

2017
Town Report
Oxford, MA





Pictured above are the Civil War Tablets, which were carved to honor those lost during the war. The plaques are located in the foyer of Town Hall.

The Oxford Town Hall is actually a Memorial to honor those lost in the Civil War. It's real name is: The Grand Army of the Republic (GAR) Memorial Hall and it was built in 1873. The Town Hall originally consisted of Oxford's Election Meeting Hall, a library, a Meeting Room for the GAR, Town Offices and a jail in the basement. In 1888, the clock tower was added. After many years of discussing the deteriorating condition of the Clock Tower and the Tablets, the repair and restoration has been completed. Oxford celebrates this historic monument and looks forward to enjoying it for many years to come.

All the photographs on the covers of this report were shared by Access Oxford, Inc., Sandra Davis and the Oxford Assessor's Office. THANK YOU!



Town of Oxford, Massachusetts
Annual Town Report for 2017
TABLE OF CONTENTS

VOTING AND GENERAL INFORMATION	1
TOWN DEPARTMENT TELEPHONE NUMBERS	2
FEDERAL AND STATE OFFICIALS/Addresses & Telephone Numbers	3
ELECTED OFFICIALS FOR 2017	4
APPOINTED OFFICIALS FOR 2017	5
TERMS CONCLUDED & RESIGNATIONS/Elected & Appointed Officials.....	12

GENERAL GOVERNMENT

Selectmen.....	14
Town Manager	17
Personnel Board.....	18
Board of Assessors.....	19

FINANCIAL REPORTS

Town Accountant's Report.....	21
Gross Wage Report.....	33
Tax Collector's Receivables	47
Trust Fund Report.....	48

PUBLIC SAFETY

Animal Control	51
Board of Health.....	52
Building Department.....	53
Fire/E.M.S. Department.....	53
Police Department.....	57

PUBLIC SERVICE

Bandstand Committee.....	61
Community Center.....	62
Conservation Commission	64
Council on Aging.....	64
Cultural Council.....	66
Fence Viewer	66
Historical Commission.....	67
Report of the Library Director	68
Library Trustees' Report.....	70
Master Plan Update Committee	71
Open Space Committee.....	71
Oxford Housing Authority	71
Planning Board	72
Recreation Commission	73
Zoning Board of Appeals.....	74
2017 Town Clerk Statistics & Revenue.....	75

PUBLIC WORKS

Department of Public Works (D.P.W.)	76
Facilities Maintenance Department	78

SCHOOLS

School Department 2017.....	81
School Committee Report.....	82
Oxford High School.....	83
<i>2017 OHS Graduates</i>	87
<i>2017 OHS Scholarship Recipients</i>	87
<i>Project Coffee</i>	90
Oxford Middle School	90
Oxford Elementary Schools	91
Student Services Department.....	93
<i>Title I</i>	95
Bay Path Regional Vocational Technical High School	97
<i>2017 Bay Path Graduates from Oxford</i>	98
<i>2017 Award Receiving Graduates from Oxford</i>	98

2017 TOWN MEETING AND ELECTION REPORTS

Annual Town Meeting Warrant – May 3, 2017.....	100
Annual Town Election Warrant – May 16, 2017.....	105
Annual Town Meeting – May 3, 2017	106
Budget- Fiscal Year 2018	115
Annual Town Election – May 16, 2017	122
Special Town Meeting Warrant – October 4, 2017	124
Special Town Meeting – October 4, 2017	127

VOLUNTEER FORM



<u>PRECINCTS</u>	<u>REGISTERED VOTERS</u>	<u>VOTING PLACES</u>	<u>GENERAL AREA</u>
1	2284	A.M. Chaffee School	Southwest
2	2182	Oxford Middle School	North
3	2344	Oxford Middle School	Center
4	<u>2187</u>	A.M. Chaffee School	Southeast
TOTAL	8997		

GENERAL INFORMATION

<u>TAX RATE - F/Y 2017</u>	<u>SIZE</u>	<u>ROAD MILEAGE</u>
\$ 16.85 per \$1,000	26.71 Square Miles	111.68
<u>LOCATION</u>	<u>ELEVATION</u>	<u>POPULATION</u>
14 Mi. So. of Worcester	510 Ft. above mean	2017 Town Census
53 Mi. West of Boston	sea level at Town Hall	11,877
37 Mi. from Providence		
165 Mi from N.Y. City		

ZIP CODES

AUBURN 01501	DUDLEY 01571	NO. OXFORD 01537	WEBSTER 01570
CHARLTON 01507	OXFORD 01540	ROCHDALE 01542	SUTTON 01590

TOWN OF OXFORD PHONE NUMBERS

AMBULANCE SERVICE	
Emergency from 987 phones	911
From all other phones	508-987-0156
Ambulance billing	508-987-6009
ANIMAL CONTROL	508-987-6047
BOARD OF APPEALS	508-987-6045
ASSESSOR	508-987-6036
BUILDING INSPECTOR	508-987-6045
CEMETERY SUPERINTENDENT	508-987-6006
COMMUNITY CENTER	508-987-6002
CONSERVATION COMMISSION	508-987-6044
COUNCIL ON AGING (SENIOR CENTER)	508-987-6000 or 6001
DPW	508-987-6006
FIRE DEPARTMENT	
Emergency from 987 phones	911
Fire Headquarters	508-987-6012
North Oxford Fire Station	508-987-6015
GAS INSPECTOR	508-987-6045
BOARD OF HEALTH	508-987-6045
HOUSING AUTHORITY	508-987-5055
LIBRARY	508-987-6003
MIS DEPARTMENT	508-987-6041
PLANNING DEPARTMENT	508-987-6042
PLUMBING INSPECTOR	508-987-5154
POLICE DEPARTMENT	
Emergency from 987 phones	911
From all other phones	508-987-0156
All other calls	508-987-0156
Hearing Impaired	508-987-3794
RECREATION COMMISSION	508-987-6002
SCHOOL DEPARTMENT	
A.M. Chaffee School	508-987-6057
Clara Barton School	508-987-6066
High School	508-987-6081
Guidance Office	508-987-6084
Middle School	508-987-6074
Special Education	508-987-6099
Superintendent of Schools	508-987-6050
SEALER OF WEIGHTS & MEASURES	508-987-6030
SEWERAGE INSPECTOR	508-987-6045
BOARD OF SELECTMEN	508-987-6027
TOWN ACCOUNTANT	508-987-6040
TOWN CLERK	508-987-6032
TOWN COLLECTOR	508-987-6038
TOWN MANAGER	508-987-6030
TOWN TREASURER	508-987-6035
TREE WARDEN	508-987-6006
VETERAN'S SERVICES	508-987-6034
WIRING INSPECTOR	508-987-6045

FEDERAL AND STATE OFFICIALS

UNITED STATES SENATE

Senator Elizabeth A. Warren

317 Hart Senate Office Building
Washington, DC 20510
Tel. 202-224-4543
www.warren.senate.gov

2400 J.F.K. Federal Building
15 New Sudbury Street
Boston, MA 02203
Tel. 617-565-3170

1550 Main Street, Suite 406
Springfield, MA 01103
Tel. 413-788-2690

Senator Edward J. Markey

255 Dirksen Senate Office Bldg.
Washington, D.C. 20510
Tel. 202-224-2742
www.markey.senate.gov/contact

975 J.F.K. Federal Building
15 New Sudbury Street
Boston, MA 02222
Tel. 617-565-8519

1550 Main Street, 4th Floor
Springfield, MA 01101
Tel. 413-785-4610

SECOND CONGRESSIONAL DISTRICT

Congressman James P. McGovern
438 Cannon House Office Bldg.
Washington, DC 20515
Tel. 202-225-6101

12 East Worcester Street, Suite 1
Worcester, MA 01604
Tel. 508-831-7356

GOVERNOR

His Excellency Charlie Baker
State House, Rm. 280 Boston, MA 02133
Tel. 617-725-4005
888-870-7770

STATE SENATOR WORCESTER & NORFOLK DISTRICT

Senator Ryan C. Fattman
State House, Rm. 213A, Boston, MA 02133
Tel. 617-722-1420
e-mail: Ryan.Fattman@masenate.gov

STATE REPRESENTATIVE SEVENTH WORCESTER DISTRICT

Representative Paul K. Frost
State House, Rm. 542, Boston, MA 02133
Tel. 617-722-2489
e-mail: Paul.Frost@mahouse.gov

STATE REPRESENTATIVE EIGHTEENTH WORCESTER DISTRICT

Representative Joseph D. McKenna
State House, Rm. 33, Boston, MA 02133
Tel. 617-722-2060
e-mail: joseph.mckenna@mahouse.gov

ELECTED OFFICIALS FOR 2017

BOARD/COMMITTEE/POSITION	TERM EXPIRES
MODERATOR	
Russell C. Rheault	ATE 2020
Deputy Moderator (Appointed)	
Albert J. Grudzinskas, Jr.	ATE 2020
BOARD OF SELECTMEN	
Dennis E. Lamarche, Chairman	ATE 2018
Cheryll A. Leblanc, Vice Chairman	ATE 2019
Meaghan E. Troiano, Secretary	ATE 2020
Alan R. Berthiaume	ATE 2019
John G. Saad	ATE 2020
SCHOOL COMMITTEE	
William C. Spitz, Chairman	ATE 2020
Daniel P. Coonan, Vice Chairman	ATE 2018
Cassandra Sue Day, Secretary	ATE 2019
Palmina E. Griffin	ATE 2018
September G. Forbes	ATE 2020
SOUTHERN WORCESTER COUNTY REGIONAL VOCATIONAL SCHOOL DISTRICT COMMITTEE	
Rene J. Hamel	ATE 2018
Benjamin J. LaMountain	ATE 2020
LIBRARY TRUSTEES	
John J. Bowes, Chairman	ATE 2018
John I. Flynn, Vice Chairman	ATE 2020
Carole A. Steina, Secretary	ATE 2019
HOUSING AUTHORITY	
Karen Erickson (State Appointee)	---
Ernest A. White, Jr., Chairman	ATE 2019
Patricia L. Ferdella	ATE 2020
Arthur C. Degon, Jr.	ATE 2018
Dale J. Mahota (to fill a vacancy for one year)	Until a successor is qualified
Director	
Elisabeth E. Earle, Executive Director	---

APPOINTED OFFICIALS FOR 2017

BOARD/COMMITTEE/POSITION	TERM EXPIRES
ANIMAL CONTROL	
F/T Animal Control Officer	
Kathleen Flynn	ATE 2018
Assistant Animal Control Officer	
Edward J. Hart	ATE 2018
P/T Field Driver/Pound Keeper	
Kathleen Flynn	ATE 2018
Animal Inspector/Slaughtering	
Kathleen Flynn	4/30/2018
BOARD OF APPEALS	
Peter J. LaFlash, Chairman	ATE 2021
Ryan P. Avery, Vice Chairman	ATE 2022
Stephen P. Balcunas , Clerk	ATE 2022
John J. Sneade	ATE 2018
Alfred R. St. Germain	ATE 2019
Associate Members	
Michael J. Camosse	ATE 2020
David E. Silverman	ATE 2019
Thomas P. Purcell	ATE 2020
BOARD OF ASSESSORS	
Christopher T. Pupka, Chairman	ATE 2020
Garry F. Bates	ATE 2019
Robert Fike	ATE 2018
AUCTIONEER AGENT	
Lori A. Kelley	---
BANDSTAND COMMITTEE	
Anthony P. Troiano	ATE 2021
Carole A. Fegreus	ATE 2021
Rose M. Wing	ATE 2021
Constance M. Tagg	ATE 2021
Robert Krasinskas	ATE 2021
BURIAL AGENT	
Lori A. Kelley	---
CABLE ADVISORY COMMITTEE	

CECELIA J. SMOLENSKI-MILLETTE	
CHARITABLE TRUST II	
Brian Palaia, Town Manager	---
Katherine M. McKenna, Town Accountant	---
John M. Doherty, Chairman Finance Comm.	---
Dolores M. Lyons	ATE 2018
Jean M. O'Reilly	ATE 2018
CEMETERY COMMITTEE	
Jane E. Davis, Chairman	ATE 2018
Daniel J. Viel	ATE 2020
Claire D. Wilson	ATE 2019
CONSERVATION COMMISSION	
Robert C. Manuel, Chairman	11/09/2020
Edward J. Stuczko, Vice Chairman	11/09/2020
Arthur Firl, Jr.	11/09/2019
Albert Shahnarian	11/09/2019
J. William Zoldak	11/09/2018
Paul J. Cunningham	11/09/2020
COUNCIL ON AGING	
Carole A. Fegreus , Chairman	ATE 2019
Joyce A. Nilson, Vice Chairman	ATE 2019
Mary M. Brodeur, Secretary	ATE 2020
Diane R. Kaminski	ATE 2018
Karen M. Erickson	ATE 2018
Joan I. Kasabula	ATE 2018
Alice K. Walker	ATE 2020
Robert W. Krasinskas	ATE 2018
Associate members (Non Voting)	
Richard Casagrande	
Dorothy E. Ireland	
Patricia A. Mayo	
DIRECTOR OF COMMUNITY PROGRAMS	
Stacy K. Barr	---
CULTURAL COUNCIL	
Andrew Joseph Marsh, Chairman	5/01/2018
Lauren Hassett O'Neill	5/01/2020
Lynn A. Guillotte	5/01/2018
Rose M. Wing	5/01/2018
Jennifer Woodward	5/01/2019
Sarah J. Rulnick	5/01/2018
CUSTODIAN FOR TAX TITLE PROPERTIES IN THE TOWN OF OXFORD	
Claire D. Wilson	Until Appt. as Treasurer has expired
DPW DIRECTOR/SUPT OF STREETS	
Sean M. Divoll	ATE 2018

DESIGNER SELECTION COMMITTEE FOR MEMORIAL HALL CLOCK TOWER PRESERVATION PROJECT		
Richard A. Donais, Project Manager		Until Project Completion
Robert W. Matus		Until Project Completion
Jean M. O'Reilly		Until Project Completion
DEV. & INDUSTRIAL COMMISSION		
DOWNTOWN BEAUTIFICATION COMMITTEE		
Joel P. Masley		ATE 2018
John D. Reckner		ATE 2018
EMERGENCY OPERATION CENTER		
Paul D. Ford, Incident Commander/Operations Chief		To Serve an Indefinite Term
Jon T. Belanger, Logistics Chief		To Serve an Indefinite Term
Sean M. Divoll, Liaison Chief/Operations Chief		To Serve an Indefinite Term
Richard A. Donais, Liaison Chief		To Serve an Indefinite Term
Judith A. Lochner, Planning Chief		To Serve an Indefinite Term
Brian M. Palaia, Public Information Officer		To Serve an Indefinite Term
Anthony P. Saad, Safety Chief		To Serve an Indefinite Term
Claire D. Wilson, Finance Chief		To Serve an Indefinite Term
FENCE VIEWER		
Assistant Fence Viewer		
Jared M. Duval		ATE 2018
FINANCE COMMITTEE		
John M. Doherty, Chairman		6/30/2019
Joan P. Mazeika		6/30/2019
Roger D. Bacon, Jr.		6/30/2018
Carol Ann Esposito		6/30/2020
Denise Carrier		6/30/2018
John B. Eul, Jr.		6/30/2020
Arthur J. Glispin		6/30/2020
FINANCE DIRECTOR		
Katherine M. McKenna		6/30/2020
Assistant Finance Director		
Justin M. Leduc		6/30/2018
FIRE CHIEF/EMS DIRECTOR		
Paul D. Ford (Interim Fire Chief)		10/25/17 or such time that current Fire Chief returns
BOARD OF HEALTH		
Kerri A. Singer, Chairman		ATE 2018
David R. Escobar, Vice Chairman		ATE 2019
Dina Jean Costa		ATE 2020
Clerk- Laureen Menard		ATE 2018
Agent for Emergency Situations		
James F. Malley, Jr.		ATE 2018
Inspector-James F. Malley, Jr.		ATE 2018
Paul D. Mazeika, Gas		ATE 2018
John E. Murray, Asst. Gas		ATE 2018
Paul D. Mazeika, Plumbing		ATE 2018

John E. Murray, Asst. Plumbing	ATE 2018
Sean M. Divoll, Sewerage	ATE 2018
Jared M. Duval, Asst. Sewerage	ATE 2018
James F. Malley, Jr., Asst. Sewerage	ATE 2018
Steven Garabedian, Food	ATE 2018
HIPAA POLICY GROUP	
Deborah A. Castell	An Indefinite Term
Kathleen Martinello	An Indefinite Term
Heather Thibeault	An Indefinite Term
Claire D. Wilson	An Indefinite Term
HISTORICAL COMMISSION	
Jean M. O'Reilly, Chairman	9/01/2018
Terrence A. Cummings	9/01/2019
Howard G. Holbrook	9/01/2020
Carol A. Pytko	9/01/2020
A. Russell Pytko	9/01/2019
Richard Shumway	9/01/2018
INSPECTOR OF BUILDINGS	
Building Commissioner	
Ronald P. Desantis	ATE 2018
Assistant Building Commissioner	
Wesley J. Mroczka	ATE 2018
Local Building Inspector	
INSPECTOR OF WIRES	
Alfred W. Banfill	ATE 2018
Assistant Wire Inspector	
Ronald C. Stevens	ATE 2018
INSURANCE ADVISORY COMMITTEE	
Jon T. Belanger	An Indefinite Term
Scott M. Cheney	An Indefinite Term
Valerie J. Daoust	An Indefinite Term
Rhonda Doney	An Indefinite Term
Joseph D. Janerico	An Indefinite Term
James R. McDonald	An Indefinite Term
JoAnn Somers	An Indefinite Term
Jeffrey A. Wilson	An Indefinite Term
MASTER PLAN UPDATE COMMITTEE	
Jean M. O'Reilly	Until Project Completion
Norman Leblanc	Until Project Completion
Mary Perveiler	Until Project Completion
Samir M. Bitar, Jr.	Until Project Completion
Robert Racicot	Until Project Completion
Jean M. O'Reilly	10/19/19
Mary A. Perveiler	10/19/19
Norman J. LeBlanc	10/19/19
Dennis E. Lamarche	10/19/19
Roger L. McCarthy, Jr	10/19/19
Andrew Zawacki	10/19/19
Paul J. Cunningham	10/19/19

MUNICIPAL HEARING OFFICER	
Alfred W. Banfill	6/30/2018
MUNICIPAL LIAISON TO STATE ETHICS COMMISSION	
Lori A. Kelley	Until a Successor is Appointed
NORTH OXFORD SEWER STUDY COMMITTEE	
Thomas W. Sullivan, Vice Chairman	Until Project Completion
John R. Fortin	Until Project Completion
John J. O'Connor, Sr.	Until Project Completion
Robert F. Parker	Until Project Completion
OPEN SPACE COMMITTEE	
OTHER POST EMPLOYMENT BENEFITS TRUST COMMITTEE	
Katherine M. McKenna	---
Dennis E. Lamarche	---
Claire D. Wilson	---
S. Veronica Bachand	---
John M. Doherty	---
PARKING CLERK	
Claire D. Wilson	6/30/2018
PERSONNEL BOARD	
S. Veronica Bachand, Chairman	6/30/2018
William R. Capers	6/30/2018
Rebecca A. Power	6/30/2018
Kevin Mercier	6/30/2019
Mary A. Perveiler	6/30/2020
PLANNING BOARD	
Richard A. Escolas, Jr., Chairman	ATE 2021
Jeffrey Stafford, Vice Chairman	ATE 2018
Norman J. LeBlanc, Clerk	ATE 2022
Dale Mahota, Assistant Clerk	ATE 2019
Kristine V. Bird (to fill an unexpired term)	ATE 2020
Edward J. Hashey	ATE 2021
Mark Twombly Lee	ATE 2020
CMRPC-First Delegate	
Edward J. Hashey	Until next Planning Board Reorganization
CMRPC-Second Delegate	
Terrence A. Cummings	6/30/2018
CMRPC-Alternate Delegate	
Kristine V. Bird	Until next Planning Board Reorganization
CMRPC TRANSPORTATION ADVISORY GROUP	
Terrence A. Cummings	---

