$	94,548.96
SCHOOL	Danielski, Meghan F	MHS	\$	82,406.66	\$	200.00	\$	82,606.66
SCHOOL	Davagine, Joseph M	MHS	\$	7,822.26	\$	96.00	\$	7,918.26
SCHOOL	Deroche, Nancy P	MHS	\$	6,696.44	\$	6,580.63	\$	13,277.07
SCHOOL	DiLuzio, Alyse	MHS	\$	102,340.34	\$	3,892.20	\$	106,232.54
SCHOOL	Drew, Meghan P	MHS	\$	116,175.44	\$	3,500.00	\$	119,675.44
SCHOOL	Dunn, Jonathan E	MHS	\$	116,175.44	\$	8,700.00	\$	124,875.44
SCHOOL	Emerson, Kathleen	MHS	\$	117,081.60	\$	11,149.97	\$	128,231.57
SCHOOL	Fahy, Caitlin	MHS	\$	80,599.49	\$	-	\$	80,599.49
SCHOOL	Farrell, Paul E	MHS	\$	55,191.85	\$	7,885.48	\$	63,077.33
SCHOOL	Faust, Christopher D	MHS	\$	91,740.88	\$	1,500.00	\$	93,240.88
SCHOOL	Fitzgerald, Maura S	MHS	\$	50,218.51	\$	1,028.96	\$	51,247.47
SCHOOL	Flanagan, Jacqueline H	MHS	\$	119,080.32	\$	2,250.00	\$	121,330.32
SCHOOL	Garcia-Rangel, Mary A	MHS	\$	112,264.14	\$	4,780.00	\$	117,044.14
SCHOOL	Goodrow-Trach, Monique A	MHS	\$	112,087.46	\$	9,360.50	\$	121,447.96
SCHOOL	Goodwin, Jared	MHS	\$	36,784.17	\$	-	\$	36,784.17
SCHOOL	Grolnic, Linda B	MHS	\$	116,175.44	\$	2,250.00	\$	118,425.44
SCHOOL	Grossman, Stephanie	MHS	\$	28,615.72	\$	4,559.91	\$	33,175.63
SCHOOL	Hagan, Brenda	MHS	\$	134,550.26	\$	-	\$	134,550.26
SCHOOL	Hamilton, Paula D	MHS	\$	116,175.44	\$	3,863.50	\$	120,038.94
SCHOOL	Hardiman, Brittany M	MHS	\$	94,287.44	\$	15,879.93	\$	110,167.37
SCHOOL	Hester, Ellen	MHS	\$	102,879.32	\$	1,990.00	\$	104,869.32
SCHOOL	Higger, Sara M	MHS	\$	80,974.10	\$	2,000.00	\$	82,974.10
SCHOOL	Holms, Matthew S	MHS	\$	107,307.82	\$	2,050.00	\$	109,357.82
SCHOOL	Jacobson, Daniel F	MHS	\$	27,676.52	\$	5,325.00	\$	33,001.52
SCHOOL	Jones, Katherine M	MHS	\$	116,175.62	\$	9,949.93	\$	126,125.55
SCHOOL	Keene, Laura	MHS	\$	105,126.70	\$	2,000.00	\$	107,126.70
SCHOOL	Kelly, Matthew	MHS	\$	5,040.00	\$	-	\$	5,040.00
SCHOOL	Kiami, Becki N	MHS	\$	28,562.05	\$	1,579.53	\$	30,141.58
SCHOOL	Kincaid, Garland	MHS	\$	115,708.74	\$	10,700.00	\$	126,408.74
SCHOOL	Kraemer, Michael R	MHS	\$	119,080.32	\$	25,500.00	\$	144,580.32
SCHOOL	Ladd, William Thomas	MHS	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Lawler, Christopher R	MHS	\$	55,924.77	\$	10,698.12	\$	66,622.89
SCHOOL	Lee, Simone	MHS	\$	37,451.39	\$	3,180.00	\$	40,631.39
SCHOOL	Leland, Stephanie C	MHS	\$	86,005.32	\$	2,000.00	\$	88,005.32
SCHOOL	Lodge, Anne E	MHS	\$	108,678.52	\$	8,770.72	\$	117,449.24
SCHOOL	Lohan, Melinda A	MHS	\$	108,678.52	\$	11,500.00	\$	120,178.52
SCHOOL	Luce, Shawn M	MHS	\$	86,371.66	\$	18,226.50	\$	104,598.16
SCHOOL	Lynch, Kerry T	MHS	\$	106,686.62	\$	6,279.00	\$	112,965.62
SCHOOL	Lyon, Diane P	MHS	\$	119,080.32	\$	9,575.00	\$	128,655.32
SCHOOL	Lyons, Teresa M	MHS	\$	25,149.16	\$	2,186.49	\$	27,335.65
SCHOOL	Macleod, Robert Wallace	MHS	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Mandosa, Francis B	MHS	\$	116,175.44	\$	3,400.00	\$	119,575.44
SCHOOL	Mandosa, Heather M	MHS	\$	138,415.81	\$	8,959.17	\$	147,374.98
SCHOOL	Markowski, Karen O	MHS	\$	33,530.61	\$	800.00	\$	34,330.61
SCHOOL	Marks, Stephen	MHS	\$	99,793.66	\$	8,824.95	\$	108,618.61
SCHOOL	Mason, Michael F	MHS	\$	44,609.66	\$	3,900.00	\$	48,509.66

SCHOOL	McCrossan, Kathleen C	MHS	\$	19,252.48	\$	1,812.00	\$	21,064.48
SCHOOL	McGrory, Gretchen	MHS	\$	37,908.96	\$	117.78	\$	38,026.74
SCHOOL	Mioduszewski, Kathleen Marie	MHS	\$	108,678.52	\$	1,500.00	\$	110,178.52
SCHOOL	Noonan, Christine	MHS	\$	107,518.62	\$	7,976.58	\$	115,495.20
SCHOOL	Northrup, Andrew Richard	MHS	\$	41,471.28	\$	750.00	\$	42,221.28
SCHOOL	Oasis, Perry	MHS	\$	87,045.34	\$	7,630.00	\$	94,675.34
SCHOOL	Ormberg, Erik A	MHS	\$	105,450.96	\$	16,873.13	\$	122,324.09
SCHOOL	Padden, Amanda H	MHS	\$	100,738.98	\$	4,772.55	\$	105,511.53
SCHOOL	Papantonis, Alexandra Nicole	MHS	\$	22,102.90	\$	2,714.18	\$	24,817.08
SCHOOL	Parga, Robert A	MHS	\$	185,910.39	\$	2,500.00	\$	188,410.39
SCHOOL	Penn, Mark R	MHS	\$	119,080.32	\$	3,750.50	\$	122,830.82
SCHOOL	Pollard, Stephanie M	MHS	\$	88,001.44	\$	4,495.50	\$	92,496.94
SCHOOL	Prendergast, Patrick James	MHS	\$	4,700.00	\$	-	\$	4,700.00
SCHOOL	Randolph, Elizabeth A	MHS	\$	106,686.62	\$	3,750.00	\$	110,436.62
SCHOOL	Reilly, Colby	MHS	\$	95,846.22	\$	2,370.00	\$	98,216.22
SCHOOL	Remy, Sarah Ayn	MHS	\$	40,999.14	\$	7,400.00	\$	48,399.14
SCHOOL	Reynolds, Morgan C	MHS	\$	86,005.32	\$	4,250.00	\$	90,255.32
SCHOOL	Rimbey, Ashley	MHS	\$	96,270.96	\$	3,603.00	\$	99,873.96
SCHOOL	Rodenhi, Sarah	MHS	\$	117,081.60	\$	1,750.00	\$	118,831.60
SCHOOL	Rose, Pirelli	MHS	\$	51,355.44	\$	-	\$	51,355.44
SCHOOL	Ryan, Bridget	MHS	\$	480.00	\$	-	\$	480.00
SCHOOL	Safer, Jessica A	MHS	\$	116,175.44	\$	14,239.95	\$	130,415.39
SCHOOL	Sancher, Bethan L	MHS	\$	113,342.18	\$	18,369.97	\$	131,712.15
SCHOOL	Sawtelle, Gwynne A	MHS	\$	113,342.18	\$	4,660.00	\$	118,002.18
SCHOOL	Sawyer Jr., Andrew	MHS	\$	53,705.63	\$	9,917.49	\$	63,623.12
SCHOOL	Scott, Eric A	MHS	\$	149,132.36	\$	250.00	\$	149,382.36
SCHOOL	Shaffer, Karen	MHS	\$	90,044.48	\$	4,960.00	\$	95,004.48
SCHOOL	Sieber, Colleen J	MHS	\$	110,133.32	\$	3,320.00	\$	113,453.32
SCHOOL	Smith, Kathleen H.	MHS	\$	47,464.80	\$	1,220.00	\$	48,684.80
SCHOOL	Snider, Julia	MHS	\$	-	\$	3,000.00	\$	3,000.00
SCHOOL	Sonnenberg, Neal J	MHS	\$	114,449.10	\$	14,263.54	\$	128,712.64
SCHOOL	Spinello, Kayla	MHS	\$	59,220.16	\$	2,000.00	\$	61,220.16
SCHOOL	Stewart, Hunter	MHS	\$	53,416.44	\$	-	\$	53,416.44
SCHOOL	Tasi, Tracy L	MHS	\$	102,879.22	\$	1,500.00	\$	104,379.22
SCHOOL	Tevis-Finn, Julie M	MHS	\$	100,369.86	\$	500.00	\$	100,869.86
SCHOOL	Thomas, Andrea	MHS	\$	75,326.36	\$	-	\$	75,326.36
SCHOOL	Tighe, Jamie L.	MHS	\$	40,309.28	\$	2,537.00	\$	42,846.28
SCHOOL	Tomera, Mona J	MHS	\$	8,640.99	\$	308.22	\$	8,949.21
SCHOOL	Toubman, Ellen H	MHS	\$	119,080.32	\$	11,999.97	\$	131,080.29
SCHOOL	Vogel, Keith T	MHS	\$	59,332.28	\$	6,301.35	\$	65,633.63
SCHOOL	Welling, Veronique	MHS	\$	116,175.44	\$	1,500.00	\$	117,675.44
SCHOOL	Williamson, Holly J	MHS	\$	98,394.86	\$	500.00	\$	98,894.86
SCHOOL	Worthley, David	MHS	\$	123,856.24	\$	5,750.00	\$	129,606.24
SCHOOL	Worthley, Stephanie A	MHS	\$	109,353.90	\$	16,719.47	\$	126,073.37
SCHOOL	Wren-Burgess, Bonnie L	MHS	\$	116,175.44	\$	6,145.00	\$	122,320.44
SCHOOL	Zehme, Joanna M	MHS	\$	14,187.76	\$	226.00	\$	14,413.76
SCHOOL	Zhang, Xuguang	MHS	\$	93,641.32	\$	750.00	\$	94,391.32
SCHOOL	Ackley, Jessica A	MEML	\$	27,695.14	\$	1,276.00	\$	28,971.14
SCHOOL	Aries, Kaitlin M	MEML	\$	81,706.62	\$	2,860.00	\$	84,566.62
SCHOOL	Barnes, Colleen	MEML	\$	85,017.50	\$	-	\$	85,017.50
SCHOOL	Bartolini, Pamela	MEML	\$	2,440.00	\$	-	\$	2,440.00
SCHOOL	Bilsborough, Melissa D	MEML	\$	163,145.20	\$	2,500.00	\$	165,645.20
SCHOOL	Blake, Edward Putnam	MEML	\$	52,797.81	\$	-	\$	52,797.81
SCHOOL	Bockhorst, Kathleen K	MEML	\$	109,990.78	\$	4,117.72	\$	114,108.50
SCHOOL	Bond, Robert	MEML	\$	57,212.56	\$	10,759.85	\$	67,972.41
SCHOOL	Boyd, Heather Marie	MEML	\$	25,065.19	\$	-	\$	25,065.19
SCHOOL	Brennan, Courtney	MEML	\$	31,389.50	\$	2,610.00	\$	33,999.50
SCHOOL	Brown, Victoria	MEML	\$	11,585.61	\$	-	\$	11,585.61
SCHOOL	Bureau, Tanya Denise	MEML	\$	34,475.14	\$	-	\$	34,475.14
SCHOOL	Carlow, Alyssa	MEML	\$	2,122.99	\$	-	\$	2,122.99
SCHOOL	Carlow, Laura	MEML	\$	28,309.81	\$	2,096.00	\$	30,405.81
SCHOOL	Castle, Claire E	MEML	\$	32,589.17	\$	554.00	\$	33,143.17
SCHOOL	Chen, Joy F	MEML	\$	95,264.24	\$	2,400.00	\$	97,664.24
SCHOOL	Clark, Daniel V	MEML	\$	48,085.27	\$	5,722.39	\$	53,807.66
SCHOOL	Colantoni, Juliana	MEML	\$	119,080.32	\$	5,990.06	\$	125,070.38