POLICE CHIEF	
Anthony P. Saad	---
RECORDS ACCESS OFFICER	
Lori A. Kelley	---
RECREATION COMMISSION	
Joel P. Masley, Chairman	ATE 2021
Roger L. McCarthy, Jr., Vice Chairman	ATE 2020
John Guillotte	ATE 2018
Daniel P. Fitzpatrick (to fill an unexpired term)	ATE 2020
Gregory G. Gray	ATE 2021
Janet B. Koza	ATE 2022
Eric E. Lambert	ATE 2022
REGISTRARS OF VOTERS	
Carol J. Graves, Chairman	ATE 2020
Robert J. Shedd	ATE 2018
John Flattery	ATE 2019
Clerk: Lori A. Kelley, Town Clerk	---
REP. TO WORCESTER REGIONAL TRANSIT AUTHORITY	
Brian M. Palaia	ATE 2018
SCHOOL DEPARTMENT OPERATIONAL NEEDS COMMITTEE	
Cheryll A. Leblanc	Until Project Completion
Paul Sepuka	Until Project Completion
Melissa Nowak	Until Project Completion
William C. Spitz	Until Project Completion
Samir M. Bitar Jr.	Until Project Completion
SEALER OF WEIGHTS & MEASURES	
Ronald W. Valiniski	ATE 2018
BOARD OF SELECTMEN ADMIN. ASST.	
Karen A. Crandell	ATE 2018
SEXUAL HARASSMENT GRIEVANCE OFFICER	
Brian M. Palaia	ATE 2018
Heather Thibeault (Alternate)	ATE 2018
SOLID WASTE COMMITTEE (ADHOC)	
Carol Ann Esposito	Until Project Completion
Thomas W. Sullivan	Until Project Completion
Claire D. Wilson	Until Project Completion
SUPERINTENDENT OF SCHOOLS	
Kristine E. Nash (Interim)	---
Business Manager	

SUPERINTENDENT OF SEWERS	
Sean M. Divoll	ATE 2018
SURVEY BOARD	
TOWN ACCOUNTANT/BUDGET DIRECTOR	
Interim Town Accountant	
Eric A. Kinsherf, CPA	Up to a 6 month term (start 7/7/17)
Town Accountant	
Katherine M. McKenna	6/30/2020
Assistant Town Accountant/Fund Accountant	
Patricia A. Arcure	6/30/2020
MIS Director	
Donna M. O'Halloran	ATE 2017
TOWN CLERK	
Lori A. Kelley	---
Assistant Town Clerk	
Ann D. Morgan	6/30/2018
TOWN COLLECTOR	
Claire D. Wilson	6/30/2018
Assistant Collector	
Deborah A. Castell	6/30/2018
TOWN COUNSEL	
KP Law – Lauren F. Goldberg, Managing Attorney	---
TOWN LIBRARIAN	
Brittany McDougal	---
TOWN MANAGER	
Brian M. Palaia	To Serve at Board of Selectmen's Pleasure
TOWN TREASURER	
Claire D. Wilson	6/30/2018
Assistant Treasurer	
Deborah A. Castell	6/30/2018
TREE WARDEN/SUPT. OF INSECT CONTROL	
Wayne F. Burlock	ATE 2018
TRUSTEES OF THE CHARLES LARNED ENTERTAINMENT FUND	
Joseph R. DePasquale, Chairman	ATE 2018
Nancy A. Maki, Treasurer	ATE 2020
Claire D. Wilson, Secretary	ATE 2019
VETERAN'S SERVICES	
Director	
Agent	
Daniel G. O'Halloran	ATE 2018

WASTEWATER MGMT PLAN STUDY COMMITTEE (AD HOC TO BOS)	
Donald Mosher, Chairman (citizen at large)	Until Project Completion
George E. Esteves (rep. Conservation Commission)	Until Project Completion
Ronald C. Rheault (rep. Oxford Business Association)	Until Project Completion
TERMS CONCLUDED	
Elected	
Michael Voas	Board of Selectmen
Samir M. Bitar, Jr.	School Committee
Appointed	
Albert J. Grudzinskas, Jr.	Finance Committee/Cecilia Smolenski/Millette Charitable Trust II
Jacqueline C. Sullivan	Finance Committee
Veronica M. Hamel	Finance Committee
Veronica M. Hamel	School Department Operational Needs Committee
Cheryll A. LeBlanc	Deputy Moderator
John R. Pariseau	Historical Commission
RESIGNATIONS	
Elected	
Appointed	
Tuan Thanh Nguyen-Le	Permanent Intermittent Police Officer
James H. Walker	Personnel Board / Fence Viewer
Thomas P. Purcell	Planning Board
Ann Mrvica	Cable Advisory Committee
Morgan Manzella	Library Director
Robert C. McGrath	Assistant Animal Control Officer
Gladys A. Pacenka	Council on Aging
Michael F. Leduc	Board of Appeals
Robert D. Boulay	Board of Health
Larry P. Ackley, Sr.	Council on Aging/ Cultural Council / Master Plan Update Committee
Donna Bowler	Bandstand Committee
Jonathan C. Yursha	Fire/EMS
Theresa E. Cenedella	Assistant Town Accountant/Fund Accountant
Donna L. Foglio	Finance Director/Town Accountant / Budget Director
Michael C. Hassett	Chief of Police
Mark Garceau	Superintendent of Schools
Sandra Davis	Bandstand Committee
Jennifer Burdett	Permanent Full-Time Police Officer
Lisa Dalrymple	Bandstand Committee
Sheri R. Bemis	Fire Chief /EMS Director / Incident Commander/Operations Chief
Karen A. Esposito	Recreation Commission



VOLUNTEERS ARE THE HEARTBEAT OF OUR TOWN



THANK YOU!

GENERAL GOVERNMENT



SELECTMEN

As a result of the 2017 Annual Town Election, Selectman John G. Saad was re-elected and Selectwoman Meaghan E. Troiano was elected. At the Board's re-organizational meeting, Dennis E. Lamarche was voted Chairman; Cheryll A. LeBlanc, Vice Chairman; Meaghan E. Troiano, Secretary, and Alan R. Berthiaume and John G. Saad are members. Karen A. Crandell was re-appointed as the Board's Administrative Assistant and maintains the office on a daily basis. Giovanny A. Velasco and Sonia M. Manseau assisted in the office on a part-time basis.

The Board's meeting Agenda is publicized on TV (on the Charter Communications Cable Bulletin Channel 192 by Access Oxford, Inc.) and on the Town's Website. The Agenda informs viewers of the topics to be discussed. In addition, Selectmen's Meetings are televised and broadcast on Tuesday evenings at 7:00 p.m. The meetings can be viewed at your convenience by going to Access Oxford, Inc.'s website. When you get there, choose the Government Channel, choose the video library of Town meetings, then choose Selectmen and the date of the meeting you are interested in viewing.

Highlights from the year 2017: In January and February, the Selectmen issued a few new Class II Licenses, heard some best practices reports (Facilities, Fleet Maintenance and Financial) and appointed two (2) full-time Police Officers. They also received a Master Plan Update and a sign from The Last Green Valley, because Oxford is a member community. In March, they had a joint meeting with the Finance Committee concerning the presentation of the FY 2018 Budget. They also received an update from Aquarion Water Company and evaluated the Town Manager's performance. On March 28, 2017, they interviewed eligible candidates for the position of Police Chief due to the impending retirement of Police Chief Michael Hassett. That same evening, Chief Hassett requested that the Selectmen appoint a Sergeant and interview for another full-time Police Officer. In April, the School Committee and the Superintendent of Schools requested that the Selectmen add a question to the Annual Town Election Ballot for a Proposition 2 ½ Override in the amount of \$800,000.00. The Selectmen sponsored a public meeting for a Regional Dispatch Center at the Oxford High School on April 5th. Many surrounding towns were represented at that meeting. Also in April, the Selectmen recognized all of the Town's Dispatchers by awarding them Certificates on April 11th. They also addressed the request of Chief Hassett and appointed Officer Joseph Conlon as a Sergeant in the Oxford Police Department. On April 25th, the Board appointed longtime employee, Lt. Anthony Saad, as Oxford's new Police Chief. The Board also approved of taking easements in order to facilitate the Charlton Street Reconstruction Project and was advised that the Municipal Electric Aggregation Project would be going out to bid in the near future. The Board also said farewell to Selectman Michael Voas, who decided not to run in the May 16th Annual Town Election. They thanked him for his service by presenting him with a Certificate. In May, the Annual Town Meeting was held on May 3rd.

The Board appointed two, full-time Police Officers at their meeting of May 17th and presented a Certificate of Appreciation to outgoing Police Chief Michael Hassett; thanking him for 32 years of service in the Oxford Police Department. In June, the Selectmen held a hearing to extend John S. Lane's Earth Removal Permit for three (3) years to 2020 and Mr. John O'Rourke came to a meeting to speak about Oxford's Community Electricity Aggregation Program. This program, which began on June 9, 2017, was the culmination of a process that began on February 24, 2015 via a citizens' petition to the Board of Selectmen. Now, residents can join the program to obtain a better rate and lower their electricity cost. Also, in June, the Board voted to approve the placement of the Daughters of the American Revolution Monument at the intersection of Maple Road and Rawson Avenue. The Charlton Street reconstruction Project began in June. Oxford's DPW and Aquarion Water Company joined forces to coordinate the replacement of a water main and road repairs to keep the inconvenience to motorists to a minimum. In July, the Town began the process to demolish the Carbuncle Pond building and accepted a bid to install the foundation and footing walls for a new Pavilion. The Selectmen met with the Finance Committee, School Committee and the accounting firm of KPMG to discuss recent audit reports relative to the School Department and to discuss OPEB (Other Post-employment benefits other than Pensions). Following those presentations, the Selectmen presented a Certificate of Appreciation to longtime Finance Director Donna Foglio; thanking her for 34 years of service to the Town of Oxford. At the Board's July 25th meeting, the Town Manager gave an overview of the Best Practices Study Grants. This was a new grant program authorized by the Lieutenant Governor to assist communities in identifying and improving in various topical areas. The grants that were awarded were: The Master Plan Update, An organizational study of Facilities Maintenance Service, Information Technology, a Personnel System Audit and a Best Practices Report pertaining to the Town Manager/Finance. In August, the Selectmen appointed one (1) full-time Police Officer and ruled over a Dangerous Dog Complaint Hearing

pertaining to a dog on Charlton Street. In September, the Selectmen discussed a proposed Article to rezone property in the vicinity of Leicester Street and Route 20 from R-4 Residential to General Business. They also discussed the removal of the Police Department from Civil Service. The Manager spoke to the Board about the consolidation of the Public Works and Facilities buildings and about space issues with the DPW's fleet. The Selectmen were also advised that the long-awaited Sutton Avenue Sidewalk project was mobilizing. In October, the Selectmen heard a "near miss" report concerning a fire that occurred in January of 2017, from retired Fire Chief Shawn Murray of Municipal Resources, Inc. They also appointed three (3) Permanent Intermittent Police Officers at their meeting of October 17th. In November, the Selectmen dealt with licensing issues and a Special Permit for Animals. Licensing issues continued into December with a new Class I License being issued. The Selectmen also held a hearing for selecting a residential Tax Factor and to address a Dangerous Dog Complaint @ 6 Norwood Court, followed by the appointment of two (2) full-time Police Officers. It was a busy year!

In 2017, the Board presented the following Certificates of Appreciation, Certificates of Recognition, Proclamations and Citations:

"Certificates of Appreciation" were presented to:

- James H. Walker for 23 years of service as the Fence Viewer, 6 years as a Library Trustee and 7 years as a member of the Personnel Board. In addition to service as a member of the Library Designer Selection Committee, the Library Building Restoration Committee and as a member of the Planning Board. The Selectmen presented the Certificate on March 28, 2017.
- Gladys A. Pacenka for 30 years of service to the Town of Oxford as a member of Oxford's Council on Aging, the Senior Center Development Project Designer Selection Committee, an Election Officer, a member of the Friends of the Council and for

instructing Seniors in the art of Line Dancing for many years. The Selectmen presented the Certificate on March 28, 2017.

- The Town of Oxford's Dispatchers in recognition of National Public Safety Telecommunicators Week. The Certificates were presented at the Selectmen's Meeting of April 11, 2017. The Dispatchers honored were:

Stephanie R. Dvareckas-Plante
Kayla Anna Fontaine
Michael R. Fournier
Jamie I. Goodman
Ricci W. Hall, Jr.
Victoria R. Herrera
Brittany Rea Morgan
Bonnie J. O'Leary
Rebecca Lynn Prefontaine
Jo-Ann Somers
Talisha M. Soto
Daniel G. Webster, Jr.

- Selectman Michael Voas for his service to the Town as a member of the Board of Selectmen for 6 years, a member of the Planning Board for 8 years, a member of the Police Building Study Committee, the Tercentennial Committee and the Town Manager Selection Committee. The Selectmen presented the Certificate on April 25, 2017.
- Police Chief Michael C. Hassett for his service to the Town of Oxford in the Oxford Police Department for 32 years, culminating with 7 years of service as the Chief of Police. The Selectmen presented the Certificate on May 17, 2017.
- Finance Director Donna L. Foglio for her extended service in Oxford's Finance Department for 34 years. The Selectmen presented the Certificate on July 11, 2017.

"Certificates of Recognition" were presented to:

- Six Certificates of Recognition were presented to graduating Cub Scouts for obtaining the highest award a boy can earn in Cub Scouting--the Arrow of

Light award. The Certificates were presented on December 16, 2017 at St. Roch's Church. They were presented to the following Scouts:

Mwenye Abubakar
Kaine Christopher Benoit
Brayden Zachary Davis
Jason Cole Nelson
Derek Matthew Perveiler
Colin Job Vaillancourt

"Proclamations" were presented to:

- The Girl Scouts in honor of "Girl Scout Week" (March 12-18, 2017).
- The Oxford Police Department's Dispatchers, in observation of National Public Safety Telecommunicators Week (April 9-15, 2017).
- The Oxford Police Department, in observation of National Police Week (May 14-20, 2017).
- The Department of Public Works, in observation of National Public Works Week (May 21-27, 2017).
- The men and women in uniform that were wounded or killed by the enemy, while serving to protect the freedom enjoyed by all Americans. The Selectmen annually declare August 7th (2017) as "Purple Heart Day in the Town of Oxford, MA."
- The Oxford Fire Department, in observation of Fire Prevention Week (October 8-14, 2017).

"Citations" were presented to:

- Oxford High School Principal Ross Thibault for his efforts to bring the Oxford High School from a Level 3 School to a Level 1 School. The Citation was presented at the Board's meeting of June 20, 2017.
- Nicholas Adam Rosebrooks upon obtaining Eagle Scout status on August 5, 2017. Nicholas built a walking trail around the perimeter of the Town of Oxford's Animal Shelter on Harwood Street. The trail included some benches and a set of stairs for people to walk animals that are being housed at the Animal Shelter.

- Nathaniel David Elliott upon obtaining Eagle Scout status on September 24, 2017. Nathaniel created a pollination garden using non-GMO seedlings and plants. The project was done in conjunction with the Army Corps of Engineers.
- Maxwell Dean Zostant upon obtaining Eagle Scout status on September 24, 2017. Maxwell rehabbed a science and nature cabin at the Clara Barton Diabetes Camp in North Oxford. The rehabbing included painting, landscaping and new hardware/rope on the window shutters.

The Board extends its appreciation to the Town Manager, all department heads and employees of the Town for their many efforts throughout 2017.

On behalf of the Town, the Board commends all of the volunteers, who donate their valuable time and resources to serving the Town on boards, committees, commissions and in all other capacities. There are a number of volunteer positions available to anyone, who would like to serve. Anyone interested is encouraged to contact either the Town Manager's office or the Selectmen's office.

The Board of Selectmen thanks all of the residents of Oxford for their support and dedication to making Oxford a wonderful place to live. The Board strongly encourages all residents to participate in Town Government and to exercise their right to vote.



2017 Licenses and Permits Issued by the Selectmen's Office

Auto Amusement	400.00
Class I	500.00
Class II	2,100.00
Class III	400.00
Common Victualler	1,400.00
General Licenses (Fees waived for non-profits)	-0-
Hawkers' & Peddlers'	-0-
Liquor—All Alcohol	16,875.00
Liquor—Wine & Malt	4,400.00
2:00 A.M. Closing Privileges (discontinued)	-0-
Misc. Town Permits (Outdoor Business)	35.00
Cable T.V.	1,979.00
Seasonal Car Show	-0-
Solicitation Permits (Delegated to OPD*)	-0-
Special Permit for Animals	550.00
Special Permit for Unregistered MV	-0-
Special Pouring Licenses	75.00
Special Permit for Earth Removal	150.00
Storage Tank Licenses	150.00
Sunday Entertainment	600.00
Weekday Entertainment	325.00
TOTAL	<u>\$ 29,939.00</u>

* OPD=Oxford Police Department



Left to Right: Town Manager Brian M. Palaia, Chairman of the Board Dennis E. Lamarche, Vice Chairman Cheryll A. LeBlanc, Secretary Meaghan E. Troiano, Alan R. Berthiaume and John G. Saad are Members

TOWN MANAGER

I am pleased to contribute my perspective of the past year for the Annual Report. While the year was very busy for all departments, I will just highlight a couple items below.

Earlier this year, Moody's rating service revisited the negative outlook the Town received on its bond rating in late 2014. I am pleased to

say that the financial changes made over the last three budget cycles were recognized and the negative outlook against the Town's bond rating was removed. In particular, increased budgeting and use of free cash toward a capital program, road re-surfacing, and allocating funding toward financial reserves such as Stabilization and Other Post Employment Benefits made the difference in removing the negative outlook. Moody's noted that this trend needs to continue into the future to maintain the Town's bond rating and improve our financial stability.

Partly due to the best practice report issued to the Town, the Town held a two part meeting to facilitate communication and build trust between department managers, administrative staff and financial staff. Overall, this was well received and identified some areas that can be improved upon. More importantly though, this was the beginning of work on our organizational culture that will prepare us to build a more cohesive team environment.

This year, the Town completed and adopted a new Master Plan. Through the work of the Master Plan Update Committee, Planning Board, and many appointed and elected officials the Town now has a long term plan to guide community decisions. Overall, the Master Plan can be the guiding document that looks ahead and sets goals for the Town to work toward over the next decade or two. The Plan should be viewed as the Town's consensus on what work needs to be done. Through the newly established Master Plan Implementation Committee, short term goals from the Master Plan will be prioritized and the Committee will advocate and coordinate with other Town agencies and departments on the progress of goals identified in the Master Plan.

In concluding my report, I would like to thank all of the Boards, Committees and Commissions, who have been such an integral part of our government. In addition, I would like to thank the Board of Selectmen for giving me this opportunity to do what I enjoy the most, which is working in municipal government.

I am thankful for the long service of outgoing Finance Director/Town Accountant Donna Foglio and would like to take this opportunity to welcome our new Finance Director/Town Accountant Katherine McKenna to the team. Finally, my most sincere and humble thanks to all the employees and volunteers of the Town, who have helped make Oxford such a great community in which to live and work.

*Respectfully submitted,
Brian M. Palaia, Town Manager*

PERSONNEL BOARD

The Personnel Board was organized for the year 2017 as follows:

S. Veronica Bachand, Chairman
William R. Capers, Member
Rebecca A. Power, Member
Kevin Mercier, Member
Mary Ann Perveiler, Member

In 2017 the Personnel Board continued to meet as needed to provide recommendations on classifications for positions within the Town's compensation plan. The Board made updated recommendations regarding classifications for Town Manager's Secretary, Deputy Fire Chief, and Human Resource/Payroll Director. Many recommendations from the 2016 Human Resource Audit were implemented by the Personnel Board including updates to the Personnel Manual, the Drug & Alcohol Policy, and a Vacation Payout Policy. Mrs. Mary Ann Perveiler replaced Mr. James Walker on the Board after he retired from the Board after many years of service on this Board and in other positions. His service is very much appreciated.