SCHOOL	Cole, Sarah	MEML	\$	72,487.38	\$	1,400.00	\$	73,887.38
SCHOOL	Connors, Maureen C	MEML	\$	27,695.14	\$	-	\$	27,695.14
SCHOOL	Costello, Julianne	MEML	\$	13,827.93	\$	-	\$	13,827.93
SCHOOL	Dardia, Christine M	MEML	\$	67,252.60	\$	1,407.93	\$	68,660.53
SCHOOL	Degeorge, Sally A	MEML	\$	102,762.36	\$	10,410.06	\$	113,172.42
SCHOOL	Desjardins, Jacob S	MEML	\$	58,102.94	\$	2,430.00	\$	60,532.94

SCHOOL	Distefano, Amy	MEML	\$	27,695.14	\$	168.00	\$	27,863.14
SCHOOL	Donahue, Megan M	MEML	\$	37,803.74	\$	600.00	\$	38,403.74
SCHOOL	Dugan, Bettina V	MEML	\$	14,436.18	\$	224.00	\$	14,660.18
SCHOOL	Dunn, Maria	MEML	\$	20,421.34	\$	288.00	\$	20,709.34
SCHOOL	Elrick, Stefanie	MEML	\$	102,879.22	\$	1,500.00	\$	104,379.22
SCHOOL	Estes, Caroline N	MEML	\$	69,914.88	\$	240.00	\$	70,154.88
SCHOOL	Estes, Kimberly N	MEML	\$	9,290.00	\$	-	\$	9,290.00
SCHOOL	Farrhar, Anne M	MEML	\$	113,342.18	\$	810.00	\$	114,152.18
SCHOOL	Foley, Patricia	MEML	\$	65,389.64	\$	-	\$	65,389.64
SCHOOL	Gelinas, Ellen W	MEML	\$	86,942.94	\$	5,440.00	\$	92,382.94
SCHOOL	Giammarco, Nancy M	MEML	\$	44,147.31	\$	-	\$	44,147.31
SCHOOL	Goodband, Allison	MEML	\$	2,501.64	\$	52.00	\$	2,553.64
SCHOOL	Grace, Herbert F	MEML	\$	81,936.00	\$	23,774.09	\$	105,710.09
SCHOOL	Grace, Paula C	MEML	\$	112,087.46	\$	2,400.00	\$	114,487.46
SCHOOL	Guilbert, Alison B	MEML	\$	105,450.96	\$	1,500.00	\$	106,950.96
SCHOOL	Herring, Heather	MEML	\$	101,641.42	\$	1,500.00	\$	103,141.42
SCHOOL	Hester, Andrea G	MEML	\$	1,270.13	\$	-	\$	1,270.13
SCHOOL	Iadarola, Geoffrey	MEML	\$	30,546.26	\$	1,666.70	\$	32,212.96
SCHOOL	Jablonski, Bethany L	MEML	\$	21,446.53	\$	-	\$	21,446.53
SCHOOL	Johnson, Brandon Anthony	MEML	\$	28,837.85	\$	818.76	\$	29,656.61
SCHOOL	Johnson, Sherry Lynn	MEML	\$	7,734.59	\$	-	\$	7,734.59
SCHOOL	Kane, William Christopher	MEML	\$	23,283.08	\$	-	\$	23,283.08
SCHOOL	Keenan, Carina	MEML	\$	78,331.62	\$	-	\$	78,331.62
SCHOOL	Kennedy, Joan M	MEML	\$	59,036.88	\$	1,521.93	\$	60,558.81
SCHOOL	Kerkhoff, Laura	MEML	\$	25,069.03	\$	-	\$	25,069.03
SCHOOL	Kilroy, Michelle	MEML	\$	14,095.33	\$	-	\$	14,095.33
SCHOOL	Kourtis, Isabella	MEML	\$	23,948.59	\$	354.00	\$	24,302.59
SCHOOL	Kristof, Kimberly M	MEML	\$	32,882.00	\$	160.00	\$	33,042.00
SCHOOL	Ladouceur, Beth	MEML	\$	53,619.06	\$	1,299.60	\$	54,918.66
SCHOOL	Laszczak, Shawna	MEML	\$	22,340.59	\$	20.00	\$	22,360.59
SCHOOL	Lawson, Jennifer	MEML	\$	190.00	\$	-	\$	190.00
SCHOOL	Lozano, Guillet	MEML	\$	113,342.18	\$	6,639.91	\$	119,982.09
SCHOOL	Lynch, Terri	MEML	\$	34,968.22	\$	2,502.26	\$	37,470.48
SCHOOL	Lyons, Jaimie	MEML	\$	11,126.45	\$	472.18	\$	11,598.63
SCHOOL	Maalouf, Raymonde A	MEML	\$	27,695.14	\$	2,682.00	\$	30,377.14
SCHOOL	Macaulay, Jaclyn V	MEML	\$	360.00	\$	-	\$	360.00
SCHOOL	Maggio, Marykate	MEML	\$	75,653.60	\$	-	\$	75,653.60
SCHOOL	Maguire, Kimberly	MEML	\$	92,821.82	\$	-	\$	92,821.82
SCHOOL	Mahoney, Kelli G	MEML	\$	98,394.86	\$	3,500.06	\$	101,894.92
SCHOOL	McCusker, Michelle Ann	MEML	\$	25,282.88	\$	216.00	\$	25,498.88
SCHOOL	McCusker, Tracey P	MEML	\$	21,211.47	\$	-	\$	21,211.47
SCHOOL	McNeil, Irene M	MEML	\$	48,418.27	\$	987.85	\$	49,406.12
SCHOOL	McNeil, Janet	MEML	\$	13,908.85	\$	-	\$	13,908.85
SCHOOL	Mitteness, Madison Caitlin	MEML	\$	24,801.90	\$	1,508.10	\$	26,310.00
SCHOOL	Mulroy, Elizabeth	MEML	\$	27,695.14	\$	1,672.00	\$	29,367.14
SCHOOL	Newton, Melissa	MEML	\$	66,547.22	\$	1,030.00	\$	67,577.22
SCHOOL	Nickerson, Jeninne M	MEML	\$	112,087.46	\$	2,000.00	\$	114,087.46
SCHOOL	Nogueira, Lynn A	MEML	\$	86,532.80	\$	280.00	\$	86,812.80
SCHOOL	Orellana, Ligia Rebeca	MEML	\$	15,367.24	\$	310.64	\$	15,677.88
SCHOOL	Paget, Christine	MEML	\$	119,080.32	\$	5,000.00	\$	124,080.32
SCHOOL	Pasini-Fredriksen, Jill	MEML	\$	23,948.59	\$	572.00	\$	24,520.59
SCHOOL	Piersiak, Elaine M	MEML	\$	15,792.26	\$	-	\$	15,792.26
SCHOOL	Piller, Jack	MEML	\$	1,498.11	\$	-	\$	1,498.11
SCHOOL	Pollock, Allison B	MEML	\$	119,080.32	\$	2,000.00	\$	121,080.32
SCHOOL	Powers, Kayla	MEML	\$	1,095.35	\$	-	\$	1,095.35
SCHOOL	Ravinski, Kathleen H	MEML	\$	105,450.96	\$	3,770.00	\$	109,220.96
SCHOOL	Redding, Dorothy E	MEML	\$	19,535.29	\$	808.00	\$	20,343.29
SCHOOL	Riccio, Julia E	MEML	\$	112,264.14	\$	1,500.00	\$	113,764.14
SCHOOL	Ruggiero, David L	MEML	\$	110,206.64	\$	1,900.00	\$	112,106.64
SCHOOL	Scier, Lesley	MEML	\$	99,653.22	\$	1,220.00	\$	100,873.22
SCHOOL	Sedambi, Padmaja	MEML	\$	27,024.79	\$	-	\$	27,024.79
SCHOOL	Shusterman, Rebecca	MEML	\$	1,040.00	\$	-	\$	1,040.00
SCHOOL	Signore, Rebecca W	MEML	\$	16,222.47	\$	434.00	\$	16,656.47
SCHOOL	Sperling, Keri A	MEML	\$	117,081.60	\$	1,500.00	\$	118,581.60
SCHOOL	St. Cyr, Caitlin	MEML	\$	38,364.29	\$	611.33	\$	38,975.62
SCHOOL	St. Mary, Nicole L	MEML	\$	30,674.24	\$	-	\$	30,674.24
SCHOOL	Sutherland, Donna	MEML	\$	38,364.29	\$	3,540.00	\$	41,904.29
SCHOOL	Swanson, Lillian	MEML	\$	23,948.59	\$	264.00	\$	24,212.59
SCHOOL	Taylor, Amie	MEML	\$	26,061.75	\$	-	\$	26,061.75
SCHOOL	Teany, Meredith	MEML	\$	116,175.44	\$	500.00	\$	116,675.44
SCHOOL	Theodorou, Mariessa L	MEML	\$	108,678.52	\$	7,041.50	\$	115,720.02

SCHOOL	Truchon, Janette E.	MEML	\$	57,818.20	\$	490.00	\$	58,308.20
SCHOOL	Wallace, Melissa D	MEML	\$	102,340.34	\$	-	\$	102,340.34
SCHOOL	West, Jaclyn E	MEML	\$	79,729.37	\$	-	\$	79,729.37
SCHOOL	Wood, Katherine A	MEML	\$	70,598.56	\$	-	\$	70,598.56
SCHOOL	Woods, Andrea	MEML	\$	10,802.32	\$	536.00	\$	11,338.32
SCHOOL	Allen, Glenn	HS	\$	27,658.16	\$	-	\$	27,658.16
SCHOOL	Churchill, John M	HS	\$	21,745.43	\$	514.00	\$	22,259.43
SCHOOL	Congdon, Colleen	HS	\$	16,997.32	\$	-	\$	16,997.32
SCHOOL	Faneuil, Andrea Law	HS	\$	6,364.08	\$	44.00	\$	6,408.08
SCHOOL	Isaac, Elizabeth Lytle	HS	\$	11,110.76	\$	212.00	\$	11,322.76
SCHOOL	Lannon, Linda M	HS	\$	23,281.20	\$	-	\$	23,281.20
SCHOOL	Lima, Joseph	HS	\$	25,168.32	\$	-	\$	25,168.32
SCHOOL	McGuire, Audrey	HS	\$	24,298.16	\$	-	\$	24,298.16
SCHOOL	Olson, Catherine Marie	HS	\$	9,011.80	\$	246.00	\$	9,257.80
SCHOOL	Petrosky, Sasha M	HS	\$	17,580.01	\$	-	\$	17,580.01
SCHOOL	Ramsdell, Jennifer	HS	\$	30,696.32	\$	-	\$	30,696.32
SCHOOL	Savini, Lisa	HS	\$	34,110.48	\$	-	\$	34,110.48
SCHOOL	Tobin, John	HS	\$	21,094.16	\$	-	\$	21,094.16
SCHOOL	Wesolowski, Meredith	HS	\$	2,303.37	\$	-	\$	2,303.37
SCHOOL	Wohlfarth, Stanley	FACILITIES	\$	23,594.81	\$	286.87	\$	23,881.68
SCHOOL	Collaran, Amy	FACILITIES	\$	60,501.30	\$	-	\$	60,501.30
SCHOOL	Robitaille, Shayn	FACILITIES	\$	81,000.00	\$	-	\$	81,000.00
SCHOOL	Quilty, Dennis M	FACILITIES	\$	5,702.25	\$	-	\$	5,702.25
SCHOOL	Quinn, Robert	FACILITIES	\$	16,826.92	\$	-	\$	16,826.92
SCHOOL	Vautour, Richard	FACILITIES	\$	34,907.84	\$	5,233.61	\$	40,141.45
SCHOOL	Ahern, Joseph	DALE	\$	106,686.62	\$	640.00	\$	107,326.62
SCHOOL	Bassett, Jennifer E	DALE	\$	106,686.62	\$	1,000.00	\$	107,686.62
SCHOOL	Beaudoin, Leah	DALE	\$	29,442.16	\$	-	\$	29,442.16
SCHOOL	Berghaus, Terrance H	DALE	\$	15,307.60	\$	535.80	\$	15,843.40
SCHOOL	Boudreau, Kathleen	DALE	\$	13,650.56	\$	349.02	\$	13,999.58
SCHOOL	Boulris, Jessica L	DALE	\$	37,158.99	\$	52.00	\$	37,210.99
SCHOOL	Buff, Kelsey N	DALE	\$	73,478.08	\$	5,470.00	\$	78,948.08
SCHOOL	Burnham, Elizabeth	DALE	\$	112,087.46	\$	2,370.00	\$	114,457.46
SCHOOL	Callahan, Christina L	DALE	\$	100,854.94	\$	1,000.00	\$	101,854.94
SCHOOL	Callahan, Eileen	DALE	\$	100,369.86	\$	750.00	\$	101,119.86
SCHOOL	Chamblin, Kelly M	DALE	\$	91,740.88	\$	870.00	\$	92,610.88
SCHOOL	Collins, Kate	DALE	\$	28,817.80	\$	852.00	\$	29,669.80
SCHOOL	Condon, Maura E	DALE	\$	97,125.20	\$	4,820.06	\$	101,945.26