The Personnel Board wishes to thank the Board of Selectmen, the Town Manager and the townspeople for their continued support.

*Respectfully submitted,
S. Veronica Bachand, Chairman*

BOARD OF ASSESSORS

The Board of Assessors was organized for calendar year 2017 as follows:

Christopher T. Pupka, Chairman	Full-time
Robert Fike, Member	Part-time
Garry Bates, Member	Part-time

The Assessor's Office is charged with determining the value of real and personal property and is committed to ensuring that all classes of property are valued fairly and assessed equitably. The Assessor's Office processes abatements and exemptions on real and personal property tax bills and motor vehicle excise tax bills; conducts cyclical and building permit visits to real property, updates ownership of real property with information supplied by the Worcester County Registry of Deeds; processes plans and corrections to update Assessor's maps; oversees the implementation of agricultural, forest and recreation land classifications; prepares abutters and business lists; researches property ownership and assists other town departments in the performance of their duties. A public computer is available outside of the Assessor's Office to review property record cards, which can also be viewed on the Town's website, along with Assessor's maps. The office Staff, with the assistance of a private appraisal vendor, who handles personal property, is dedicated to providing the highest quality of service to the citizens of Oxford. The Town also utilizes a mapping company to annually update GIS and hard copies of the Assessor's maps, with data submitted by the Assessor's Office.

The Assessor and clerks busily worked throughout the year to finalize the Five-Year Certification for FY2018. The annual classification hearing before the Board of Selectmen to determine whether to continue with a single tax rate for all classes of real and personal property was held on December 20, 2017. The Board of Selectmen opted to continue with a single tax rate for FY2018. Unfortunately, the Massachusetts Department of Revenue did not certify the FY2018 tax rate before the end of 2017.

The number and amounts of statutory exemptions that were approved and processed by the Board of Assessors for FY2017 in 2017 were as follows:

Clause 41C (Elderly)	9 ~ \$ 6,130.78
Clause 17D (Surviving Spouse)	6 ~ \$ 1,372.30
Clause 22 (Veteran)	8 ~ \$ 3,686.78
Clause 22E (Veteran)	3 ~ <u>\$ 3,749.24</u>
	26 \$ 14,939.10



The number and amounts of statutory exemptions that have been approved thus far by the Board of Assessors for FY2018 are as follows:

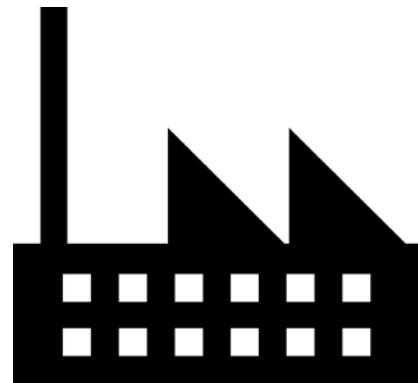
Clause 41C (Elderly)	24 ~ \$16,467.28
Clause 17D (Surviving Spouse)	14 ~ \$ 3,255.00
Clause 22 (Veteran)	59 ~ \$31,844.16
Clause 22B (Veteran)	0 ~ \$ 0.00
Clause 22D (Veteran)	4 ~ \$13,829.52
Clause 22E (Veteran)	36 ~ \$ 47,552.68
Clause 22F (Veteran)	1 ~ \$ 3,679.09
Clause 37 (Blind)	5 ~ <u>\$ 3,139.62</u>
	143 \$119,767.35

The number and amounts of real estate, personal property and motor vehicle excise tax* abatements that were approved and processed by the Board of Assessors during 2017 were as follows:

FY2017 Personal Property	0 ~ \$ 0.00
FY2017 Real Estate	29 ~ \$ 57,086.76
FY2016 Real Estate	1 ~ <u>\$ 2,117.94</u>
	30 \$ 59,204.70

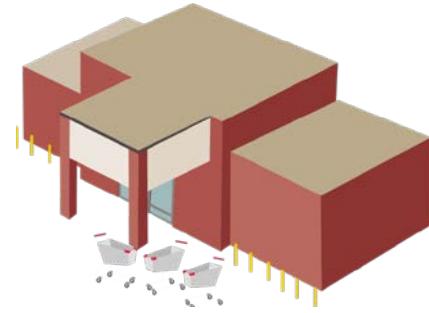
*Motor Vehicle Excise Tax Abatements
(calendar year 2017):

2017 ~	645	\$59,510.12
2016 ~	37	\$ 2,470.46
2015 ~	1	\$ 281.35
2014 ~	<u>1</u>	<u>\$ 15.83</u>
	684	\$62,277.76



The Board of Assessors and the staff in the Assessor's Office wish to thank all of our fellow employees and the residents of the Town of Oxford for their continued support and cooperation.

*Respectfully submitted,
Christopher Pupka, Town Assessor*



OXFORD ACCOUNTANT'S REPORT

Balance Sheet **Fiscal Year Ending June 30, 2017**

GENERAL FUND

Assets:

Cash	4,092,651
Personal Property Receivable	12,150
Real Estate Receivable	365,314
Overpayment (Refunds Due)	(2,710)
Allowance Abate/Exempt	(416,038)
Tax Liens Receivable	691,742
Taxes in Litigation	4,659
Motor Vehicle Excise Receivable	282,178
Tax Foreclosure Receivable	168,345
Other Receivables	93,933
MSBA Receivables	2,426,424
Intergovernmental Receivables	56,070
Total General Fund Assets	<u>\$ 7,774,718</u>

Liabilities:

Warrants Payable	370,806
Accrued Payroll	161,537
Health and Life Ins Withholding	829
Abandoned Property & Unclaimed Items	29,927
Deferred Revenue – Personal Property/Real Estate	(38,574)
Deferred Revenue - Tax Lien	691,742
Deferred Revenue - Motor Vehicle	282,178
Deferred Revenue – Tax Foreclosure	168,345
Deferred Revenue – Taxes in Litigation	4,659
Deferred Revenue – Departmental/Other	93,933
Deferred Revenue - Intergovernmental	2,426,424
Total General Fund Liabilities	<u>\$ 4,191,806</u>

Fund Balance:

Fund Balance - Reserved for Encumbrance	520,390
Fund Balance - Reserved for Articles	676,351
Fund Balance - Reserved for Expenditure	494,750
Fund Balance – Reserved for Unprovided Allowances	(91)
Undesignated Fund Balance	1,891,512
Total General Fund - Fund Balance	<u>\$ 3,582,912</u>

Total General Fund Liabilities & Fund Balance

\$ 7,774,718

NON-SCHOOL FEDERAL GRANTS**Assets:**

Cash	74,565
Other Receivables	150,601
Intergovernmental Receivables	2,498
Total Non-School Federal Grant Assets	<u>\$ 227,664</u>

Liabilities:

Warrants Payable	2,498
Deferred Revenue	150,601
Total Non-School Federal Grant Liabilities	<u>\$ 153,099</u>

Fund Balance:

Undesignated Fund Balance	74,565
Total Non-School Federal Grant Fund Balances	<u>\$ 74,565</u>

Total Non-School Federal Grant Liabilities & Fund Balance	<u>\$ 227,664</u>
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RECEIPTS RESERVED FOR APPROPRIATION**Assets:**

Cash	1,189,178
Other Receivables	156,771
Total Receipts Reserved for Appropriation Assets	<u>\$ 1,345,949</u>

Liabilities:

Deferred Revenue - Other	156,771
Total Receipts Reserved for Appropriation Liabilities	<u>\$ 156,771</u>

Fund Balance:

Undesignated Fund Balance	1,189,178
Total Receipts Reserved for Appropriation Fund Balance	<u>\$ 1,189,178</u>

Total Receipts Reserved Liabilities & Fund Balance	<u>\$ 1,345,949</u>
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NON-SCHOOL REVOLVING**Assets:**

Cash	622,912
Other Receivables	2,990
Total Non-School Revolving Assets	<u>\$ 625,902</u>

Liabilities:

Deferred Revenue - Other	2,990
Total Non-School Revolving Liabilities	<u>\$ 2,990</u>

Fund Balance:

Undesignated Fund Balance	622,912
Total Non-School Revolving Fund Balance	<u>\$ 622,912</u>

Total Non-School Revolving Liabilities & Fund Balance	<u>\$625,902</u>
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NON-SCHOOL DONATIONS**Assets:**

Cash	429,192
Total Non-School Donation Assets	<u>\$ 429,192</u>

Liabilities:

Warrants Payable	15,695
Total Non-School Donation Liabilities	<u>\$ 15,695</u>

Fund Balance:

Fund Balance – Reserved for Encumbrance	25,392
Undesignated Fund Balance	388,105
Total Non-School Donation Fund Balance	<u>\$ 413,497</u>

Total Non-School Donation Liabilities & Fund Balance	<u>\$ 429,192</u>
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NON-SCHOOL NON-FEDERAL GRANTS**Assets:**

Cash	188,467
Intergovernmental Receivables	35,000
Total Non-School Non-Federal Grant Assets	<u>\$ 223,467</u>

Liabilities:

Warrants Payable	4,580
Accrued Payroll	91
Total Non-School Non-Federal Grant Liabilities	<u>\$ 4,671</u>

Fund Balance:

Fund Balance Reserved for Encumbrances	383
Undesignated Fund Balance	218,413
Total Non-School Non-Federal Grant Fund Balances	<u>\$ 218,796</u>

Total Non-School Non-Federal Grant Liabilities & Fund Balance	<u>\$ 223,467</u>
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SCHOOL-TUITION FOR STATE WARDS**Assets:**

Cash	493
Total School-Tuition for State Wards Assets	<u>\$ 493</u>

Fund Balance:

Undesignated Fund Balance	493
Total School-Tuition for State Wards Fund Balances	<u>\$ 493</u>

Total School-Tuition for State Wards Liabilities & Fund Balance	<u>\$ 493</u>
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SCHOOL FEDERAL GRANTS-DOE**Assets:**

Cash	79,366
Intergovernmental Receivables	2,420
Total School-Federal Grants-DOE Assets	<u>\$ 81,786</u>

Liabilities:

Warrants Payable	25,568
Accrued Payroll	9,360
Total School-Federal Grants-DOE Liabilities	<u>\$ 34,928</u>

Fund Balance:

Fund Balance - Reserved for Encumbrance	20,208
Undesignated Fund Balance	26,650
Total School-Federal Grants-DOE Fund Balances	<u>\$ 46,858</u>

Total School-Federal Grants-DOE Liabilities & Fund Balance	<u>\$ 81,786</u>
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SCHOOL FEDERAL GRANTS-OTHER**Assets:**

Cash	5,768
Total School-Federal Grants-Other Assets	<u>\$ 5,768</u>

Fund Balance:

Fund Balance - Reserved for Encumbrance	508
Undesignated Fund Balance	5,260
Total School-Federal Grants-Other Liabilities & Fund Balances	<u>\$ 5,768</u>

Total School-Federal Grants-Fund Balance	<u>\$ 5,768</u>
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SCHOOL STATE GRANTS-OTHER**Assets:**

Cash	1,852
Total School-State Grants-Other Assets	<u>\$ 1,852</u>

Liabilities:

Warrants Payable	846
Accrued Payroll	605
Total School-State Grants-Other Liabilities	<u>\$ 1,451</u>

Fund Balance:

Fund Balance - Reserved for Encumbrance	350
Undesignated Fund Balance	51
Total School-State Grants-Other Fund Balances	<u>\$ 401</u>

Total School-State Grants-Other Liabilities & Fund Balance	<u>\$ 1,852</u>
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SCHOOL PRIVATE GRANTS

Assets:	
Cash	14,481
Total School-Private Grants Assets	<u>\$ 14,481</u>
 Fund Balance:	
Undesignated Fund Balance	14,481
Total School-Private Grants Fund Balances	<u>\$ 14,481</u>
 Total School-Private Grants Liabilities & Fund Balance	<u>\$ 14,481</u>

SCHOOL CHOICE/TUITION

Assets:	
Cash	676,449
Intergovernmental Receivables	66,088
Total School Choice/Tuition Assets	<u>\$ 742,537</u>
 Liabilities:	
Warrants Payable	16,283
Accrued Payroll	7,567
Total School Choice/Tuition Liabilities	<u>\$ 23,850</u>
 Fund Balance:	
Fund Balance Reserved for Encumbrance	5,361
Undesignated Fund Balance	713,326
Total School Choice/Tuition Fund Balances	<u>\$ 718,687</u>
 Total School Choice/Tuition Liabilities & Fund Balance	<u>\$ 742,537</u>

SCHOOL ATHLETIC/STUDENT ACTIVITIES

Assets:	
Cash	75,374
Total School Athletic/Student Activities Assets	<u>\$ 75,374</u>
 Liabilities:	
Warrants Payable	884
Accrued Payroll	1,550
Total School Athletic/Student Activities Liabilities	<u>\$ 2,434</u>
 Fund Balance:	
Undesignated Fund Balance	72,940
Total School Athletic/Student Activities Fund Balances	<u>\$ 72,940</u>
 Total School Athletic/Student Activities Liabilities & Fund Balance	<u>\$ 75,374</u>

SCHOOL LUNCH**Assets:**

Cash	39,425
Intergovernmental Receivables	25,736
Total School Lunch Assets	<u>\$ 65,161</u>

Liabilities:

Warrants Payable	401
Accrued Payroll	5,264
Payroll Withholdings	276
Total School Lunch Liabilities	<u>\$ 5,941</u>

Fund Balance:

Fund Balance Reserved for Encumbrance	700
Undesignated Fund Balance	58,520
Total School Lunch Fund Balances	<u>\$ 59,220</u>

Total School Lunch Liabilities & Fund Balance	<u>\$ 65,161</u>
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SCHOOL OTHER LOCAL RECEIPTS**Assets:**

Cash	244,326
Total School Other Local Receipts Assets	<u>\$ 244,326</u>

Liabilities:

Warrants Payable	2,120
Accrued Payroll	173
Total School Other Local Receipts Liabilities	<u>\$ 2,293</u>

Fund Balance:

Fund Balance Reserved for Encumbrance	1,086
Undesignated Fund Balance	240,947
Total School Other Local Receipts Fund Balances	<u>\$ 242,033</u>

Total School Other Local Receipts Liabilities & Fund Balance	<u>\$ 244,326</u>
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HIGHWAY CHAPTERS:**Assets:**

Cash	(367,621)
Total Highway Chapters Fund Assets	<u>\$ (367,621)</u>

Fund Balance:

Fund Balance Reserved for Encumbrances	212,354
Undesignated Fund Balance	(579,975)
Total Highway Chapters Fund - Fund Balance	<u>\$ (367,621)</u>

Total Highway Chapters Fund Liabilities & Fund Balance	<u>\$ (367,621)</u>
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CAPITAL PROJECTS FUND**Assets:**

Cash	(133,101)
Total Capital Projects Fund Assets	<u>\$ (133,101)</u>

Liabilities:

Warrants Payable	14,304
BAN'S Payable	767,000
Total Capital Projects Fund Liabilities	<u>\$ 781,304</u>

Fund Balance:

Fund Balance Reserved for Encumbrances	18,916
Undesignated Fund Balance	(933,321)
Total Capital Projects Fund - Fund Balance	<u>\$ (914,405)</u>

Total Capital Projects Fund Liabilities & Fund Balance	<u><u>\$ (133,101)</u></u>
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ENTERPRISE FUNDS**Assets:**

Cash	695,271
Overpayments	(813)
Other Receivables	768,965
Total Enterprise Fund Assets	<u>\$ 1,463,423</u>

Liabilities:

Warrants Payable	6,814
Accrued Payroll	6,303
Deferred Revenue Other	768,965
Total Enterprise Fund Liabilities	<u>\$ 782,082</u>

Fund Balance:

Fund Balance Reserved for Encumbrances	105,654
Fund Balance Reserved for Articles	84,221
Fund Balance Reserved for Expenditures	25,000
Undesignated Fund Balance	466,466
Total Enterprise Fund - Fund Balance	<u>\$ 681,341</u>

Total Enterprise Fund Liabilities & Fund Balance	<u><u>\$ 1,463,423</u></u>
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TRUST FUNDS**Assets:**

Cash	10,361,673
Total Trust Fund Assets	<u><u>\$ 10,361,673</u></u>

Liabilities:

Warrants Payable	3,050
Due to Other Funds	18
Total Trust Fund Liabilities	<u><u>\$ 3,068</u></u>

Fund Balance:

Fund Balance Reserved for Encumbrances	97,195
Undesignated Fund Balance	10,261,410
Total Trust Fund - Fund Balance	\$ 10,358,605

Total Trust Fund Liabilities & Fund Balance**10,361,673****UNEMPLOYMENT FUND****Assets:**

Cash	202,878
Total Unemployment Fund Assets	<u>\$ 202,878</u>

Fund Balance:

Undesignated Fund Balance	202,878
Total Unemployment Fund – Fund Balance	\$ 202,878

Total Unemployment Fund Liabilities & Fund Balance**\$ 202,878****PERFORMANCE/AGENCY FUND****Assets:**

Cash	1,462,961
Total Performance/Agency Fund Assets	<u>\$ 1,462,961</u>

Liabilities:

Warrants Payable	126,030
Accrued Payroll	9,080
Guaranteed Deposits Police Outside Detail	1,327,851
Total Performance/Agency Fund Liabilities	\$ 1,462,961

Total Performance/Agency Fund Liabilities & Fund Balance**\$ 1,462,961****LONG-TERM DEBT****Assets:**

LTD Group – To Be Provided	11,317,895
Total Long-Term Debt Assets	<u>\$ 11,317,895</u>

Liabilities:

LTD Group - Payable	11,317,895
Total Long-Term Debt Liabilities	<u>\$ 11,317,895</u>
Total Long-Term Debt Liabilities & Fund Balance	<u>\$ 11,317,895</u>

Schedule A
Fiscal Year Ending June 30, 2017

REVENUES – GENERAL FUND

Personal Property Taxes	808,326
Real Estate Taxes	20,385,707
Motor Vehicle Excise	1,807,286
Penalty and Interest	133,471
In Lieu of Taxes	4,230
Other Taxes	229,392
Other Departmental Revenues	131,166
Licenses and Permits	29,489
State Revenue	13,016,789
Court Fines	64,898
Other Fines	3,220
Miscellaneous Revenue	206,083
Earnings on Investment	20,547
Transfers In From Special Revenue	893,296
Transfers In From Trust Funds	454,000
TOTAL GENERAL FUND REVENUES	<u>\$ 38,187,900</u>

EXPENDITURES - GENERAL FUND

General Government:

Legislative – Salary and Wages	57,153
Legislative – Expenditures	9,529
Executive – Salary and Wages	178,823
Executive – Expenditures	67,513
Finance – Salary and Wages	669,068
Finance – Expenditures	720,857
Finance – Capital Outlay	3,212
Legal Services – Expenditures	103,274
License and Registration – Salary and Wages	168,199
License and Registration – Expenditures	15,392
Land Use – Salary and Wages	150,743
Land Use – Expenditures	39,329
Public Building Maintenance – Salary and Wages	265,183
Public Building Maintenance – Expenditures	347,645
Public Building Maintenance – Construction	65,229
Public Building Maintenance – Capital Outlay	-

Public Safety:

Police – Salary and Wages	2,033,875
Police – Expenditures	134,353
Police – Capital Outlay	135,017
EMS/Fire – Salary and Wages	1,128,922
EMS/Fire – Expenditures	169,080
EMS/Fire – Capital Outlay	600
Inspection – Expenditures	336

Public Safety: (continued)

Other – Salary and Wages	40,082
Other – Expenditures	6,957

Education:

Education – Salary and Wages	13,001,903
Education – Expenditures	3,886,372
Education – Capital Outlay	93,920
Education – Regional School Assessment	1,505,661

Public Works:

DPW – Salary and Wages	1,196,118
DPW – Expenditures	808,482
DPW – Capital Outlay	377,678
Street lighting – Expenditures	163,473
Other – Expenditures	429,071

Human Services:

Veterans Services – Salary and Wages	8,656
Veterans Services – Expenditures	160,535
Special Program (COA) – Salary and Wages	77,297
Special Program (COA) – Expenditures	4,115

Culture and Recreation:

Library – Salary and Wages	306,797
Library – Expenditures	122,999
Historical Commission – Salary and Wages	392
Historical Commission – Expenditures	140
Celebrations – Expenditures	8,479

Debt Service:

Retirement of Debt Principal	1,035,000
Interest on Long Term Debt	355,986

Unclassified:

Health Insurance Total	4,540,887
Other Insurance Total	454,473
Intergovernmental Assessments Total	854,816
Retirement Total	1,785,719

Transfers Out:

Transfer to Other Funds	448,220
TOTAL GENERAL FUND EXPENDITURES	<u>\$ 38,137,560</u>

SPECIAL REVENUE FUNDS - Revenues & Other Financing Sources

Federal Grants	1,041,008
Other Special Revenue	731,448
Receipts Reserved for Appropriation	800,470
Revolving Funds	2,147,773
State Grants	440,955
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	<u>\$ 5,161,654</u>

SPECIAL REVENUE FUNDS - Expenditures & Other Financing Uses

Federal Grants	958,595
Other Special Revenue	810,191
Receipts Reserved for Appropriation	759,095
Revolving Funds	1,962,075
State Grants	414,621
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	<u>\$ 4,904,577</u>

CAPITAL PROJECTS FUND - Revenues & Other Financing Sources

State Revenue	579,403
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	<u>\$ 579,403</u>

CAPITAL PROJECT FUND - Expenditures & Other Financing Uses

Expenditures	3,896
Construction	740,447
Capital Outlay	719,643
Transfers Out	-
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	<u>\$ 1,463,986</u>

ENTERPRISE FUNDS - Revenues & Other Financing Source

Sewer – Revenue	400,949
Community Center-Revenue	234,794
Water – Revenue	47,747
TOTAL Enterprise Funds – Revenue & Other Financing Sources	<u>\$ 683,490</u>

ENTERPRISE FUNDS - Expenditures & Other Financing Uses

Sewer – Expenditures	356,686
Community Center – Expenditures	287,621
Water – Expenditures	108,228
TOTAL Enterprise Funds – Expenditures & Other Financing Uses	<u>\$ 752,535</u>

TRUST FUNDS - Revenues & Other Financing Source

Miscellaneous Revenue	7,529
Earnings on Investment	601,033
Transfers in from Other Funds	680,816
TOTAL Trust Funds – Revenues & Other Financing Sources	<u>\$ 1,289,378</u>

TRUST FUNDS - Expenditures & Other Financing Uses

Expenditures	198,791
Transfers to Other Funds	719,817
TOTAL Trust Funds – Expenditures & Other Financing Uses	<u>\$ 918,608</u>

DEBT OUTSTANDING: ISSUED AND RETIRED THIS YEAR**Long Term Debt:**

Outstanding 7/1/2016	12,060,000
Issued this Fiscal Year	-
Retired this Fiscal Year	1,150,000
Outstanding 6/30/2017	<u>\$ 10,910,000</u>
Interest this Fiscal Year	416,889

Short Term Debt:

Outstanding 7/1/2016	-
Issued this Fiscal Year	767,000
Retired this Fiscal Year	-
Outstanding 6/30/2017	<u>\$ 767,000</u>
Interest this Fiscal Year	



CALENDAR YEAR 2017 WAGE REPORT			
EMPLOYEE	CLASS	TITLE	GROSS
ABRAHAMSON, DAVID A	TOWN	CALL/STAND BY FIRE	\$390.53
ABUBAKAR-MWENYE, EVELYN A	SCHOOL	TEACHER - OHS	\$73,547.42
ADAMS, CAROLYN	TOWN	ELECTION WORKER	\$35.75
ADAMS, MICHAEL	SCHOOL	TEACHER - OHS	\$52,672.48
AJEMIAN, BRIANNA	SCHOOL	SPECIAL EDUCATION TEACHER	\$62,675.20
AKER, MICHELLE M	TOWN	CHILDREN'S CIRCULATION CLERK	\$33,255.63
ALI, CRAIG G	*	PATROL OFFICER	\$75,037.63
ALLEN, DEBORAH M	SCHOOL	TEACHER - PROJECT COFFEE	\$70,394.49
ALLEN, ROSALIE	TOWN	ELECTION WORKER	\$68.75
AMARAL, ROBERT	TOWN	PATROL OFFICER	\$1,166.13
ANDERSON, CRAIG T	SCHOOL	EDUCARE AIDE	\$16,623.43
ANDERSON, RUSSELL B	SCHOOL	SUBSTITUTE CUSTODIAN	\$9,458.00
ANDERSON, STEPHEN C	SCHOOL	HEAD CUSTODIAN - OMS	\$54,032.61
ANDERSON, WILLIAM	SCHOOL	EDUCARE AIDE	\$9,556.07
ANDEXLER, BRANDON M	*	FIREFIGHTER/BASIC	\$18,647.43
ANDREWS, CALLIE	SCHOOL	SUMMER SPORTS CAMP COACH	\$175.00
ANGELL, DAJIA M	TOWN	CAMP COUNSELOR	\$2,761.00
AQUAFRESCA, ROY L	*	PATROL OFFICER	\$23,211.17
ARCURE, PATRICIA	TOWN	ASSISTANT TOWN ACCOUNTANT	\$43,734.87
AROMANDO, JEAN E	SCHOOL	SECRETARY - OMS	\$41,673.22
AUCOIN, DENISE M	SCHOOL	EDUCARE DIRECTOR	\$51,260.04
AUCOIN, TYLER M	SCHOOL	EDUCARE AIDE	\$115.50
AUSMUS JR, DANIEL J	*	PATROL OFFICER	\$69,327.63
BAGGETT, ALTON L	SCHOOL	TEACHER - OHS	\$79,772.65
BAKER, NORMA	SCHOOL	SPECIAL EDUCATION TEACHER	\$44,023.91
BAKERLIS, DANIELLE	SCHOOL	SUBSTITUTE NURSE - CHAFFEE	\$125.00
BANFILL, ALFRED W	TOWN	INSPECTOR OF WIRES	\$23,405.83
BARBA, ELAINE	SCHOOL	SPEECH PATHOLOGIST	\$61,378.74
BARCELO, GRETER	SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$217.18
BARR, STACY K	TOWN	COA-DIR OF COMMUNITY PROGRAMS	\$68,727.85
BARTKUS, MICHAEL C	SCHOOL	COACH	\$2,300.00
BATES, GARRY F	TOWN	BOARD OF ASSESSORS	\$500.00
BATTISTA, PATRICIA	SCHOOL	FOOD SERVICE SUBSTITUTE	\$588.50
BECK, NICOLE M	SCHOOL	TEACHER - BARTON	\$74,081.80
BELANGER, ASHLEY E	*	FIREFIGHTER/PARAMEDIC	\$26,761.37
BELANGER, JON T	*	DEPUTY FIRE CHIEF	\$91,764.67
BELHUMEUR, AMY J	SCHOOL	ASST.PRINCIPAL - OMS	\$94,705.00
BELHUMEUR, RHONDA	SCHOOL	FOOD SERVICE - SUBSTITUTE	\$13,034.45
BELVERY, JOYCE D	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,442.64
BEMIS, SHERI R	TOWN	FIRE CHIEF	\$113,688.70
BENNETT, ANDREW R	SCHOOL	EDUCARE AIDE	\$1,751.39
BENNETT, CATHY J	SCHOOL	FOOD SERVICE - BAKER	\$26,060.25
BENNETT, TARA A	SCHOOL	TEACHER - CHAFFEE	\$71,640.46
BENOIT, MATTHEW J	TOWN	DPW-SUPT CEMETERY/GROUNDS	\$72,231.43
BENT, ANNETTE S	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$27,166.89
BERG, ANDREW M	TOWN	SEASONAL LABORER/DPW	\$1,044.07
BERG, MICHAEL C	TOWN	DPW-FLEET SUPERINTENDENT	\$84,750.91
BERG, THOMAS J	TOWN	DPW-ASSISTANT MECHANIC	\$68,888.47
BERGMAN, KELLY L	SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$2,012.91
BERNARD, ANGELA M	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$35,742.22
BERTHIAUME, ALAN R	TOWN	BOARD OF SELECTMEN	\$999.96
BERTHIAUME, DEBRA J	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$28,055.09
BILIS, DEBORAH E	TOWN	CHILDREN'S LIBRARIAN	\$41,611.95
BINGHAM, CLAUDE R	TOWN	OCC - SR. ACTIVITY COORDINATOR	\$11,809.08
BITAR, SAMIR	SCHOOL	SCHOOL COMMITTEE MEMBER	\$281.25
BLACKMORE, DANIELLE M	TOWN	LIBRARY PAGE	\$3,583.25
BLANCHARD, HEATHER S	SCHOOL	SUBSTITUTE	\$707.75

BLOOD, MICHELLE A	SCHOOL	TEACHER - OMS	\$76,451.07
BOND, BRITNY	TOWN	CAMP COUNSELOR	\$543.67
BORDEAUX, TIMOTHY	SCHOOL	EDUCARE AIDE	\$5,164.50
BORGES, HILLARY	SCHOOL	SUBSTITUTE TEACHER	\$1,700.00
BORJESON, SARA	SCHOOL	TEACHER - CHAFFEE	\$61,726.82
BOROWKO, DEBRA A	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$27,381.09
BOSOWSKI, JULIE D	SCHOOL	DRIVER - SPECIAL EDUCATION	\$32,713.40
BOSS, KRISTIE	SCHOOL	GUIDANCE COUNSELOR - OMS	\$78,706.35
BOUCHER, DEBORAH P	SCHOOL	SUBSTITUTE TEACHER	\$2,731.00
BOULAY, ROBERT	TOWN	BOH MEMBER	\$250.00
BOURQUE, SUZANNE	TOWN	ANIMAL CONTROL PT CLERK	\$2,918.72
BOWES, SEAN T	TOWN	CALL EMT	\$5,242.46
BRADISH-GRIECO, HOLLY L	SCHOOL	IA LIBRARY- BARTON	\$25,264.16
BRASSARD, DEBORA L	SCHOOL	TECHNOLOGY ASST.	\$42,981.56
BRAY, SUSAN	SCHOOL	SUBSTITUTE TEACHER	\$4,384.50
BRAZEAU, REBECCA	SCHOOL	PLAYGROUND/CAFE AIDE - CHAFFEE	\$3,829.05
BRENNAN, JENNIFER L	SCHOOL	INSTRUCTIONAL AIDE	\$6,603.73
BRENNEMAN, KYLIE	SCHOOL	SPEC ED SUMMER SCHOOL AIDE	\$999.46
BRESCIA, JOYCE	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$25,301.82
BRIGGS, CARISSA B	SCHOOL	COTA	\$42,821.51
BROCHU, LILLY	SCHOOL	EDUCARE AIDE	\$6,124.25
BROWN, STEPHANIE	SCHOOL	INSTRUCTIONAL AIDE	\$2,410.84
BRULE, RYAN P	TOWN	STUDENT INTERN EMS/FIRE/EOC	\$558.25
BRUNELL, SUSAN	TOWN	SENIOR OUTREACH WORKER	\$3,866.32
BRUNSELL, ALEXIS	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$12,441.05
BRYN, RICHARD P	*	PATROL OFFICER	\$75,556.99
BUCCICO, EVELYN	SCHOOL	CROSSING GUARD	\$9,559.72
BUCKLEY, JARED	SCHOOL	SUBSTITUTE CUSTODIAN	\$4,017.92
BUCKLEY, NOAH	SCHOOL	EDUCARE AIDE	\$2,477.75
BURCH, JASON A	SCHOOL	SPECIAL EDUCATION TEACHER	\$79,319.59
BURDETT, JASON E	*	PATROL OFFICER	\$91,917.82
BURDETT, JENNIFER M	TOWN	PATROL OFFICER	\$57,228.84
BURKE, JOHANNA C	TOWN	DISPATCHER	\$5,525.45
BURKE, MARY-JANE	SCHOOL	SPECIAL EDUCATION TEACHER	\$76,209.36
BURLOCK, LAURIE A	TOWN	ADMINISTRATIVE ASSISTANT	\$51,282.95
BURLOCK, WAYNE F	TOWN	DPW-TREE WARDEN	\$73,873.14
BURSELL, JANICE C	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,863.63
BUTLER, DONALD R	SCHOOL	BARTON - CUSTODIAN	\$28,278.84
CADY, MARTHA A	TOWN	ELECTION WORKER	\$250.25
CAMERON, HEATHER L	SCHOOL	SUBSTITUTE TEACHER	\$2,555.00
CAMERON, JAMES L	TOWN	SKILLED SEASONAL LABORER-DPW	\$15,958.87
CAMERON, KATIE	SCHOOL	SUBSTITUTE TEACHER	\$1,488.00
CAMPBELL, DEBORAH J	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$21,806.39
CARLSON, BETTIE	TOWN	ELECTION WORKER	\$148.50
CARPENTER, CRAIG B	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$51,103.75
CARROLL, LINDSAY J	TOWN	DISPATCHER	\$2,996.77
CARTER, ROBERT W	SCHOOL	DRIVER - SPECIAL EDUCATION	\$88.50
CASAGRANDA, RICHARD	*	OPD-TRAFFIC CONTROLLER	\$22,815.00

CASELLO, MARILYN	SCHOOL	SECRETARY-CHAFFEE	\$10,457.46
CASILLO, LISA	SCHOOL	TEACHER	\$37,283.63
CASTELL, DEBORAH A	TOWN	ASSISTANT TREASURER/COLLECTOR	\$53,258.40
CASTELL, KELLY E	SCHOOL	TEACHER - OMS	\$70,717.23
CASTONGUAY, LINDSAY R	SCHOOL	LIBRARIAN - OHS	\$53,749.41
CATACCHIO, ANDREW T	TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$40,606.15
CELONA, AMY	SCHOOL	COMM OUTREACH FACILITATOR	\$26,420.00
CENEDELLA, THERESA E	TOWN	ASSISTANT TOWN ACCOUNTANT	\$36,733.80
CEPPETELLI, WENDY	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$24,340.66
CHAMPAGNE, JASON D	TOWN	SEASONAL LABORER/DPW	\$121.27
CHAMPAGNE, SARAH M	SCHOOL	SUBSTITUTE	\$247.00
CHAUVIN, KATHERINE E	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$14,368.12
CHENEY, SCOTT M	SCHOOL	BARTON - HEAD CUSTODIAN	\$45,921.39
CHRISLER, MARY L	SCHOOL	SUBSTITUTE TEACHER	\$19,953.66
CHRISTAINSEN, JENNIFER R	SCHOOL	THERAPY ASSISTANT	\$8,317.39
CHURCH, RICHARD	SCHOOL	DRIVER - SPECIAL EDUCATION	\$16,174.05
CICERO, JOSEPH	SCHOOL	COACH	\$4,200.00
CLARK-CAHILL, DIANNE T	TOWN	ELECTION WORKER	\$228.25
CLARKSON, DAWN	SCHOOL	SUBSTITUTE NURSE - OHS	\$1,000.00
CLARKSON, JEFFREY	SCHOOL	COACH	\$5,990.00
CLIFFORD, KATHLEEN	SCHOOL	DRIVER - SPECIAL EDUCATION	\$29,629.95
COFFEY, MELISSA	SCHOOL	SUBSTITUTE TEACHER	\$1,065.00
COFFIN, HELEN M	SCHOOL	SUPERINTENDENT SECRETARY	\$56,082.78
COFSKY, JILL M	SCHOOL	TEACHER - CHAFFEE	\$74,531.80
COGHLAN, MARK	SCHOOL	SUBSTITUTE CUSTODIAN	\$275.20
CONLON, JOSEPH P	*	TOWN POLICE SERGEANT	\$111,760.23
CONNERY, SCOTT	SCHOOL	ASST. PRINCIPAL - OHS	\$92,231.82
CONNOLLY, LORI M	SCHOOL	OCCUPATIONAL THERAPIST	\$70,247.46
CONNORS, KERRI M	SCHOOL	SUBSTITUTE	\$250.75
CONSTANTINE, MATTHEW	SCHOOL	EDUCARE AIDE	\$1,677.50
COOK, JACQUELYN M	SCHOOL	SPEC ED SUMMER SCHOOL TEACHER	\$1,800.00
COONAN, DANIEL	SCHOOL	SCHOOL COMMITTEE MEMBER	\$650.00
COPPER, TAMMY	SCHOOL	FOOD SERVICE - HELPER	\$7,847.11
COREY, AMY B	SCHOOL	TEACHER - OHS	\$70,957.23
CORMIER, JOANNE	SCHOOL	TEACHER - OHS	\$74,331.84
CORNACCHIOLI, DAVID P	SCHOOL	PRINCIPAL - OMS	\$49,870.38
COSKY, ANTHONY	SCHOOL	SUBSTITUTE TEACHER	\$9,811.00
COSTA, DINA	*	TOWN BOH MEMBER	\$250.00
COSWAY JR, EDWARD	TOWN	COUNCIL ON AGING VAN DRIVER	\$14,032.26
COTTIN, NANCY P	SCHOOL	TEACHER	\$50,470.00
COUGHLIN, MARIA	SCHOOL	SUBSTITUTE TEACHER	\$6,575.23
COULSON, JOSHUA	SCHOOL	TEACHER - OHS	\$53,561.61
COURNOYER, ALBERT	SCHOOL	DRIVER - SPECIAL EDUCATION	\$10,224.25
CRAIG, TIMOTHY L	SCHOOL	TEACHER - OHS	\$78,211.52
CRANDELL, KAREN A	TOWN	ADMINISTRATIVE ASSISTANT - BOS	\$53,771.90
CRUTCHER, KARALYN	SCHOOL	TEACHER - OMS	\$48,087.63
CUNNINGHAM, PHYLLIS M	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$27,931.97
CURTIS, KATHI	SCHOOL	TEACHER - PROJECT COFFEE	\$81,434.12
CURVING, PRISCILLA A	SCHOOL	SUBSTITUTE TEACHER	\$5,734.00
CUSSON, JOSEPH E	TOWN	SEWER ENTERPRISE FOREMAN	\$9,460.85
CUTRONI, CINDI	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$18,513.11