SCHOOL	Cummings, Delaney Jeanne	DALE	\$	16,759.71	\$	92.00	\$	16,851.71
SCHOOL	Delaney, Christina M	DALE	\$	103,172.34	\$	1,150.00	\$	104,322.34
SCHOOL	Dennehy, Siobhan C.	DALE	\$	36,485.90	\$	104.00	\$	36,589.90
SCHOOL	Dexter, Ryan A	DALE	\$	110,206.64	\$	11,042.00	\$	121,248.64
SCHOOL	Dipesa, Leanne	DALE	\$	105,126.70	\$	3,900.06	\$	109,026.76
SCHOOL	Douglas, Michael R	DALE	\$	114,180.42	\$	4,904.80	\$	119,085.22
SCHOOL	Dowd, Shannon	DALE	\$	102,340.34	\$	1,490.00	\$	103,830.34
SCHOOL	Evans, Brenna A	DALE	\$	98,394.68	\$	7,650.00	\$	106,044.68
SCHOOL	Flynn, Suzanne M	DALE	\$	109,353.90	\$	1,500.00	\$	110,853.90
SCHOOL	Frazier, Kimberly A	DALE	\$	27,695.14	\$	3,074.00	\$	30,769.14
SCHOOL	Gilberti, Anne	DALE	\$	44,796.52	\$	-	\$	44,796.52
SCHOOL	Grenham, Stephen S	DALE	\$	166,922.86	\$	2,750.00	\$	169,672.86
SCHOOL	Gutierrez, Nicole	DALE	\$	88,001.44	\$	890.00	\$	88,891.44
SCHOOL	Hamilton, Susan G	DALE	\$	109,353.90	\$	2,990.00	\$	112,343.90
SCHOOL	Hauptman, Karin A	DALE	\$	38,524.14	\$	600.00	\$	39,124.14
SCHOOL	Hayes, Christine	DALE	\$	69,454.62	\$	400.00	\$	69,854.62
SCHOOL	Hayes, Margot S	DALE	\$	109,287.78	\$	1,970.00	\$	111,257.78
SCHOOL	Hora Kulakowska, Maria D	DALE	\$	16,965.78	\$	156.09	\$	17,121.87
SCHOOL	Isaacson, Sara	DALE	\$	87,045.34	\$	-	\$	87,045.34
SCHOOL	Johnson, Michael S	DALE	\$	51,886.87	\$	10,447.37	\$	62,334.24
SCHOOL	Jones, Christina L	DALE	\$	15,843.01	\$	156.88	\$	15,999.89
SCHOOL	Kaplan, Leslie	DALE	\$	51,757.21	\$	176.00	\$	51,933.21
SCHOOL	Kelly, Amy Elizabeth	DALE	\$	71,188.02	\$	500.00	\$	71,688.02
SCHOOL	Kern, Laurie	DALE	\$	113,342.18	\$	-	\$	113,342.18
SCHOOL	Knott, Donna F	DALE	\$	27,695.14	\$	1,146.00	\$	28,841.14
SCHOOL	Laughna, Mary E	DALE	\$	79,704.00	\$	15,870.00	\$	95,574.00
SCHOOL	Le Vangie, Kristen N	DALE	\$	75,514.14	\$	500.00	\$	76,014.14
SCHOOL	Lowerre, Julie B	DALE	\$	36,138.96	\$	-	\$	36,138.96
SCHOOL	MacDonnell, Shannon	DALE	\$	75,653.60	\$	3,740.00	\$	79,393.60
SCHOOL	Malmqvist, Lynne T	DALE	\$	31,333.58	\$	7,200.00	\$	38,533.58
SCHOOL	Maloney, Lindsey	DALE	\$	102,378.32	\$	2,136.25	\$	104,514.57
SCHOOL	Martlin, Jean M	DALE	\$	40,696.15	\$	600.00	\$	41,296.15
SCHOOL	McCabe, Leonesse V	DALE	\$	16,967.82	\$	-	\$	16,967.82

SCHOOL	McGuinness-Tyer, Amy	DALE	\$	32,415.28	\$	878.40	\$	33,293.68
SCHOOL	Mulligan, Jessica T	DALE	\$	88,001.44	\$	-	\$	88,001.44
SCHOOL	Nawrocki, Mairi C	DALE	\$	111,395.50	\$	3,020.00	\$	114,415.50
SCHOOL	Nee, Erin E	DALE	\$	85,017.50	\$	500.00	\$	85,517.50
SCHOOL	Nee, Kathleen	DALE	\$	24,516.65	\$	666.00	\$	25,182.65
SCHOOL	O'Brien, Justine	DALE	\$	9,889.07	\$	204.00	\$	10,093.07
SCHOOL	Perachi, Brenda E	DALE	\$	119,080.32	\$	900.00	\$	119,980.32
SCHOOL	Ross, Erica	DALE	\$	108,678.52	\$	3,000.00	\$	111,678.52
SCHOOL	Ryan, Lisa	DALE	\$	15,812.98	\$	148.87	\$	15,961.85
SCHOOL	Sager, Bethany E	DALE	\$	119,080.32	\$	3,200.00	\$	122,280.32
SCHOOL	Scott, Amy W	DALE	\$	106,686.62	\$	-	\$	106,686.62
SCHOOL	Seaver, Jennifer	DALE	\$	86,455.48	\$	-	\$	86,455.48
SCHOOL	Sergi, Steven	DALE	\$	23,414.52	\$	1,770.00	\$	25,184.52
SCHOOL	Shade, Russell	DALE	\$	21,051.02	\$	5,680.00	\$	26,731.02
SCHOOL	Skinner, Amanda	DALE	\$	74,100.88	\$	-	\$	74,100.88
SCHOOL	Song, Xiaoqing	DALE	\$	53,109.34	\$	-	\$	53,109.34
SCHOOL	Spittel, Cassandra L	DALE	\$	55,903.54	\$	500.00	\$	56,403.54
SCHOOL	Strelakovsky, Elisabeth C	DALE	\$	119,080.32	\$	2,000.00	\$	121,080.32
SCHOOL	Thompson, Kathleen A	DALE	\$	-	\$	1,720.00	\$	1,720.00
SCHOOL	Tumbleston, Amanda	DALE	\$	72,487.30	\$	2,260.00	\$	74,747.30
SCHOOL	Vancura, Dorothy B	DALE	\$	119,080.32	\$	1,750.00	\$	120,830.32
SCHOOL	White, Clayton	DALE	\$	9,212.12	\$	424.00	\$	9,636.12
SCHOOL	Wilson, Anthony	DALE	\$	144.00	\$	-	\$	144.00