DAIGE, KATHLEEN	TOWN	ADMINISTRATIVE ASSISTANT - DPW	\$20,806.95
DALRYMPLE, LISA M	TOWN	ADMINISTRATIVE ASSISTANT	\$39,611.63
DANIELS, SHEILA K	SCHOOL	DRIVER - SPECIAL EDUCATION	\$33,161.15
DAOUST, JOEL P	TOWN	CALL EMT	\$39.28
DAOUST, VALERIE J	SCHOOL	SECRETARY - OMS	\$43,368.38
DAVIS, AMANDA	SCHOOL	EDUCARE AIDE	\$12,454.75
DAVIS, ANGELIQUE	SCHOOL	EDUCARE AIDE	\$1,729.75
DAVIS, CAROL A	SCHOOL	TEACHER - CHAFFEE	\$69,094.49
DAVIS, JANE E	TOWN	CEMETERY COMMISSIONER	\$500.00
DAVIS, KIMBERLY A	SCHOOL	TEACHER - CHAFFEE	\$62,172.72
DAVIS, SUSAN A	SCHOOL	SECRETARY	\$41,933.63
DAY, CASSANDRA S	SCHOOL	SCHOOL COMMITTEE MEMBER	\$975.00
DECELLES, SARAH A	*	CALL - FF/EMT-BASIC	\$18,925.12
DECKER, JENNIFER	SCHOOL	SUBSTITUTE TEACHER	\$1,097.00
DECKER, STACEY M	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$29,182.52
DEJONG, MEAGHAN	SCHOOL	SUBSTITUTE	\$283.14
DELGADO, KELLY	SCHOOL	TEACHER - CHAFFEE	\$52,001.77
DELL'AQUILA, LYSA V	SCHOOL	SECRETARY- BARTON	\$36,598.38
DELL'ERBA, CHRISTOPHER J	SCHOOL	SUBSTITUTE NURSE	\$5,250.00
DELUCA, SHIRLEY	SCHOOL	DRIVER - SPECIAL EDUCATION	\$22,656.23
DESGRANGES, RONALD P	TOWN	BUILDING COMMISSIONER	\$30,992.66
DESAUTELS, HEIDI M	SCHOOL	GUIDANCE COUNSELOR - OHS	\$66,050.89
DESAUTELS, KAMI	SCHOOL	PLAYGROUND/CAFE AIDE - CHAFFEE	\$2,257.43
DIDONATO, RACHEL L	SCHOOL	SPECIAL EDUCATION TEACHER	\$54,090.71
DIGIOIA, SARAH L	SCHOOL	SPECIAL EDUCATION TEACHER	\$71,240.32
DIREDA, SAMANTHA	SCHOOL	TEACHER - OHS	\$18,733.35
DIVOLL, SEAN M	TOWN	DPW DIRECTOR	\$94,993.60
DOANE, KENNETH L	SCHOOL	SUBSTITUTE TEACHER	\$426.00
DOLDOORIAN, KERI	SCHOOL	COACH	\$300.00
DONAIS, RICHARD A	TOWN	FACILITIES MAINTENANCE DIRECTR	\$77,230.40
DONEY, RHONDA L	SCHOOL	FOOD SERVICE - HELPER	\$31,650.12
DONNELLY, KENNETH B	TOWN	MAINTENANCE TECHNICIAN	\$52,028.56
DONOVAN, BARBARA A	SCHOOL	DRIVER - SPECIAL EDUCATION	\$16,115.03
DORAY, LOIS M	SCHOOL	TEACHER - OMS	\$78,709.27
DOUKA, BARBARA	SCHOOL	TEACHER - OMS	\$78,901.75
DOWD, STEPHEN P	TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$46,373.02
DOWNING, DEENA	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$18,594.72
DREW, LAUREN	SCHOOL	TEACHER - OMS	\$54,542.63
DRISCOLL, BARBARA J	SCHOOL	FOOD SERVICE - HELPER	\$3,674.51
DUBE, RICHARD	SCHOOL	TEACHER - PROJECT COFFEE	\$77,153.00
DUBOIS, CHERYL A	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,186.40
DUFRESNE, STEPHANIE	SCHOOL	COTA	\$20,883.69
DUMAS, SHERI	SCHOOL	TEACHER	\$2,070.00
DUSSAULT, AVA R	SCHOOL	EDUCARE AIDE	\$1,705.00
DUVAL, JARED M	TOWN	CIVIL ENGINEER - DPW	\$69,916.00
DUVAL, KEITH	SCHOOL	COACH	\$3,100.00
DVARECKAS PLANTE, STEPHANIE	TOWN	OPD-RADIO DISPATCHER	\$49,544.69
DZIEMBOWSKI, HEATHER L	SCHOOL	SPEC ED SUMMER SCHOOL TEACHER	\$2,070.00
EBBELING, BRIDGETTE E	SCHOOL	SUBSTITUTE	\$35.50
ECKERT, AMANDA	SCHOOL	COACH	\$800.00
EHRHARD, KAREN A	SCHOOL	SUBSTITUTE TEACHER	\$6,876.16

ELLIOTT, NANCY K	TOWN	ELECTION WORKER	\$145.75	
ELWOOD, KRISTI	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$20,254.12	
ERSKINE, THOMAS E	TOWN	SKILLED SEASONAL LABORER-DPW	\$1,594.77	
ESCOBAR, DAVID R	TOWN	BOH MEMBER	\$250.00	
ESPOSITO, JAMES G	TOWN	DPW - WORKING FOREMAN	\$70,720.15	
ESPOSITO, STEPHEN F	TOWN	DPW-OPERATIONS MANAGER	\$91,594.58	
ETHIER, THOMAS M	SCHOOL	TEACHER - OHS	\$77,831.80	
EVANS, CATHY DANA	SCHOOL	SUBSTITUTE TEACHER	\$213.00	
FAHY, SUSAN	SCHOOL	SUBSTITUTE NURSE - CHAFFEE	\$2,875.00	
FAIRBANKS, RICHARD H	*	TOWN	PATROL OFFICER	\$34,300.36
FALLAVOLLITA, JOSEPH V	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$53,262.35	
FALLAVOLLITA, VINCENT T	TOWN	FACILITIES MAINTENANCE TECH	\$64,352.24	
FAUBERT, CAYLA	SCHOOL	SUBSTITUTE BUS MONITOR	\$3,388.00	
FEGREUS, CAROLE A	TOWN	ELECTION WORKER	\$151.25	
FERLAND, FAY Y	TOWN	ADULT SERVICES LIBRARIAN	\$28,611.33	
FERRO GILMETE, NEIDA E	SCHOOL	GUIDANCE COUNSELOR - OHS	\$53,518.42	
FIKE, ROBERT W	TOWN	BOARD OF ASSESSORS	\$500.00	
FINIZZA, KELLY C	SCHOOL	INSTRUCTIONAL AIDE	\$11,930.49	
FISHER, DONNA M	TOWN	ELECTION WORKER	\$145.75	
FITZGIBBONS, DENNIS L	*	TOWN	LIEUTENANT/PARAMEDIC	\$69,202.87
FLATTERY, JOHN H	*	TOWN	BOARD OF REGISTRARS	\$500.00
FLORES, CLAUDETTE M	SCHOOL	EDUCARE AIDE - SUPERVISOR	\$9,078.79	
FLYNN, KATHLEEN	TOWN	ANIMAL CONTROL OFFICER	\$39,237.19	
FOGLIO, DONNA L	TOWN	TOWN ACCOUNTANT	\$85,812.49	
FONTAINE, KAYLA A	*	TOWN	OPD-P/T RADIO DISPATCHER	\$2,623.44
FORD, CASSIE	SCHOOL	SUMMER INSTRUCTIONAL AIDE	\$484.00	
FORD, PAUL D	TOWN	INTERIM FIRE CHIEF	\$23,300.00	
FORTE, LINDA J	SCHOOL	GUIDANCE COUNSELOR - CHAFFEE	\$80,315.56	
FOURNIER, MICHAEL R	*	TOWN	PATROL OFFICER	\$86,797.51
FOURNIER, TAMMY L	SCHOOL	TEACHER - CHAFFEE	\$68,171.52	
FREEDMAN, SHARON A	SCHOOL	INSTRUCTIONAL AIDE	\$19,659.50	
FREUDENTHAL, MARY L	SCHOOL	TEACHER - BARTON	\$76,269.28	
FRYKBERG, PAUL	SCHOOL	TEACHER - OHS	\$53,451.97	
FUQUA, ROBERT	SCHOOL	COACH	\$4,740.00	
GAGNER, CRAIG R	*	TOWN	PERMANENT INTERMITTENT	\$34,342.74
GALLANT, MICHAEL J	SCHOOL	SUBSTITUTE CUSTODIAN	\$474.72	
GAMACHE, TINA V	SCHOOL	DRIVER - SPECIAL EDUCATION	\$26,627.45	
GARCEAU, MARK	SCHOOL	SUPERINTENDENT OF SCHOOLS	\$84,316.94	
GAWRONSKI, TERRYANN	SCHOOL	LICENSED SOCIAL WORKER	\$58,644.60	
GENATOSSIO, ANTHONY C	SCHOOL	SUBSTITUTE TEACHER	\$6,450.00	
GIARD, KEITH J	TOWN	OCC - SR. ACTIVITY COORDINATOR	\$10,317.10	
GIBBONS, KYLE W	TOWN	CALL/STAND BY FIRE	\$2,124.48	
GIFFORD, MICHAEL A	*	TOWN	PATROL OFFICER	\$67,497.49
GILES, MARK D	SCHOOL	OHS CUSTODIAN	\$23,985.78	
GILL, RICHARD	SCHOOL	ASST. PRINCIPAL - OHS	\$83,207.24	
GILLIGAN, BONNIE A	SCHOOL	TEACHER - BARTON	\$68,763.82	
GIRARDI, CHRISTINA	SCHOOL	TEACHER	\$43,442.77	
GIVNER, BRYAN J	TOWN	CALL/STAND BY FIRE	\$1,041.79	
GIVNER, EVA	TOWN	CALL EMT	\$8,197.73	
GIVNER, KATHLEEN	SCHOOL	PLAYGROUND/CAFE AIDE - OMS	\$4,236.41	
GLOSHINSKI, JEFFREY	SCHOOL	COACH	\$2,800.00	

GOMES, JAMES L	SCHOOL	COACH	\$4,400.00	
GONYEA, JACQUELYN	SCHOOL	TEACHER - BARTON	\$55,209.63	
GOODMAN, JAMIE I	TOWN	OPD-P/T RADIO DISPATCHER	\$4,219.19	
GORCZYNSKI, ZACKARY G	TOWN	CAMP COUNSELOR	\$1,625.25	
GOULAS, ELAINE M	SCHOOL	TEACHER - OMS	\$78,235.63	
GRADY, NICOLE	SCHOOL	SUMMER SPORTS CAMP COACH	\$175.00	
GRADY, PAMELA H	SCHOOL	SECRETARY - OHS	\$38,422.14	
GRANAHAN, SANDRA S	SCHOOL	TEACHER - CHAFFEE	\$76,891.92	
GRANGER, COURTNEY	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$28,627.78	
GRASSESCHE, TAMMY M	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$21,405.06	
GRAVES, CAROL J	TOWN	BOARD OF REGISTRARS	\$500.00	
GRAVES, NANCY D	SCHOOL	BUS MONITOR	\$15,813.70	
GRAY, ANDREW T	*	TOWN	PATROL OFFICER	\$31,051.43
GRAY, MATTHEW G	*	TOWN	PATROL OFFICER	\$49,439.78
GREEN, ROBERT M	TOWN	POLICE SERGEANT	\$84,792.10	
GREENE, AUSTIN	SCHOOL	EDUCARE AIDE	\$1,658.25	
GREENE, LISA J	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$32,755.07	
GREENOUGH, DONNA M	SCHOOL	TEACHER - OMS	\$72,440.20	
GRENIER, PATRICIA	SCHOOL	PHYSICAL THERAPIST	\$70,440.30	
GRENIER, SUSAN M	SCHOOL	SECRETARY-CHAFFEE	\$41,792.02	
GRiffin, PALMINA	SCHOOL	SCHOOL COMMITTEE MEMBER	\$975.00	
GRIMES, JAMIE	SCHOOL	COACH	\$39,181.43	
GRNIET, AMY	SCHOOL	NURSE - OMS	\$58,176.76	
GRNIET, JEROMY	SCHOOL	RESOURCE OFFICER	\$7,371.25	
GRNIET, JEROMY T	*	TOWN	POLICE SERGEANT	\$115,897.49
GRYNCEWICZ, ROBERT A	*	TOWN	FIREFIGHTER/BASIC	\$23,446.69
GRZEMBSKI, JOANNE B	SCHOOL	TEACHER - OMS	\$63,340.31	
GUNDERMAN, JULIA E	SCHOOL	FOOD SERVICE SECRETARY	\$37,029.29	
HACKETT, ALEXIS A	TOWN	LIBRARY PAGE	\$330.00	
HAGSTROM, DANIELLE M	SCHOOL	DRIVER - SPECIAL EDUCATION	\$7,379.89	
HALL JR, RICCI W	*	TOWN	CALL EMT	\$14,900.26
HAMEL, STACEY M	TOWN	ELECTION WORKER	\$233.75	
HAMMOND, CHARLENE	SCHOOL	SPECIAL EDUCATION TEACHER	\$21,985.92	
HAMMOND, NORA A	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$31,925.94	
HANKEY, ROBERT C	SCHOOL	SPECIAL EDUCATION TEACHER	\$68,171.52	
HANLAN, ROBIN E	SCHOOL	FOOD SERVICE - SUBSTITUTE	\$3,066.25	
HARRINGTON, CLAIRE J	SCHOOL	FOOD SERVICE - BAKER	\$26,280.30	
HARRIS, VICKI L	SCHOOL	SUBSTITUTE TEACHER	\$5,928.40	
HART, EDWARD	TOWN	ANIMAL CONTROL PART TIME OFFIC	\$2,431.00	
HARVEY, COLBY	SCHOOL	TEACHER - OHS	\$60,773.26	
HASHEY, ADAM M	TOWN	ASSISTANT MIS DIRECTOR	\$46,280.34	
HASSETT, MICHAEL C	*	TOWN	TRAFFIC CONTROL - OPD	\$109,442.98
HENRICHON, SUSAN	SCHOOL	SPED DIRECTOR	\$98,275.10	
HENRY, KIMBERLEE C	SCHOOL	PRINCIPAL - OHS	\$51,500.02	
HERRERA, VICTORIA R	TOWN	DISPATCHER	\$2,792.23	
HERRIAGE, MARY F	TOWN	LAND MANAGEMENT OFFICE MANAGER	\$46,099.92	
HERRICK, CATHERINE J	SCHOOL	SPECIAL EDUCATION TEACHER	\$54,481.79	
HERSEY, SCOTT W	SCHOOL	TEACHER - OMS	\$71,077.23	
HESSELTON, ABIGAIL	TOWN	SENIOR CAMP COUNSELOR	\$2,939.13	
HETHERMAN, CHERYL A	SCHOOL	SPECIAL EDUCATION TEACHER	\$77,909.15	
HETHERMAN, JAMES M	SCHOOL	HEAD CUSTODIAN - OHS	\$69,417.87	

HETHERMAN, TUCKER	SCHOOL	SUBSTITUTE CUSTODIAN	\$3,151.94	
HIGGINS, BRIANNA	SCHOOL	EDUCARE AIDE	\$583.75	
HIGGINS, HALEY	SCHOOL	EDUCARE AIDE	\$3,197.43	
HIGGINS, STEPHANIE M	SCHOOL	TEACHER - CHAFFEE	\$52,211.77	
HILNER, ANA L	SCHOOL	SUBSTITUTE TEACHER	\$5,396.00	
HITCHINGS, LISA M	TOWN	OCC - PROGRAM MANAGER	\$24,116.32	
HODGERNEY, JUDY	TOWN	ELECTION WORKER	\$145.75	
HODGERNEY, JUDY A	SCHOOL	TITLE 1 READING INTERVENTION	\$18,203.40	
HODSDON-BEURMAN, CURTIS	SCHOOL	SUBSTITUTE CUSTODIAN	\$206.40	
HOKANSON, PATRICIA A	SCHOOL	FOOD SERVICE DIRECTOR	\$52,872.16	
HOLSTROM, KEVIN	TOWN	CALL - FF/EMT-BASIC	\$1,245.56	
HOPE, REBECCA	SCHOOL	EDUCARE AIDE	\$4,319.25	
HORNBAKER, ROBIN	SCHOOL	TEACHER - OMS	\$52,111.77	
HOWARD, GARY P	*	TOWN	OPD-TRAFFIC CONTROLLER	\$8,845.00
HUDON, CHRISTINE M	SCHOOL	DRIVER - SPECIAL EDUCATION	\$1,445.50	
HUDON, MICHAEL P	*	TOWN	LIEUTENANT/PARAMEDIC	\$71,352.67
HUDSON, RICHARD	SCHOOL	FOOD SERVICE COURIER	\$6,733.66	
IBRAHIM, BISHOY R	*	TOWN	PATROL OFFICER	\$57,728.13
IWANSKI, KAREN M	SCHOOL	SPECIAL EDUCATION TEACHER	\$51,761.77	
JACKSON, GREG	SCHOOL	SUBSTITUTE TEACHER	\$71.00	
JACKSON, SANDRA M	SCHOOL	TEACHER - BARTON	\$67,894.59	
JANERICO, JOSEPH D	SCHOOL	TEACHER - OHS	\$68,694.61	
JEAN-LOUIS, SARA	SCHOOL	COACH	\$3,700.00	
JENKINS, ERIC D	SCHOOL	TEACHER - OHS	\$71,440.26	
JOHNS, JULIE A	SCHOOL	SPECIAL EDUCATION TEACHER	\$73,340.32	
JOYCE, PAUL W	SCHOOL	EDUCARE AIDE - SUPERVISOR	\$10,074.10	
KABALA, MARIA	SCHOOL	SPECIAL EDUCATION TEACHER	\$45,009.24	
KARLOWICZ, KRISTINA	SCHOOL	LUNCH/PLAYGROUND AIDE	\$5,199.53	
KARNES, KIMBERLY A	TOWN	COUNCIL ON AGING VAN DRIVER	\$2,780.75	
KARSKOK, MARY E	SCHOOL	GUIDANCE COUNSELOR - OMS	\$79,083.85	
KASIK, CHAD	TOWN	PERMANENT INTERMITTENT	\$870.26	
KASIK, RYAN	TOWN	PATROL OFFICER	\$518.28	
KEELER, BARBARA J	SCHOOL	FOOD SERVICE - HELPER	\$6,525.28	
KEGANS, CHRISTINA	SCHOOL	TEACHER - OHS	\$23,308.65	
KELLER, JILLIAN N	SCHOOL	TEACHER - CHAFFEE	\$68,505.92	
KELLEY, LORI A	TOWN	TOWN CLERK	\$86,368.89	
KELLEY, TIMOTHY A	TOWN	LIBRARY DIRECTOR	\$12,000.00	
KELLY, JASON J	*	TOWN	FIREFIGHTER/BASIC	\$44,737.82
KENNEN, AUDREY L	SCHOOL	LIBRARY INSTRUCT. AIDE - OMS	\$33,644.40	
KENNEN, JOSHUA E	SCHOOL	EDUCARE SUPERVISOR	\$11,527.57	
KEOHANE, HOLLY L	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$26,867.65	
KEOHANE, SARAH	SCHOOL	EDUCARE AIDE	\$2,095.50	
KERTYZAK, CHRISTOPHER	SCHOOL	TEACHER - OHS	\$76,231.08	
KIM, MATTHEW	SCHOOL	TEACHER - OMS	\$56,734.46	
KING, MIRIAM T	SCHOOL	TEACHER - OMS	\$70,440.30	
KINLAW, XAVIER	TOWN	DPW LABORER	\$7,229.25	
KLIMCZUK, CASSANDRA	SCHOOL	TEACHER - OHS	\$62,376.65	
KNAPP, BRIAN M	TOWN	CALL EMT	\$4,920.37	
KNEELAND, RICHARD M	*	TOWN	OPD-TRAFFIC CONTROLLER	\$25,684.00
KNIGHT, RUSSELL L	SCHOOL	TEACHER - OHS	\$33,383.65	
KNISKERN, ASHLIE	SCHOOL	TEACHER - OMS	\$48,729.69	

KORCHARI, PAUL G	SCHOOL	TEACHER	\$51,046.27	
KOSEL, PETER	SCHOOL	TECHNOLOGY ASST.	\$20,705.85	
KOVOOR, NAINAN	SCHOOL	TEACHER	\$35,263.44	
KOZLOWSKI, KELLY A	TOWN	CAMP COUNSELOR	\$3,436.91	
KRANTZ, MARCIA A	SCHOOL	TEACHER	\$47,004.55	
KRASINSKAS, ROBERT W	TOWN	ELECTION WORKER	\$253.00	
LABELLE, APRIL A	TOWN	BUILDING MAINTENANCE CLERK	\$29,688.21	
LABONTE, PATRICIA	SCHOOL	SUBSTITUTE NURSE	\$4,200.00	
LABREC, SHARI	SCHOOL	SUBSTITUTE TEACHER	\$1,668.17	
LACKI, MARYANN	SCHOOL	TEACHER - OHS	\$77,022.65	
LAL, PATRICIA H	SCHOOL	TEACHER - OHS	\$78,665.66	
LAMARCHE, DENNIS E	TOWN	BOARD OF SELECTMEN CHAIR	\$1,099.92	
LAMBERT, NICHOLAS J	*	TOWN	LIEUTENANT/PARAMEDIC	\$84,976.46
LAMBERT, ROGER D	*	TOWN	CAPTAIN/PARAMEDIC	\$103,463.76
LAMBERT, RUESS R	*	TOWN	FIREFIGHTER/BASIC	\$52,670.40
LAMBERT, SHELLEY L	TOWN	OCC - PROGRAM MANAGER	\$17,663.54	
LAMOUREUX, AIMEE M	SCHOOL	TEACHER - OHS	\$10,741.02	
LANGLAIS, KAREN	SCHOOL	SUBSTITUTE TEACHER	\$5,726.25	
LANGWAY, MICHAEL	SCHOOL	COACH	\$2,800.00	
LAPOMARDO, STEPHEN	TOWN	CONSTABLE	\$154.00	
LAPRE, DYLAN M	SCHOOL	EDUCARE AIDE	\$4,969.85	
LAREAU, PATRICIA C	TOWN	ADULT CIRCULATION CLERK	\$34,970.23	
LARGESSE, DONNA	SCHOOL	DRIVER - SPECIAL EDUCATION	\$24,146.93	
LARSON, KIMBERLY H	SCHOOL	TEACHER - CHAFFEE	\$76,822.71	
LATINO, SHEILA A	TOWN	ELECTION WORKER	\$151.25	
LATUGA, STEPHANIE	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$21,631.93	
LAVALLEE, JILL C	SCHOOL	TEACHER - BARTON	\$78,481.84	
LAVIGNE, STACEY	SCHOOL	TEACHER - CHAFFEE	\$57,411.04	
LAWRENCE, MARC R	SCHOOL	SUBSTITUTE CUSTODIAN	\$2,463.90	
LEBLANC, CHERYLL A	TOWN	BOARD OF SELECTMEN	\$999.96	
LEBLANC, DAVID L	SCHOOL	BUSINESS OFFICE CLERK	\$1,196.25	
LEBLANC, DAVID M	TOWN	STUDENT INTERN ACCOUNTING	\$3,646.50	
LEBLANC, DENISE	SCHOOL	SUBSTITUTE BUS MONITOR	\$19,417.76	
LEBLANC, PHILIP	SCHOOL	TEACHER - OHS	\$83,389.94	
LEBRETON, KEVIN R	TOWN	PATROL OFFICER	\$82,982.84	
LEBRETON, LAURA B	TOWN	SR. CLERK/TOWN CLERK	\$12,000.72	
LECHIARA, CAROL	SCHOOL	SUB VAN DRIVER	\$2,076.76	
LEDUC, JUSTIN M	SCHOOL	SENIOR ACCOUNTANT	\$63,750.05	
LEIGHER, LYNN A	SCHOOL	TEACHER - BARTON	\$71,240.32	
LEPORE, NAIDA	SCHOOL	BUDGET SPECIALIST	\$51,260.04	
LETSKY JR, PAUL J	TOWN	HEAD LIFEGUARD	\$5,467.19	
LEVIE, LINDA E	SCHOOL	FOOD SERVICE HELPER	\$8,654.83	
LEWIS, PETER	SCHOOL	COACH	\$2,900.00	
LIGHT, DEBRA J	TOWN	ADMINISTRATIVE ASSISTANT	\$58,226.47	
LINCOLN, KRISTINA M	SCHOOL	SUBSTITUTE	\$657.23	
LINDGREN, SHARON	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$17,887.52	
LIRANGE, CANDACE L	SCHOOL	TEACHER - OHS	\$74,081.80	
LOCHNER, JUDITH A	TOWN	CONSERVATION AGENT/GIS TECH	\$54,883.61	
LOGAN, CHRISTOPHER	SCHOOL	TEACHER - OHS	\$48,243.81	
LOMBARDI, PAM	SCHOOL	BUS MONITOR	\$833.25	
LOOBY, EMILY	SCHOOL	TEACHER - OHS	\$49,512.63	

LOONEY, CATHERINE L	SCHOOL	TEACHER - OHS	\$76,665.20
LOTTER, JACOB E	TOWN	LIBRARY JR CLERK	\$2,780.05
LUBECKI, LINDSAY	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$17,620.51
MACGREGOR, DEBRA	SCHOOL	SUBSTITUTE NURSE	\$375.00
MACKOWIAK, JACOB M	TOWN	DPW- LIGHT EQUIP OPERATOR	\$25,013.96
MACPHERSON, JACK W	SCHOOL	EDUCARE AIDE	\$1,837.00
MAKI, NANCY A	TOWN	ELECTION WORKER	\$244.75
MALIFF, RICHARD F	SCHOOL	EVALUATION TEAM LEADER	\$73,194.33
MALLEY JR, JAMES F	TOWN	BOARD OF HEALTH INSPECTOR	\$39,284.80
MANDELLA, BRAD	SCHOOL	SUMMER SPORTS CAMP COACH	\$200.00
MANSEAU, SONIA M	TOWN	PT CLERK/BOARD OF SELECTMEN	\$10,997.75
MANZELLA, MORGAN C	TOWN	LIBRARY DIRECTOR	\$23,780.55
MANZI, SUSAN M	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$23,671.12
MARCELONIS, WILLIAM C *	TOWN	POLICE SERGEANT	\$87,398.42
MARKOPOULOS, JENNIFER L	SCHOOL	GUIDANCE COUNSELOR - OHS	\$57,048.01
MARSH, MYRIAM A	SCHOOL	SUBSTITUTE TEACHER	\$5,076.50
MARTINELLO, KATHLEEN	SCHOOL	PAYROLL/PERSONNEL DIRECTOR	\$51,260.04
MARZEC, JAMES R	SCHOOL	TEACHER - OHS	\$27,006.57
MASIELLO, MATTHEW B	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$48,393.10
MASLEY JR, MICHAEL C	SCHOOL	TEACHER/NJROTC	\$78,468.91
MASTROMATTEO, RYAN R	TOWN	CALL EMT	\$6,208.16
MAY, KEVIN M	SCHOOL	TEACHER - OHS	\$86,247.71
MAYO, KIMBERLY	SCHOOL	SUBSTITUTE TEACHER	\$6,447.50
MAZEIKA, PAUL D	TOWN	PLUMBING INSPECTOR	\$21,200.00
MCCAMBRIDGE, KARLI F	SCHOOL	SPEC ED SUMMER SCHOOL AIDE	\$1,070.85
MCCAMBRIDGE, KATIE	SCHOOL	SUBSTITUTE INSTRUC AIDE/TA	\$5,833.85
MCCAMBRIDGE, LORI J	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,805.88
MCCARTHY, KADYE	SCHOOL	SUMMER SPORTS CAMP COACH	\$300.00
MCCARTHY, KELLY L	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$26,405.90
MCCARTHY, LEDA A	SCHOOL	FOOD SERVICE - HELPER	\$16,288.39
MCCARTHY, MEAGHAN	SCHOOL	EDUCARE AIDE	\$3,566.75
MCCARTHY, SHAUN	SCHOOL	EDUCARE AIDE	\$4,319.00
MCCONNELL, MELISSA E	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,442.78
MCDONALD, ANTHONY J	SCHOOL	COACH	\$5,300.00
MCDONALD, DEBRA R	SCHOOL	GUIDANCE SECRETARY - OHS	\$48,964.41
MCDONALD, JAMES R *	TOWN	PATROL OFFICER	\$83,202.75
MCDUGAL, BRITTANY	TOWN	LIBRARY DIRECTOR	\$38,281.81
MCGOWN, CORINA L	SCHOOL	SECRETARY- BARTON	\$21,243.32
MCINTYRE, ERIN E	SCHOOL	COACH	\$3,500.00
MCKAY, ROBERTA F	SCHOOL	PLAYGROUND/CAFE AIDE - OMS	\$3,000.42
MCKENNA, KATHERINE M	TOWN	FINANCE DIRECTOR	\$19,945.44
MCKEON, TIMOTHY F	TOWN	COA VAN DRIVER	\$5,727.21
MCLAUGHLIN, VICTORIA R	TOWN	SR. CLERK/ASSESSOR	\$41,995.20
MEAD JR, KENNETH C *	TOWN	PATROL OFFICER	\$84,498.37
MENARD, DIANE L	SCHOOL	TEACHER - BARTON	\$69,301.50
MENARD, LAUREEN	TOWN	BOH ADMIN ASSISTANT	\$38,819.23
MENEGUZZO, JULIE M	SCHOOL	SPECIAL EDUCATION TEACHER	\$73,643.77
MERCIER, KEVIN *	TOWN	PATROL OFFICER	\$81,511.70
MILLER, KRISTIN	SCHOOL	EVALUATION TEAM LEADER	\$81,358.90
MILLER, RALPH W	TOWN	SKILLED SEASONAL LABORER-DPW	\$16,254.76
MOINEAU, CATHERINE A	TOWN	LIBRARY PAGE	\$1,963.50

MONTREUIL, PATRICIA	SCHOOL	SUBSTITUTE TEACHER	\$2,059.00
MOODY, EMILY	SCHOOL	EDUCARE AIDE	\$6,479.65
MOORE, JULIE	SCHOOL	SUBSTITUTE	\$213.00
MORGAN, ANN D	TOWN	ASSISTANT TOWN CLERK	\$42,831.89
MORGAN, BRITTANY R	*	OPD-RADIO DISPATCHER	\$49,707.26
MORRIS, AMY	SCHOOL	FOOD SERVICE SUBSTITUTE	\$110.00
MORRIS, JEFFREY S	*	CALL - FF/EMT-BASIC	\$25,842.24
MORROW, DANIELLE	SCHOOL	COMMUNITY OUTREACH	\$14,276.24
MURPHY, DOROTHY E	TOWN	ELECTION WORKER	\$173.25
MURPHY, KARA J	SCHOOL	TEACHER - OMS	\$73,358.77
MURPHY, LISA M	SCHOOL	SPECIAL EDUCATION TEACHER	\$74,216.80
MURPHY-DOW, ROBIN L	SCHOOL	TEACHER - PROJECT COFFEE	\$73,881.86
MURRAY, JANICE M	SCHOOL	TEACHER - BARTON	\$76,622.77
MUSCATELL, GINA	SCHOOL	TEACHER	\$28,123.77
MYHAVER, DANNY A	TOWN	CALL/STAND BY FIRE	\$381.20
NAGLE, LUCINDA B	TOWN	COUNCIL ON AGING OUTREACH PT	\$7,568.93
NASH, CLAUDIA R	SCHOOL	TEACHER - OMS	\$67,894.59
NASH, KRISTINE	SCHOOL	SUPERINTENDENT OF SCHOOLS	\$70,000.06
NASUTI, JENNIFER	SCHOOL	INSTRUCTIONAL AIDE	\$4,094.45
NELLIS, PATRICIA	SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$5,721.93
NELSON, JO ANN E	TOWN	ELECTION WORKER	\$145.75
NGUYEN-LE, TUAN	TOWN	PI OFFICER	\$217.80
NICHOLSON, CHRISTINA M	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$3,366.79
NIKOSEY, CATHLEEN H	SCHOOL	TEACHER	\$33,325.27
NOLAN, JAMES F	SCHOOL	COACH	\$7,211.00
NUGENT, COURTNEY	SCHOOL	TEACHER - OHS	\$73,191.13
NUGENT, DAVID M	SCHOOL	PRINCIPAL - PROJECT COFFEE	\$98,979.92
O'BRIEN, FRANCIS R	SCHOOL	TEACHER - PROJECT COFFEE	\$66,305.90
OBRIEN, MICHAEL J	SCHOOL	INSTRU AIDE- PROJECT COFFEE	\$30,944.63
ODGREN, DEBORAH V	SCHOOL	BUS MONITOR	\$16,195.92
O'DONNELL, NEIL	SCHOOL	DRIVER - SPECIAL EDUCATION	\$5,723.02
O'HALLORAN, DANIEL G	TOWN	VETERANS AGENT	\$8,379.90
O'HALLORAN, DONNA M	TOWN	MIS DIRECTOR	\$78,509.60
O'LEARY, BONNIE	TOWN	DISPATCHER	\$1,160.08
OLLIS, GERALD	SCHOOL	TEACHER - PROJECT COFFEE	\$75,409.25
O'NEILL, SHAWN D	*	CALL - FF/EMT-BASIC	\$19,619.09
ORNELL, KRISTIN H	SCHOOL	TEACHER - BARTON	\$73,881.86
OSBORNE, KRISTIN L	SCHOOL	TITLE 1 READING/INSTRUC COACH	\$68,484.11
OSTRANDER, ASHLEY	SCHOOL	TEACHER	\$35,871.36
PACHECO, CHRISTINA H	SCHOOL	SCHOOL NURSE	\$22,059.43
PACKARD, NICHOLAS	SCHOOL	EDUCARE AIDE	\$20,030.64
PAINCHAUD, JAMES P	SCHOOL	TEACHER - OHS	\$70,800.30
PALAIJA, BRIAN M	TOWN	TOWN MANAGER	\$134,915.69
PAPAGNI, STEVEN	TOWN	FACILITIES MAINTENANCE TECH	\$59,557.97
PARISEAU, JENNIFER L	SCHOOL	TEACHER - BARTON	\$64,041.45
PARSONS, JESSICA L	SCHOOL	TEACHER - CHAFFEE	\$20,425.50
PASTIER, VERONICA R	SCHOOL	FOOD SERVICE - BAKER	\$20,849.64
PEEK, EMILY	SCHOOL	TEACHER	\$30,959.55
PELCZARSKI, ROBERT J	SCHOOL	PRINCIPAL - CHAFFEE	\$97,485.05
PELTIER, SUSAN J	SCHOOL	TEACHER	\$50,646.23
PERVEILER, MARY	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$1,000.00

PHILLIPS II, JOHN A	TOWN	SKILLED SEASONAL LABORER-DPW	\$1,063.18
PHILLIPS, KADION	SCHOOL	TECHNOLOGY DIRECTOR	\$93,660.03
PICARD JR, ROBERT W	TOWN	PATROL OFFICER	\$94,905.55
PICKING, HEATHER	TOWN	PATROL OFFICER	\$53,564.92
PIERCE, JENNIFER L	SCHOOL	TEACHER - OMS	\$74,081.80
PIETRO, CHRISTOPHER J	SCHOOL	SPECIAL EDUCATION TEACHER	\$81,162.75
PIETRZAK, JOSEPH	SCHOOL	COACH	\$5,300.00
PIETTE, RACHEL A	SCHOOL	SPECIAL EDUCATION TEACHER	\$83,174.15
PIKE, MEGAN	SCHOOL	SUBSTITUTE NURSE	\$375.00
PIMENTEL, KIMBERLY A	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,205.61
PINI, MEGHAN L	SCHOOL	SUBSTITUTE TEACHER	\$5,779.00
PLACE, SHANNON	TOWN	LIFEGUARD	\$3,952.15
PLANTE, BEVERLY A	TOWN	ELECTION WORKER	\$165.00
PLANTE, MICHAEL C	TOWN	CONSTABLE	\$304.00
POWAZA, KAREEN M	SCHOOL	SUBSTITUTE NURSE	\$625.00
POWERS, LEAH N	SCHOOL	PLAYGROUND/CAFE AIDE - CHAFFEE	\$571.50
POWERS, TIMOTHY J	SCHOOL	SUBSTITUTE TEACHER	\$355.00
PRATT, LEANNE	SCHOOL	SUBSTITUTE NURSE - BARTON	\$250.00
PREFONTAINE, JESSICA M	TOWN	FIREFIGHTER/PARAMEDIC	\$79,049.31
PREFONTAINE, REBECCA L	TOWN	OPD-P/T RADIO DISPATCHER	\$4,515.81
PRESCOTT, ELIZABETH	TOWN	DPW ADMIN ASST	\$18,852.09
PRIFTI, MARINA	SCHOOL	DRIVER - SPECIAL EDUCATION	\$22,923.34
PRUNIER, ELLEN K	SCHOOL	TEACHER - OMS	\$76,409.21
PUNISKIS, JOHN G	TOWN	PATROL OFFICER	\$103,032.64
PUPKA, CHRISTOPHER T	TOWN	ASSESSOR	\$74,528.00
PURCELL, KATHLEEN E	TOWN	ELECTION WORKER	\$211.75
PUTIS, JILL M	SCHOOL	DRIVER - SPECIAL EDUCATION	\$20,937.34
QUINN, VALERIE L	SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$57.16
RAAD, JACQUENETTE	SCHOOL	PLAYGROUND/CAFE AIDE - CHAFFEE	\$1,617.35
RACHHOLZ, KAROLA	TOWN	JR. CLERK-POLICE DEPT	\$2,247.01
RACICOT, JESSICA L	SCHOOL	TEACHER - OMS	\$74,081.80
RACICOT, MARY JANE	TOWN	ELECTION WORKER	\$145.75
RAUCCI, PAUL	SCHOOL	SUBSTITUTE TEACHER	\$8,685.68
RAYMOND, JOSHUA S	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$45,069.40
RAYMOND, MICHELLE M	SCHOOL	SPECIAL ED SECRETARY	\$48,164.41
REGELE, KATHLEEN M	SCHOOL	OCCUPATIONAL THERAPIST	\$77,432.77
REYNOLDS, JOHN	SCHOOL	TECHNOLOGY ASST.	\$39,836.19
RICHARD, BRITTANY	TOWN	LIFEGUARD	\$3,941.00
RICHARD, JENNIFER L	SCHOOL	SCHOOL PSYCHOLOGIST	\$31,243.52
RICHARD-KEELER, BRENDA	SCHOOL	COTA	\$4,292.76
RICHARDS, JUSTIN	SCHOOL	COACH	\$3,900.00
RICHARDSON, BRIDGET L	TOWN	LIBRARY PAGE	\$7,972.25
RIPLEY, STEPHANIE	SCHOOL	TEACHER - OHS	\$58,733.26
RIVETT, SANDRA S	SCHOOL	SCHOOL NURSE	\$39,431.50
ROBERTS, LAUREN T	TOWN	LIBRARY PAGE	\$6,360.50
RODIER, JUDY A	SCHOOL	FOOD SERVICE - BAKER	\$10,016.24
RODIER, PATRICIA C	SCHOOL	TEACHER - CHAFFEE	\$67,993.36
ROEMER, MICHELLE E	SCHOOL	TEACHER - BARTON	\$76,622.77
ROLAND, MELODY G	TOWN	COUNCIL ON AGING CLERK	\$11,933.27
ROSE, MARIA	SCHOOL	SUBSTITUTE	\$71.00
ROSE, MICHELE C	SCHOOL	SUBSTITUTE TEACHER	\$1,420.00