SCHOOL	Wilson, Christopher M	DALE	\$	53,703.41	\$	9,236.54	\$	62,939.95
SCHOOL	Wilson, Edith	DALE	\$	88,217.66	\$	500.00	\$	88,717.66
SCHOOL	Woolley, Kimberly	DALE	\$	23,948.59	\$	-	\$	23,948.59
SCHOOL	Teza, Daniel	D/M	\$	3,132.27	\$	-	\$	3,132.27
SCHOOL	Dalzell, Rylianne	Coaches	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Hauptman, Michael	Coaches	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Schofield, Thomas	Coaches	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	Armitage, Hunter	COACH	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Bird, Cameron M	COACH	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Bucasas, Tyrell	COACH	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	Cabezud, Margaret	COACH	\$	-	\$	8,500.00	\$	8,500.00
SCHOOL	Chung, George C.	COACH	\$	-	\$	3,500.00	\$	3,500.00
SCHOOL	Clifford, Joseph R	COACH	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Eby, Beth G	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Felicio, Arthur	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Frazier, Brian E	COACH	\$	-	\$	6,700.00	\$	6,700.00
SCHOOL	Gavaghan, Kevin M	COACH	\$	-	\$	5,500.00	\$	5,500.00
SCHOOL	Hatch, James	COACH	\$	-	\$	8,300.00	\$	8,300.00
SCHOOL	Isaf, John K	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Libin, Jennifer L.	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Ludwig, Eric J	COACH	\$	-	\$	4,500.00	\$	4,500.00
SCHOOL	Maguire, Mark	COACH	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Martinez, Rafael E	COACH	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Mazukina, William G	COACH	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	McAuliffe, Kenneth	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Mei, Timothy C	COACH	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Minsky, Joshua Michael	COACH	\$	-	\$	2,000.00	\$	2,000.00
SCHOOL	Moon, Evan	COACH	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Morgunova, Julia	COACH	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	O'Brien, Maura A	COACH	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	O'Neil, Jonathan B	COACH	\$	-	\$	14,400.00	\$	14,400.00
SCHOOL	O'Neil, Leonard	COACH	\$	-	\$	4,700.00	\$	4,700.00
SCHOOL	Poli, Christopher	COACH	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Shu, Jerry	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Spolidoro, Mark	COACH	\$	-	\$	4,000.00	\$	4,000.00
SCHOOL	Summers, John	COACH	\$	-	\$	7,200.00	\$	7,200.00
SCHOOL	Whittlesey, William W.	COACH	\$	-	\$	4,300.00	\$	4,300.00
SCHOOL	Barrett, Maureen P	CENT.OFF	\$	67,850.64	\$	-	\$	67,850.64
SCHOOL	Becker, Meredith A	CENT.OFF	\$	124,629.70	\$	500.00	\$	125,129.70
SCHOOL	Bruhl, Mary M	CENT.OFF	\$	163,531.69	\$	14,499.76	\$	178,031.45
SCHOOL	DePaolo, Krystal	CENT.OFF	\$	50,863.70	\$	-	\$	50,863.70
SCHOOL	Durkey, Marleen Elizabeth	CENT.OFF	\$	35,907.43	\$	-	\$	35,907.43
SCHOOL	Harrison, Mark	CENT.OFF	\$	124,401.94	\$	500.00	\$	124,901.94
SCHOOL	Lafrancesca, Michael A	CENT.OFF	\$	182,012.47	\$	7,999.93	\$	190,012.40
SCHOOL	Marsden, Jeffrey J	CENT.OFF	\$	253,305.78	\$	5,000.00	\$	258,305.78
SCHOOL	Montillo, Felicia M	CENT.OFF	\$	58,696.96	\$	1,025.00	\$	59,721.96
SCHOOL	Moores, Andrea	CENT.OFF	\$	73,275.64	\$	-	\$	73,275.64
SCHOOL	Power, Christine	CENT.OFF	\$	165,086.11	\$	2,000.00	\$	167,086.11

SCHOOL	Sandeman, Elizabeth M	CENT.OFF	\$	27,988.65	\$	1,900.00	\$	29,888.65
SCHOOL	Sullivan, Colleen M	CENT.OFF	\$	4,133.32	\$	117.90	\$	4,251.22
SCHOOL	VandenBoom, Kathleen M	CENT.OFF	\$	87,833.20	\$	-	\$	87,833.20
SCHOOL	Walker, Ellen	CENT.OFF	\$	63,856.16	\$	1,534.56	\$	65,390.72
SCHOOL	Alland, Emily J	BLAKE	\$	113,342.18	\$	1,720.00	\$	115,062.18
SCHOOL	Allen, Tracy	BLAKE	\$	116,175.44	\$	9,362.87	\$	125,538.31