ROSENKRANTZ, JOEL D	*	TOWN	FIREFIGHTER	\$42,118.84
ROSS, JEANNINE A		TOWN	SR. CLERK/ASSESSOR	\$50,065.60
ROSSMAN, DEBORAH		SCHOOL	TEACHER	\$41,417.48
ROY, ANTHONY		SCHOOL	SUBSTITUTE CUSTODIAN	\$516.00
ROY, DAVID	*	TOWN	CALL/STAND BY FIRE	\$1,336.08
ROYCEWICZ, DANIEL E		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$43,219.32
RUDMAN, SCOTT P	*	TOWN	FIREFIGHTER/INTERMEDIATE	\$62,512.86
RUIZ, KAREN H		SCHOOL	TEACHER - OMS	\$75,892.06
RUSSO, AIMEE L		SCHOOL	TEACHER - OHS	\$56,363.14
RUTKIEWICZ, SARAH L		SCHOOL	TEACHER - OMS/OHS	\$73,977.84
SAAD, ANTHONY P		TOWN	CHIEF OF POLICE	\$110,848.85
SAAD, CYNTHIA E		TOWN	ELECTION WORKER	\$148.50
SAAD, JOHN G		TOWN	BOARD OF SELECTMEN	\$999.96
SANTANA MARTINEZ, JUAN		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$18,491.42
SARGIS, KRISTAL		SCHOOL	FOOD SERVICE - HELPER	\$9,638.83
SCHOEMER, KATHLEEN		SCHOOL	NURSE - BARTON	\$54,453.30
SCHOLL, KRISTEN E		SCHOOL	TEACHER - OMS	\$71,240.32
SCIARAFFA, MARISA A		SCHOOL	TEACHER - OMS	\$47,284.10
SELLERS, KENNETH J	*	TOWN	CAPTAIN/INTERMEDIATE	\$73,656.21
SHANNON, IRENE M		SCHOOL	SPECIAL EDUCATION TEACHER	\$80,180.38
SHEA, ANGELA		SCHOOL	DRIVER - SPECIAL EDUCATION	\$21,022.04
SHELDON, SELENA M		TOWN	LIBRARY PAGE	\$5,365.25
SHERIDAN, DAVID M	*	TOWN	CALL EMT	\$12,353.11
SIMKUS, JOHANNA Z		SCHOOL	LIBRARY INSTRUCTIONAL AIDE	\$27,225.41
SIMS, PATRICIA A		SCHOOL	TEACHER - CHAFFEE	\$18,704.16
SINGER, KERRIE	*	TOWN	BOH MEMBER	\$500.00
SITKO, ELIZABETH		SCHOOL	SPECIAL EDUCATION TEACHER	\$58,486.96
SKEATES, NANCY J		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$30,932.75
SMEGLIN, CARRIE A		SCHOOL	TEACHER - BARTON	\$45,350.73
SMITH, CYNTHIA		SCHOOL	SUBSTITUTE	\$2,400.32
SMITH, DAVID S		SCHOOL	TEACHER	\$40,794.27
SNEADE, RHONDA		SCHOOL	FOOD SERVICE SUBSTITUTE	\$137.50
SNEED, QUION		SCHOOL	COACH	\$1,600.00
SOMERS, JOANN	*	TOWN	OPD-RADIO DISPATCHER/LEAD	\$73,526.13
SONK, ELIZABETH		SCHOOL	SUBSTITUTE TEACHER	\$994.00
SOTO, MAUREEN		SCHOOL	BOARD CERT. BEHAVIORAL ANALYST	\$22,975.29
SOTO, TALISHA M		TOWN	OPD-RADIO DISPATCHER	\$22,589.51
SPITZ, PATRICIA I		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,762.02
SPITZ, WILLIAM		SCHOOL	SCHOOL COMMITTEE MEMBER	\$712.50
SPOONER, CAROL A		TOWN	ELECTION WORKER	\$148.50
ST GERMAIN, CONNOR		TOWN	SENIOR LIFEGUARD	\$3,636.50
ST. GERMAIN, DAWN M		SCHOOL	TEACHER - BARTON	\$79,542.59
ST. HILAIRE-BODREAU, DENDRA L		SCHOOL	TEACHER - CHAFFEE	\$71,440.26
ST. JOHN, GILLIAN A		SCHOOL	SUBSTITUTE NURSE - OHS	\$1,250.00
STACY, TESSA		SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$5,098.06
STAUFFER, SARA M		SCHOOL	SUBSTITUTE	\$192.50
STEINER, LISA		SCHOOL	LUNCH/PLAYGROUND AIDE	\$5,267.78
STERCZALA, MEGAN		TOWN	CAMP COUNSELOR	\$2,926.00
STEVENS, MARY		TOWN	ELECTION WORKER	\$148.50
STEVENS, RONALD C		TOWN	ASST INSPECTOR OF WIRES	\$10,935.67
STOCKDALE, LARRY		SCHOOL	TEACHER - PROJECT COFFEE	\$63,900.90

STOCKHAUS, KARA D	SCHOOL	TEACHER - OHS	\$74,671.01	
STONE, KEVIN P	SCHOOL	SUBSTITUTE CUSTODIAN	\$47,490.95	
STRAUBEL, SOPHIE	SCHOOL	TEACHER	\$34,574.77	
STRETTON, LARISSA E	TOWN	LIB/CHILDS SERVICES ASST PT	\$14,938.01	
SULLIVAN, CATHLEEN M	TOWN	ASSISTANT LIBRARY DIRECTOR	\$22,600.45	
SULLIVAN, ERIN R	TOWN	CAMP COUNSELOR	\$3,731.35	
SULLIVAN, LESLIE	SCHOOL	SECRETARY - PROJECT COFFEE	\$47,964.41	
SULLIVAN, THOMAS	TOWN	ELECTION WORKER	\$19,497.63	
SYNNOTT, KRISTEN L	SCHOOL	SUBSTITUTE TEACHER	\$840.00	
SZELA, JOSEPH	SCHOOL	COACH	\$2,900.00	
TABORDA, JAIMEE L	SCHOOL	TEACHER - OHS	\$74,667.42	
TALARICO, MEGAN	SCHOOL	SUBSTITUTE NURSE	\$375.00	
TARGOFF, ANDREW H	SCHOOL	TEACHER	\$50,119.63	
TATUM, KERRY M	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$25,750.78	
TEBO, EMILY	SCHOOL	TEACHER	\$2,587.50	
TEIXEIRA, KATRINA E	SCHOOL	SUBSTITUTE TEACHER	\$106.50	
THIBAULT, ROSS	SCHOOL	PRINCIPAL - OHS	\$60,948.29	
THIBEAULT, HEATHER	TOWN	PAYROLL & BENEFITS ADMIN	\$48,433.79	
THORNTON, LYNN A	SCHOOL	GUIDANCE COUNSELOR - BARTON	\$77,835.57	
TOLIC, LAURA A	TOWN	CAMP COUNSELOR	\$2,895.75	
TORTESON-ALLEN, JESSICA	SCHOOL	TEACHER - BARTON	\$48,087.63	
TORTI, REBECCA L	SCHOOL	TEACHER - BARTON	\$67,894.59	
TRAN, ANH-DAO	SCHOOL	SUMMER SPORTS CAMP COACH	\$300.00	
TREMBLAY, DEBRA J	SCHOOL	SPECIAL ED SECRETARY	\$51,260.04	
TROIANO, ANDREW R	*	TOWN	FIREFIGHTER/INTERMEDIATE	\$61,673.40
TROIANO, MEAGHAN E	*	TOWN	BOARD OF SELECTMEN	\$583.31
TURNER, DONNA M	SCHOOL	EDUCARE AIDE	\$9,117.50	
TYCK, JAMES J	SCHOOL	DRIVER - SPECIAL EDUCATION	\$4,176.00	
TYRRELL, MATTHEW	SCHOOL	TEACHER	\$52,346.41	
UGRINOW, JENNIFER M	SCHOOL	TEACHER - CHAFFEE	\$66,305.90	
VALENTINO, BARBARA	SCHOOL	DRIVER - SPECIAL EDUCATION	\$9,573.43	
VALINSKI, RONALD W	TOWN	SEALER OF WEIGHTS & MEASURES	\$9,949.10	
VANN, DERICK J	TOWN	DPW-LIGHT EQUIP OPER-CEM	\$39,644.89	
VELASCO, GIOVANNY A	TOWN	INTERN	\$1,648.92	
VELEZ, NELSON	SCHOOL	DRIVER - SPECIAL EDUCATION	\$33,040.35	
VIEL, DANIEL J	TOWN	CEMETERY COMMISSIONER	\$500.00	
VINCENT, RICHARD J	SCHOOL	OMS CUSTODIAN	\$48,083.13	
VINCENT, TINA	SCHOOL	CHAFFEE - CUSTODIAN	\$18,177.64	
VINZI, R STEVEN	SCHOOL	TEACHER - OMS	\$59,991.53	
VOAS, MICHAEL	TOWN	SELECTMEN	\$416.65	
WAGNER, JENNIFER	SCHOOL	TEACHER - OMS	\$51,761.77	
WALIA, RHEA	SCHOOL	TEACHER - OMS	\$80,578.48	
WALSH, DONNA A	SCHOOL	FOOD SERVICE HELPER	\$9,884.66	
WALSH, THOMAS F	TOWN	CALL - FF/EMT-BASIC	\$3,973.05	
WARD, THOMAS M	SCHOOL	GUIDANCE COUNSELOR - OHS	\$79,184.05	
WEBSTER JR, DANIEL G	TOWN	OPD-RADIO DISPATCHER	\$54,775.74	
WELLS, PATRICIA J	SCHOOL	SUBSTITUTE TEACHER	\$284.00	
WELSH, MATTHEW	SCHOOL	TEACHER - OHS	\$57,411.04	
WHITAKER, JOSHUA M	SCHOOL	TEACHER - OHS	\$68,894.55	
WHITE, DAVID P	SCHOOL	HEAD CUSTODIAN - CHAFFEE	\$46,436.80	
WHITE, JESSICA L	SCHOOL	SPECIAL EDUCATION TEACHER	\$77,558.00	

WHITE, STACY E	TOWN	OCC - SR. ACTIVITY COORDINATOR	\$9,241.49
WIELAND, KATHERINE N	SCHOOL	TEACHER - PROJECT COFFEE	\$74,281.74
WILEY, MARTHA	SCHOOL	PRINCIPAL - BARTON	\$93,464.93
WILLIAMS, DARLENE	SCHOOL	BUS MONITOR	\$2,299.00
WILLIAMS, HAROLD G	SCHOOL	DRIVER - SPECIAL EDUCATION	\$27,903.00
WILSON, CLAIRE D	TOWN	TOWN TREASURER	\$78,730.40
WILSON, MARY A	SCHOOL	INSTRUCTIONAL AIDE	\$15,062.25
WILSON, SUSAN E	SCHOOL	SUBSTITUTE TEACHER	\$6,088.08
WING, JEFFREY	SCHOOL	SUBSTITUTE TEACHER	\$3,970.44
WING, JESSICA	SCHOOL	SUBSTITUTE NURSE	\$812.50
WING, ROSEMARY J	TOWN	ELECTION WORKER	\$151.25
WINSKY, JOHN M	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$50,905.82
YORK, TARRY A	SCHOOL	FOOD SERVICE - BAKER	\$26,428.11
YOUNG, RANDALL	TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$12,433.18
YOUNGSMAN, DAVID	SCHOOL	TEACHER - OHS	\$77,678.88
YURSHA, JONATHAN C	*	FIREFIGHTER	\$30,593.48
ZAPANTIS, ALEXANDRA Z	SCHOOL	SUBSTITUTE TEACHER	\$213.00
ZARBETSKI, JULIA K	SCHOOL	SUBSTITUTE TEACHER	\$284.00
ZIEMBA, ELAINE M	SCHOOL	NURSE - OHS	\$69,310.84
ZIFCAK, NICOLE R	SCHOOL	TEACHER - BARTON	\$73,640.28
ZOLOBKOWSKI, JEROME M	SCHOOL	TEACHER - OHS	\$4,975.82
ZUIDEMA, VALERIE J	SCHOOL	SPEECH PATHOLOGIST	\$76,409.21

* Only a portion of the salary given is paid for by the Town of Oxford. This individual also receives income from other sources, such as Police Details and/or Overtime.



COLLECTOR'S RECEIVABLES

	UNCOLLECTED 1/1/2017	COMMITMENTS REFUNDS	ADJUSTMENTS ABATEMENTS	TRANSFERS TT & TAX POSS	LESS COLLECTIONS	UNCOLLECTED 12/31/2017
TAX TITLE	723,291.17	185,426.88	0.00	0.00	129,956.06	778,761.99
REAL ESTATE						
2018 RE	0.00	10,540,889.49	0.00	0.00	10,264,510.01	276,379.48
2017 RE	10,349,394.19	75,285.84	186,539.55	41,050.76	10,197,089.72	0.00
2016 RE	1,549.30	0.00	1,549.30	0.00	0.00	0.00
PERSONAL PROPERTY						
2018 PP	0.00	414,753.69	0.00	0.00	411,302.02	3,451.67
2017 PP	411,778.09	1,510.42	0.00	0.00	410,315.53	2,972.98
2016 PP	4,206.79	0.00	0.00	0.00	721.83	3,484.96
2015 PP	4,714.78	0.00	3,697.02	0.00	1,017.76	0.00
2011 PP	0.00	5,826.51	5,826.51	0.00	0.00	0.00
2010 PP	0.00	5,575.58	5,575.58	0.00	0.00	0.00
MOTOR VEHICLE EXCISE						
2017 MVE	0.00	2,033,565.42	45,906.85	0.00	1,897,581.83	90,076.74
2016 MVE	84,354.21	11,946.93	2,197.35	0.00	73,556.47	20,547.32
2015 MVE	20,496.70	281.35	281.35	0.00	8,686.75	11,809.95
2014 MVE	9,034.30	0.00	15.83	0.00	1,901.56	7,116.91
2013 MVE	7,864.92	0.00	0.00	0.00	1,298.45	6,566.47
2012 MVE	7,390.05	0.00	7,124.42	0.00	265.63	0.00
SEWER & WATER						
WATER BETTERMENT 17RE	34,956.91	0.00	0.00	0.00	34,956.91	0.00
WATER COMM INT 17RE	19,226.29	0.00	0.00	0.00	19,226.29	0.00
UTILITY BILLING	27,634.54	453,487.15	30,301.84	0.00	450,819.85	0.00
OXFORD-ROCHDALE 17RE	14,396.96	0.00	2,990.00	0.00	11,406.96	0.00
BEVERLY BETTERMENT 17RE	5,739.70	0.00	0.00	0.00	5,739.70	0.00
BEVERLY COMM INT 17RE	3,443.85	0.00	0.00	0.00	3,443.85	0.00
LEICESTER BETTERMENT 17 RE	10,223.53	0.00	0.00	0.00	10,223.53	0.00
LEICESTER COMM INT 17 RE	9,712.38	0.00	0.00	0.00	9,712.38	0.00
MISCELLANEOUS COLLECTIONS						
PENALTIES & INTEREST	142,047.23					
CERT OF MUNICIPAL LIENS	12,125.00					
PARKING TICKETS	2,805.00					



TRUST FUND REPORT as of December 31, 2017

Cemetery Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. L. Newcomb	2,969.48
Wilmarth Fund	3,888.87
Gore Cemetery	2,018.76
J. Larned Combined	16,132.92
Gore/Phalen Cemetery	1,957.72
Clara Barton	4,044.91
Carleton Lot	2,619.12
Mary A. Carlton	3,142.85
Solty's Fund	892.09
Glass & Appleby	1,365.91
S. M. Lilley	2,975.04
M. A. Carlton/Gore	3,930.65
J. Learned	6,652.51
Harlan Kidder	7,155.04
Perpetual Care	78,832.25
G. W. Edwards	1,882.58
Joslin Family	1,007.17
Pottle Lot Trust	79.87
A. Moffit	1,834.25
South Cemetery	2,259.07
TOTAL	\$145,641.06

Library Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. L. Newcomb	2,151.51
M. Sawtelle	1,084.46
W. Olney	883.49
Col. N. Davis	407.44
J. Larned Combined	6,893.00
A. L. Joslin	2,092.44
M. R. Taft	653.06
Sarah Joslin	984.05
Nettie Chaffee	722.39
Louis Mayall	1,934.12
Oxford Lions Club	691.99
D. R. Taft	3,260.13
R. Daigneau	1,326.12
Oxford Rotary Club	2,231.89
Eleanor C. Walker	1,065.55
M. Buffum	4,755.84
Patrons of the Library	2,557.45
James F. Butler	392.41
Grace Flynn	2,115.23
Marie T. Wessell	1,522.41
TOTAL	\$37,724.98

Cemetery Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. L. Newcomb	1,000.00
Wilmarth Fund	1,165.00
Gore Cemetery	600.00
J. Larned Combined	19,511.74
Gore/Phalen Cemetery	700.00
Clara Barton	1,500.00
Carleton Lot	500.00
Mary A. Carlton	1,000.00
Solty's Fund	250.00
Glass & Appleby	400.00
S. M. Lilley	1,000.00
M. A. Carlton/Gore	2,000.00
J. Learned	2,000.00
Harlan Kidder	5,447.97
Perpetual Care	273,491.23
G. W. Edwards	1,577.17
Joslin Family	2,350.00
Pottle Lot Trust	400.00
TOTAL	\$314,893.11
TOTAL CEMETERY FUNDS	\$460,534.17

Library Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. L. Newcomb	5,000.00
M. Sawtelle	2,200.00
W. Olney	2,250.00
Col. N. Davis	750.00
J. Larned Combined	21,511.74
A. L. Joslin	2,500.00
M. R. Taft	1,500.00
Sarah Joslin	1,500.00
Nettie Chaffee	1,500.00
Louis Mayall	1,500.00
Oxford Lions Club	3,203.02
D. R. Taft	3,000.00
R. Daigneau	5,500.00
Oxford Rotary Club	2,400.00
Eleanor C. Walker	3,503.08
James F. Butler	2,420.00
M. Buffum	2,500.00
Marie Wessell	\$5,000.00
TOTAL	\$67,737.84
TOTAL LIBRARY FUNDS	\$105,462.82

**TRUST FUND REPORT
as of December 31, 2017**

<u>Scholarship Expendable Balances</u>		<u>Scholarship Non-Expendable Balances</u>	
ACCOUNT	BALANCE	ACCOUNT	BALANCE
<u>Assets</u>		<u>Assets</u>	
<i>Cash and Bank Accounts</i>			
James Eastman	36.09	James Eastman	3,065.00
Chaffee Brothers	319.40	Chaffee Brothers	4,000.00
Oxford District Nurse	8,983.49	Oxford District Nurse	3,861.98
F. Duncan Wilson	1,915.82	Glenn Pottle	3,650.00
Glenn Pottle	38.77	Eugene McKenney	5,000.00
Eugene McKenney	87.16	Cathy Evans	2,030.00
Cathy Evans	29.43	Frank Sanella	2,350.00
Frank Sanella	98.26	H. Ellsworth Hobbs	3,138.67
H. Ellsworth Hobbs	29.21	Laura Shepardson	2,500.00
Laura Shepardson	35.67	Walter Dimock	3,000.00
Walter Dimock	35.79	Lynne Reilly	1,855.00
Lynne Reilly	199.15	Doris Boyle	910.00
Doris Boyle	8.57	L.J. & E.H. Chaffee	13,400.00
L.J. & E.H. Chaffee	176.43	Steven Hull Memorial	4,500.00
Steven Hull Memorial	41.39	Irwin Pottle	4,815.00
Irwin Pottle	80.47	Jean Shea	1,400.00
Jean Shea	56.47	Wayne Westall	9,725.00
Wayne Westall	23.36	David J. Richards	3,190.00
David J. Richards	193.61	Mark Carey	3,000.00
Mark Carey	291.85	Freeman Rosebrooks	4,750.00
Freeman Rosebrooks	54.41	D. Schofield	1,817.82
D. Schofield	62.12	J. Moffit	25,000.00
J. Moffit	501.47	J. Fallavollita	3,384.40
J. Fallavollita	308.02	E.A. Gomes	1,479.50
E.A. Gomes	189.09	N.J. Bennett	3,050.00
N.J. Bennett	129.77	John Chaffee	1,050.00
John Chaffee	523.44	Lyman & Violet Rosebrooks	23,852.97
Lyman & Violet Rosebrooks	1,338.80	Lillian Pottle	32,891.54
Lillian Pottle	28,776.40	TOTAL	\$172,666.88
Mary Dewitt	522.52		
Webster Spring	853.67		
Elsie Moscoffian	983.45		
Lisa Yucatonis	280.74		
Victoria Rose Walsh	167.31		
Daniel Clem	1,178.85		
Susan Kirk	3,231.16		
OHS Scholarship	293.02		
Jared Dubsky	0.10		
TOTAL	\$52,074.73	TOTAL SCHOLARSHIP FUNDS	\$224,741.61

TRUST FUND REPORT
as of December 31, 2016

<u>Miscellaneous Expendable Balances</u>		<u>Miscellaneous Non-Expendable Balances</u>	
ACCOUNT	BALANCE	ACCOUNT	BALANCE
<u>Assets</u>		<u>Assets</u>	
<i>Cash and Bank Accounts</i>		<i>Cash and Bank Accounts</i>	
C. Larned Entertainment	81.71	C. Larned Entertainment	10,000.00
Elizabeth Copp	4,492.82	Elizabeth Copp	2,000.00
C. Wellington	18,837.08	Hannah Harwood	3,000.00
Celebration Stabilization	9,117.41	R. G. Alverson	300.00
American Revolution	1,304.30	Oxford H.A.P.	98,755.75
Law Enforcement	6,653.40	TOTAL	\$114,055.75
OPEB Liability Trust	357,907.48		
Stabilization High School	10,829.20		
Stabilization Fund	298,993.93		
Hannah Harwood	19,111.35		
R. G. Alverson	807.68		
Oxford H.A.P.	25,650.81		
Retirement Fund	213,046.30		
Conservation Fund	18,971.67		
Mun. Bldg. Insur. T. F.	79,022.88		
Trust Fund Group	6,154.85		
SPED Stabilization	50,068.48		
TOTAL	\$1,121,051.35	TOTAL MISCELLANEOUS FUNDS	\$1,235,107.10

Ending Market Values as of December 31, 2017:

FUND	BALANCE
Cecilia J. Smolenski/Millette Charitable Trust Fund I	\$2,437,391.23
Cecilia J. Smolenski/Millette Charitable Trust Fund II	\$1,709,271.61
Gahagan Family Scholarship Fund	\$610,291.29
George A. Pytko And Paul P. Pytko Scholarship Fund	\$59,004.04
Founders Day	\$6,012.97
George A. Morin Library Trust	\$161,310.87
Irwin And Lillian Pottle Scholarship	\$227,369.22
OPEB Liability Trust Invested	\$3,512,148.90
TOTAL SPECIALIZED TRUST FUNDS	\$8,722,800.13

PUBLIC SAFETY

ANIMAL CONTROL

The Department of Animal Control directly falls under the Board of Health (and is a direct report to the Town Manager and the Board of Selectmen). Animal Control is also associated with the Oxford Police Department (OPD). Animal Control works out of an office located at the Oxford Animal Shelter on Old Webster Road, but animal-related calls typically go through the Police Department. You can access Animal Control by calling the recorded Police line at 508-987-0156 and the Police will page Animal Control, 24/7, you may call the kennel number at 508-987-6047, or you may e-mail acontrol@town.oxford.ma.us.