SCHOOL	Aronowitz, Louise	BLAKE	\$	5,005.80	\$	-	\$	5,005.80
SCHOOL	Avery, Deborah A	BLAKE	\$	33,668.95	\$	1,025.00	\$	34,693.95
SCHOOL	Bailey, Nicholas A	BLAKE	\$	53,699.71	\$	11,108.81	\$	64,808.52
SCHOOL	Balardini, Stacey K	BLAKE	\$	112,264.14	\$	2,920.00	\$	115,184.14
SCHOOL	Bassett-Markou, Melissa A	BLAKE	\$	27,649.30	\$	672.00	\$	28,321.30
SCHOOL	Batts, Maura E	BLAKE	\$	119,080.32	\$	3,370.00	\$	122,450.32
SCHOOL	Blanco, Hannah A.	BLAKE	\$	32,106.29	\$	788.00	\$	32,894.29
SCHOOL	Boulos, Susan M	BLAKE	\$	119,080.32	\$	1,950.00	\$	121,030.32
SCHOOL	Brown, Christopher Ingalls	BLAKE	\$	990.00	\$	-	\$	990.00
SCHOOL	Buley, Kristin L	BLAKE	\$	102,378.32	\$	5,951.44	\$	108,329.76
SCHOOL	Burke, Stephen M	BLAKE	\$	56,696.75	\$	13,379.15	\$	70,075.90
SCHOOL	Burkell, Kathleen B	BLAKE	\$	116,175.44	\$	3,210.00	\$	119,385.44
SCHOOL	Burns, Stacy	BLAKE	\$	56,873.27	\$	3,140.00	\$	60,013.27
SCHOOL	Bycoff, Susan R	BLAKE	\$	116,175.44	\$	4,580.00	\$	120,755.44
SCHOOL	Campbell, Kelly M	BLAKE	\$	137,697.44	\$	2,000.00	\$	139,697.44
SCHOOL	Choukri, Houda	BLAKE	\$	76,526.88	\$	60.00	\$	76,586.88
SCHOOL	Cole, Kiersten	BLAKE	\$	61,093.12	\$	80.00	\$	61,173.12
SCHOOL	Corcoran, Kristin L	BLAKE	\$	48,938.76	\$	-	\$	48,938.76
SCHOOL	Cuomo, Amy M	BLAKE	\$	99,653.22	\$	30.00	\$	99,683.22
SCHOOL	Dalzell, Julianne W	BLAKE	\$	116,175.44	\$	2,340.00	\$	118,515.44
SCHOOL	Deutsch, Cameron Joseph	BLAKE	\$	22,850.16	\$	24.00	\$	22,874.16
SCHOOL	Doctoroff, Maureen H	BLAKE	\$	-	\$	2,000.00	\$	2,000.00
SCHOOL	Dondero, Jennifer E	BLAKE	\$	110,482.34	\$	3,268.99	\$	113,751.33
SCHOOL	Doolan, Constance R	BLAKE	\$	116,175.44	\$	1,560.00	\$	117,735.44
SCHOOL	Dubois, Mary E	BLAKE	\$	106,686.62	\$	3,960.00	\$	110,646.62
SCHOOL	Duffy, Owen	BLAKE	\$	8,945.12	\$	-	\$	8,945.12
SCHOOL	Farinacci, Catherine Elizabeth	BLAKE	\$	13,189.78	\$	-	\$	13,189.78
SCHOOL	Farrahar, Kevin	BLAKE	\$	20,394.20	\$	-	\$	20,394.20
SCHOOL	Farrell, Kara M	BLAKE	\$	113,342.18	\$	1,690.00	\$	115,032.18
SCHOOL	Flinn, Laurie J	BLAKE	\$	14,657.14	\$	382.85	\$	15,039.99
SCHOOL	Fratolillo, Ann M	BLAKE	\$	119,080.32	\$	5,040.00	\$	124,120.32
SCHOOL	Frazier, Matthew	BLAKE	\$	55,480.75	\$	34,758.04	\$	90,238.79
SCHOOL	Gagne, Ian C	BLAKE	\$	112,264.14	\$	1,620.00	\$	113,884.14
SCHOOL	Gavaghan, Brian	BLAKE	\$	100,854.94	\$	10,860.06	\$	111,715.00
SCHOOL	Gelormini, Kara	BLAKE	\$	116,175.44	\$	860.00	\$	117,035.44
SCHOOL	Gerondeau-Duffy, Jean M	BLAKE	\$	116,175.44	\$	1,000.00	\$	117,175.44
SCHOOL	Gibbs, Michael H	BLAKE	\$	119,080.32	\$	1,400.00	\$	120,480.32
SCHOOL	Glenn, Meghan Kathleen	BLAKE	\$	9,695.40	\$	16.00	\$	9,711.40
SCHOOL	Gonzalez, Heather B	BLAKE	\$	116,175.44	\$	1,580.00	\$	117,755.44
SCHOOL	Gow, Michael	BLAKE	\$	116,175.44	\$	2,000.00	\$	118,175.44
SCHOOL	Graham, Patricia	BLAKE	\$	40,640.79	\$	7,830.00	\$	48,470.79
SCHOOL	Grant, Sydney	BLAKE	\$	2,000.00	\$	-	\$	2,000.00
SCHOOL	Gregorio, Gabriela	BLAKE	\$	9,375.90	\$	1,091.56	\$	10,467.46
SCHOOL	Gumas, Marissa S	BLAKE	\$	119,080.32	\$	4,680.06	\$	123,760.38
SCHOOL	Hatch, Misty N	BLAKE	\$	27,763.04	\$	1,639.64	\$	29,402.68
SCHOOL	Heafitz, Michael S	BLAKE	\$	107,518.62	\$	2,250.00	\$	109,768.62
SCHOOL	Heim, Jason J	BLAKE	\$	116,175.44	\$	11,880.06	\$	128,055.50
SCHOOL	Heim, Marjorie P	BLAKE	\$	113,342.18	\$	4,390.06	\$	117,732.24
SCHOOL	Horvath, Diane	BLAKE	\$	112,264.14	\$	1,740.00	\$	114,004.14
SCHOOL	Interrante, Maura E	BLAKE	\$	105,126.70	\$	1,650.00	\$	106,776.70
SCHOOL	Juhl, Katherine	BLAKE	\$	23,212.22	\$	3,870.00	\$	27,082.22
SCHOOL	Karydis, Karyn L	BLAKE	\$	35,130.23	\$	66.00	\$	35,196.23
SCHOOL	Kearney, Erin C	BLAKE	\$	113,342.18	\$	7,930.06	\$	121,272.24
SCHOOL	Keohan, Gregory T	BLAKE	\$	97,125.20	\$	4,140.00	\$	101,265.20
SCHOOL	Knaus, Joseph P	BLAKE	\$	90,382.64	\$	1,560.00	\$	91,942.64
SCHOOL	Lambiase, Anna	BLAKE	\$	8,581.36	\$	12.00	\$	8,593.36
SCHOOL	Lickteig, Kelly	BLAKE	\$	48,126.72	\$	-	\$	48,126.72
SCHOOL	LoMonaco, Sarah	BLAKE	\$	86,455.48	\$	3,590.00	\$	90,045.48
SCHOOL	Macfarlane, Brian R	BLAKE	\$	56,097.10	\$	160.00	\$	56,257.10
SCHOOL	Mahoney, Yiyu	BLAKE	\$	100,738.98	\$	990.00	\$	101,728.98
SCHOOL	Malone, Elise S	BLAKE	\$	108,678.52	\$	5,490.06	\$	114,168.58
SCHOOL	Manning, Deborah A	BLAKE	\$	116,175.44	\$	5,170.00	\$	121,345.44
SCHOOL	Manning, Kristin L	BLAKE	\$	119,080.32	\$	5,120.00	\$	124,200.32
SCHOOL	Manuel, Tania D	BLAKE	\$	62,416.90	\$	-	\$	62,416.90
SCHOOL	Marenghi, Matthew J	BLAKE	\$	111,395.50	\$	7,664.99	\$	119,060.49

SCHOOL	Marie, Barbara K	BLAKE	\$	28,185.05	\$	2,498.44	\$	30,683.49
SCHOOL	Matthews, Lisa	BLAKE	\$	97,125.20	\$	500.00	\$	97,625.20
SCHOOL	McClelland, Cynthia N	BLAKE	\$	113,342.18	\$	8,120.00	\$	121,462.18
SCHOOL	McCullough, Kathleen M	BLAKE	\$	105,126.70	\$	530.00	\$	105,656.70
SCHOOL	McLaughlin, Nancy T	BLAKE	\$	77,987.70	\$	1,420.00	\$	79,407.70
SCHOOL	McManus, Lisa	BLAKE	\$	15,697.44	\$	30.00	\$	15,727.44
SCHOOL	McNaughton, Jacqueline	BLAKE	\$	27,346.40	\$	744.00	\$	28,090.40
SCHOOL	McNulty, Tara	BLAKE	\$	6,796.69	\$	-	\$	6,796.69
SCHOOL	Mileszko, Diana J	BLAKE	\$	39,178.68	\$	1,420.24	\$	40,598.92
SCHOOL	Millard, Matthew L	BLAKE	\$	109,353.90	\$	3,350.00	\$	112,703.90
SCHOOL	Molinaro, Catherine A	BLAKE	\$	38,109.28	\$	154.00	\$	38,263.28
SCHOOL	Montalto, Perrin	BLAKE	\$	32,090.80	\$	3,960.00	\$	36,050.80
SCHOOL	Moore-Sawyer, Melissa L	BLAKE	\$	21,932.23	\$	902.68	\$	22,834.91
SCHOOL	Murray, Jeffrey M	BLAKE	\$	56,698.83	\$	7,755.11	\$	64,453.94
SCHOOL	Nickerson, Mark C	BLAKE	\$	119,080.32	\$	9,200.00	\$	128,280.32
SCHOOL	Nohos, Christina M	BLAKE	\$	36,243.78	\$	-	\$	36,243.78
SCHOOL	O'Corcora, Eoin T	BLAKE	\$	159,923.54	\$	9,500.03	\$	169,423.57
SCHOOL	O'Donovan-Driscoll, Arlene	BLAKE	\$	160.00	\$	-	\$	160.00
SCHOOL	Pacheco, Paula	BLAKE	\$	7,095.00	\$	-	\$	7,095.00
SCHOOL	Paquette, Marah	BLAKE	\$	3,103.97	\$	-	\$	3,103.97
SCHOOL	Pavelec, Sarah Elizabeth	BLAKE	\$	20,478.80	\$	400.00	\$	20,878.80
SCHOOL	Perlman, Isabel	BLAKE	\$	23,565.52	\$	-	\$	23,565.52
SCHOOL	Pratt, Sarah T.	BLAKE	\$	72,487.38	\$	810.00	\$	73,297.38
SCHOOL	Rensko, Amy	BLAKE	\$	97,744.64	\$	500.00	\$	98,244.64
SCHOOL	Rosen, Michele L	BLAKE	\$	80,402.79	\$	150.00	\$	80,552.79
SCHOOL	Rossi, Cheryl Ann	BLAKE	\$	25,494.46	\$	-	\$	25,494.46
SCHOOL	Ruminski, Kelly L	BLAKE	\$	114,225.86	\$	4,000.06	\$	118,225.92
SCHOOL	Salamone, Mary C	BLAKE	\$	119,080.32	\$	9,400.44	\$	128,480.76
SCHOOL	Scales, Kathleen	BLAKE	\$	68,876.42	\$	-	\$	68,876.42
SCHOOL	Shaw, Jillian E	BLAKE	\$	100,738.98	\$	7,020.06	\$	107,759.04
SCHOOL	Skerry, Sharon A	BLAKE	\$	51,756.14	\$	1,560.00	\$	53,316.14
SCHOOL	Stefanik, Lisa A	BLAKE	\$	40,879.84	\$	600.00	\$	41,479.84
SCHOOL	Sullivan, John M	BLAKE	\$	116,175.44	\$	1,500.00	\$	117,675.44
SCHOOL	Taliaferro, Travis L	BLAKE	\$	119,080.32	\$	14,340.00	\$	133,420.32
SCHOOL	Therriault, Emily Paige	BLAKE	\$	39,928.38	\$	90.00	\$	40,018.38
SCHOOL	Thress, Meghan	BLAKE	\$	100,369.86	\$	90.00	\$	100,459.86
SCHOOL	Tremblay, Anne Marie	BLAKE	\$	109,354.00	\$	12,830.00	\$	122,184.00
SCHOOL	Vaughn, Nathaniel A	BLAKE	\$	183,109.56	\$	5,140.00	\$	188,249.56
SCHOOL	Walkowicz, Nathan R	BLAKE	\$	89,762.54	\$	3,868.62	\$	93,631.16
SCHOOL	Walsh, Hugh	BLAKE	\$	8,102.39	\$	-	\$	8,102.39
SCHOOL	Walsh, James	BLAKE	\$	1,430.00	\$	-	\$	1,430.00
SCHOOL	Williams, Patricia A	BLAKE	\$	109,526.20	\$	3,110.00	\$	112,636.20
SCHOOL	Woods, Thomas O	BLAKE	\$	113,342.18	\$	1,890.00	\$	115,232.18
<b>Grand Totals</b>			<b>\$</b>	<b>44,880,882.63</b>	<b>\$</b>	<b>3,244,051.48</b>	<b>\$</b>	<b>48,124,934.11</b>