This year Animal Control inspected 42 barns and 13 kennels and responded to 1,558 animal-related calls. Animal Control also investigated 23 bites to humans and issued 34 quarantines.

The Town of Oxford has a 24-hour leash law in its by-laws for dogs and also requires owners of dogs and cats to license their pets on an annual basis. Cat and Dog licenses are available in the Town Clerk's Office beginning in January. To avoid a late fee of \$10.00, please obtain your dog licenses by April 30th and cat licenses by February 28th; both are valid for one year. This pertains to all dogs and cats that reside in the Town of Oxford that are six months or older. If you no longer have your pet, please contact the Town Clerk's Office so they can adjust their records.

All dog and cat licenses that are issued require valid proof of a current rabies vaccination from a licensed veterinarian. Dog and cat licenses can be obtained at the Town Clerk's Office located in Town Hall or by mailing the appropriate fee and rabies certificate. The license will then be issued and both the original rabies certificate and current license document will be mailed back. Other domestic/exotic animals require Special Permits; specific guidelines have been set pertaining to various species. The Board of Selectmen approves or disapproves of these permits as requests are filed.

The Oxford Animal Shelter provides a safe, clean place for the stray animals of Oxford until they are returned to their owner or adopted to a suitable home. In 2017, 2020 dogs were



licensed and 688 cats. Sue Bourque, the Animal Control Office Clerk, and myself, work very closely with the Town Clerk's Office to follow up on any unlicensed dogs or cats to ensure that the town has the highest possible number licensed.

Welcome to our new Assistant Animal Control Officer, Ed Hart. Ed has completed his ACO Core Competency training and is looking forward to going to this year's ACOAM Academy in the spring. Ed works for the International Fund for Animal Welfare and he was deployed to Texas and Dominica to help rescue animals during this year's disastrous hurricane season. Thanks Ed!



We have a few new developments at Animal Control this year:

- Deb Brindley and her crew raised money to support the Animal Shelter and some of those funds went to pay for veterinary costs for a cat with cancer. The cat has since been adopted by a wonderful family in Oxford.
- 111 animals have come through the kennel this year and have been returned to their owners or have found a new home.
- Access Oxford has done a fantastic job putting lost animals and adoptable animals on local the access channel.

In closing, I would like to thank our dedicated volunteers, Barbara Lempicki, Jack Carroll, Charlotte Boutillette and Michelle Esposito, for everything they do for the animals!

*Respectfully Submitted,
Kathleen Flynn, Animal Control Officer*

BOARD OF HEALTH

The Board of Health has three volunteer members from the community who are appointed by the Town Manager. These members are entrusted with the responsibility of preventing epidemics and the spread of disease, protecting Oxford inhabitants against environmental hazards, promoting and encouraging healthy behaviors, responding to disasters and assisting the community in recovery, as well as assuring the quality of accessible health services. The Board's tasks include: monitoring the health status of the Town, investigating probable health hazards, informing, educating and involving residents in health issues, developing policies that support community health efforts, assuring an expert public health work force, evaluating effectiveness, accessibility and quality of health services and developing new insights and innovative solutions to health problems.

Kerrie Singer
David Escobar
Dina Costa
Laureen A. Menard
James F. Malley
Paul D. Mazeika
Steven Garabedian

Chairman
Vice Chairman
Member
Clerk
Board of Health Inspector
Plumbing/Gas Inspector
Food Inspector

The Board continues to educate the public and update their own knowledge in regard to new developments in the State laws and regulations. The Board worked diligently in 2017 to revise the Residential Refuse & Recycling Regulations and Title 5 Regulations. The Board appropriated time from each monthly meeting throughout 2017 to discuss the Residential Refuse & Recycling Regulations to have them approved effective January 1, 2018. The Title 5 Regulations were approved by the Board in January 2017.

The Board continues to work on Emergency Preparedness and would like to thank the Fire Department and the Police Department for their constant support and help with the Emergency Preparedness Plan.

Permits Issued

Percolation Tests and Deep Hole Observations	70
Septic Permits	76
Wells	10
Food Permits	81
Installer's Licenses	35
Hauler's Permits	28
Plumbing Permits	175
Gas Permits	87
Body Art Practitioners Permits	10
Body Art Facility Permits	3
Tobacco Permits	17

The Clerk maintains the Board of Health office on a daily basis. The Board of Health staff works in close cooperation with Building, Gas, Electrical and Plumbing Inspectors, the DPW, Planning Board, Conservation Commission, Fire Department, Police Department and the Superintendent of Schools. This cooperative activity has improved the level of communication between agencies. It has also improved the efficiency of activities in regard to all departments that are entrusted with the enforcement of public health and safety environmental protection laws.

The Board of Health and its staff wish to thank the Board of Selectmen, the Town Manager and all of Oxford's Town Boards, Committees and residents who have worked with us in addressing many issues that were brought before the Board.

*Respectfully submitted,
Kerrie Singer, Board of Health Chairman*

BUILDING DEPARTMENT

It is the duty of the Building Commissioner to administer and enforce the provisions of the Zoning By-Law of the Town of Oxford and in accordance with the State Building Code. The Building Department considers all matters relating to zoning, including requests for zoning approvals and determinations, issuance of building permits, investigation of complaints, issuance of violation notices, and enforcement of special permits, site plans, and variances granted by the Planning Board and Zoning Board of Appeals. The Building Department works in conjunction with the Land Management Department to ensure compliance of Town and State rules and regulations.

Following is the list indicating the number of permits issued by the office of the Building Commissioner during 2017:

Above Ground Pools	14
Additions	13
Accessory/In-Law Apartment	2
Barn	3
Carport	1
Chimney	2
Commercial – New Building	2
Commercial – Remodel/Repairs	11
Demolition	7
Enclosed Porch	2
Fireplace	1
Garage	7
In-ground Pool	1
Miscellaneous – Residential & Commercial	16
New House Single Family	13
New Duplex	1
New Triplex	2
Pellet Stove	19
Porch	5
Public Utility Facility	3
Remodel – Residential	46
Roof – Residential & Commercial	61
Shed	4
Sheetmetal – Residential & Commercial	19
Siding	16
Sign	7
Solar Panels – Residential & Commercial	21
Temporary Trailer	3
Weatherization	16
Window	36
Wood Deck	20
Wood Stove	16
TOTAL PERMITS ISSUED	390

The total value of building construction for 2017 is estimated to be \$12,700,000.00 and fees collected were approximately \$75,000.00.

Noteworthy building permits issued were for the new pavilion building at Carbuncle Pond, a large scale solar farm on Joe Jenny Road, and a new multi-story building for the self-storage facility on Main Street.

In 2017, the Building Department, along with reviewing the applications for the above listed building permits and conducting inspections for the same, responded to more than 100 requests for zoning approval or determination and responded to numerous complaints and violations.

There were approximately 340 electrical permits issued in 2017 and the fees collected totaled approximately \$47,500.00.

The Building Department wishes to express its thanks to the Town Hall Staff and Town Boards and Departments for their assistance in the many applications that are submitted for review.

Respectfully submitted,
Ronald P. Desantis, Building Commissioner
Wesley Mroczka, Assistant Building Inspector
Alfred Banfill, Electrical Inspector
Ronald Stevens, Assistant Electrical Inspector

FIRE-EMS DEPARTMENT



Oxford Fire and EMS Command Staff

From left to right: Capt. Roger Lambert, Lt. Nicholas Lambert, Lt. Michael Hudon, Deputy Chief Jon Belanger, Interim Chief Paul Ford, Lt. Dennis Fitzgibbons, Capt. Kenneth Sellers

In 2017, the Department continued its focus on training, including the acquisition of new skills and the maintenance of learned skills. The Department, while always looking forward, is

taking a “Back to Basics” approach for many of the learned skills that can diminish over time. In 2017 the Department held 111 fire and EMS training sessions, totaling 1890 hours for the members.

Over the last 6 months we have revamped the training system and schedule. While trainings were routinely conducted on Monday nights, we are now scheduling topics and procedures to be reviewed daily with the on-duty crew members. For specialty trainings, we sent 3 members to the 80 hour FEMA Structural Collapse Technician Training. This brought the Department’s total of SCT’s to five. Several of these members participated in the Operation Score MOBEX (Mobilization Exercise) at Joint Base Cape Cod. The MOBEX drill was a state-wide emergency response drill where Technical Rescue Teams responded to a micro burst that took out a small town causing damage and a simultaneous terrorist bomb attack on a school that caused the school to collapse, trapping victims inside. Technical rescue training also includes ice rescue training.



The Department saw several promotions in 2017:

An open search was conducted to fill a newly created Deputy Fire Chief position. That position was ultimately filled by Oxford Fire Department Captain Jon Belanger. Deputy Belanger completed his Chief Fire Officer program in 2017. This intensive program is delivered by the Executive Office of Public Safety and Security, the Department of Fire Services and the University of Massachusetts Boston. He is also pursuing his MBA in Public Finance and Administration.

In an effort to have a more effective command structure within the Department, and fill the officer’s vacancy created by the above noted promotion, two Firefighters were promoted to Lieutenant. Those new Lieutenants are Lt. Michael Hudon and Lt. Dennis Fitzgibbons.



The Department also hired three new full-time firefighters in 2017 to fill vacancies. Firefighter/Paramedic Ashley Belanger, Firefighter/EMT Brandon Andexler and Firefighter/EMT Robert Gyncewicz filled those positions.

The Department applied for a SAFER (Staffing for Adequate Fire and Emergency Response) grant in early 2017. These grants, offered by FEMA, are extremely competitive requiring a community to demonstrate a lack of manpower based on National standards and the need for federal assistance. Fortunately for both the Oxford’s citizens and Fire Department, the application was awarded in August of 2017 with a start date of January 2018. This grant will allow the Department to add 2 new Firefighter/EMT personnel. The department is also moving forward with an additional Firefighter/Paramedic, thereby increasing our ability to deliver an increased level of Advanced Life Support services (ALS).

These additional firefighters will bring our total compliment up to 18 firefighting personnel, with 15 of those members assigned directly to the fire suppression and EMS delivery groups.

Fire Chief Sheri Bemis



It is with sadness that we announced the retirement of Chief Sheri Bemis at the end of 2017. Chief Bemis had been a member of this department since 1987, holding various ranks within the department until 2010, when she was promoted to Chief of the Department. The Town of Oxford was proud to have the first full-time female Fire Chief in the Commonwealth of Massachusetts.

Chief Bemis was instrumental to the development and implementation of many programs, including the Medical and Police Services Team (MaPS), the Emergency Operations Center (EOC) and the Citizens Emergency Response Team (CERT). In addition to the many programs she helped start, Chief Bemis was an avid grant writer. Over the course of her career, she was very successful in acquiring funds to aid the department and the citizens of Oxford. The department was able to purchase numerous pieces of equipment and participate in many training exercises due to these grants.

Chief Bemis has received many awards during her tenure at Oxford Fire-EMS, the most recent was the 2015 Fire Chief's Leadership in Fire Education Award. She received this award for her leadership, vision and outstanding contributions to fire and life safety education. Chief Bemis valued training and always made sure that the members of the department were educated and safe under her watch. We wish Chief Bemis the very best in her retirement and she will be sorely missed.

As well as increasing the full-time Staff, the Department continues to work on recruiting new call/per diem Staff. The OFD has the same difficulties as seen around the state when it comes to acquiring and keeping qualified call members. Initial recruit training involves a commitment to attend 240 hours of training with extensive at-home studying requirements. Following that initial training, state mandates for continued training are a challenge for many, while trying to work and have a healthy family life, making it difficult for the on call/per diem Staff to meet these obligations.

Every year the Oxford Fire-EMS Department educates school age children, as well as seniors, in fire prevention and safety. These opportunities are developed and funded through the Department of Fire Service's S.A.F.E. (Student Awareness of Fire Education) and Senior S.A.F.E. programs, and 2017 was no exception. The S.A.F.E. program, which is taught to children in grades Pre-K – 5th, reached approximately 1,150 children and educated them on such things as "Get low and go", "Stop, Drop, Cover your Face and Roll", "Don't play with matches", and "Get out Stay Out". We also held several station tours and introduced the children to life in the fire house. Through our efforts with Senior S.A.F.E., we have implemented the new OFD Newsletter, which is published and distributed throughout the town monthly. With the help of the Meals on Wheels program, this newsletter is distributed to those that may not be able to get it otherwise. The OFD Newsletter is geared towards education, but also allows us to introduce the general public to our members, as well as get information out about different high intensity calls that we may have had. Our S.A.F.E. educators have also run two successful Health Fairs, and visited the Senior Center monthly with educational programs. It is through the dedication of our S.A.F.E. educators that we are able to put on a successful program year after year.





Once again, 2017 was a year in which we saw our reliance on mutual aid from surrounding communities increase. This is often due to the lack of available staff to handle multiple EMS calls simultaneously or the heavy demands of a working structure fire. With the additional



manpower hired in 2017 and the beginning of 2018, we look forward to seeing our use of mutual aid drop and a corresponding increase in our revenue captured from those missed EMS transports.

The Department's Community Emergency Response Team (CERT) program is comprised of local residents, who volunteer to support the Department at major incidents, participate in public education programs and staff the shelters during large storms. These volunteers are highly trained and donate a lot of their own time and skills to ensure the safety of their fellow residents. These volunteers participated in regional training with other CERT programs and trainings with this department. CERT members assist in many department sponsored

charity events, public education and Senior Outreach programs.

The Department wishes to thank the family members of the dedicated staff, who suffer the absence of a loved one at family meals and functions so that they may serve their community. The Department also wishes to thank the community for its support of the members. Thank you to the Board of Selectmen, Town Manager, Police Department, Department of Public Works and all the Departments at the Town Hall, who ensure a smooth and efficient daily operation.

The members of the OFD love their job and serving the Oxford community!



FY 2017 Department Statistics

Fire Responses: 663 (+2% from 2016)

EMS Responses: 1,885 (+7% from 2016)

Total Emergency Incidents

(+5.6% Overall from 2016): 2,548

Inspections/Complaints: 577

Permits: 587

Safety/Education Programs: 2,400+ students

Senior Education: 350+ seniors

Total Students Reached: 2,750+

EMS Revenue: \$675,737.00

Permit/Inspections Revenue: \$ 22,940.00

*Respectfully submitted,
Interim Chief Paul D. Ford*

INSPECTIONS	2016		2017		Change
	Quantity	Fees	Quantity	FEES	
26F ½ Smoke/Carbon Monoxide alarm inspections	228	\$11,575	246	\$13,200	7.89%
Annual inspections	4	\$100	4	\$100	0.00%
Cargo tanks	12	\$325	3	\$75	-75.00%
Fire Alarms	23	\$1,050	30	\$1,200	30.43%
Fire Safety	18	\$330	11	\$550	-38.89%
Oil Burners	58	\$2,600	55	\$1,860	-5.17%
Occupancy	13	\$440	11	\$260	-15.38%
Propane	44	\$2,200	47	\$2,300	6.82%
Suppression system	5	\$250	4	\$200	-20.00%
Underground storage	1	\$25	3	\$100	200.00%
Total	415	\$18,895	420	\$19,845	1.20%

POLICE DEPARTMENT

As your Police Chief, I am honored to present this annual report to you on behalf of the members of the department. Your officers and dispatchers are truly grateful for the enduring support that you have given to them over the years. We receive numerous cards, letters and words of thanks on a recurring basis from the citizens of Oxford. This acknowledgement from you makes the difficult job that these men and women confront on a daily basis that much easier to carry out.

I would like to take a moment and acknowledge my predecessor, Chief Michael Hassett, who retired June 30th. Mike was hired part time by the department in June of 1984. He was offered a full time position in September of 1985, and the rest is history! Mike gave just over 32 years of service to the Town of Oxford. He was a long time court officer and Sergeant before becoming Chief in 2010. Mike's ties to Oxford were solid and he was able to make policing his career in the community that he was committed to. Mike was well liked by all members of the department and he will be missed. We wish him and his family a healthy and rewarding retirement.

CHIEF MICHAEL HASSETT



Several officers have joined the full time ranks of the department this past year. We welcome them and their families to the OPD family. We look forward to their many years of service to the profession and the community of Oxford. They are Officer Richard Fairbanks, Officer Michael Fournier (formerly a full time police dispatcher), Officer Andrew Gray, Officer Robert Amaral and Officer Ryan Kasik. As of this May town meeting, Officer Fairbanks & Fournier will have graduated from the Reading Police Academy (April 2018). Officers Gray, Amaral and Kasik will be attending a full time academy in 2018. We also hired a part time officer, Chad Kasik.

In April, Officer Joseph Conlon was appointed to the rank of Sergeant. Sergeant Conlon came to us from the Town of Hopedale, where he had worked as an officer for 12 years. While at Hopedale PD, Joe held assignments as court officer, school resource officer and detective. As an Oxford resident, Joe pursued the chance to work for his community. We were fortunate to have an opportunity to hire him in 2016. Congratulations to Joe on his promotion!

Our school resource Officer, Sgt. Jeromy Grniel and Officer Kevin Mercier have teamed up with the school administrators in order to present ALICE. A (alert) L (lockdown) I (inform) C (counter) E (evacuate). ALICE training instructor led classes provide preparation and a plan for individuals and organizations on how to more proactively handle the threat of an aggressive intruder or active shooter event. ALICE Training option based tactics have become the accepted response, versus the traditional "lockdown only" approach.

A community presentation was done early in September, followed by school presentations and room to room assessments at the Chaffee School, Barton School, Middle School, High School and Project Coffee.

These officers will continue to work with building leaders to schedule drills during the year. The safety and well being of our students, faculty and staff continue, and will remain a top priority.

In January, the department hosted a college intern and criminal justice major from Nichols College. Samantha Engborg was exposed to a variety of tasks and responsibilities that police officers are entrusted with. She had an opportunity to ride along in a cruiser, shoot a Glock 22 at the firearms range, attended court, assisted our detective in certain investigations, along with reviewing and cataloguing of evidence. Intern Engborg also helped our administrative assistant with filing of reports and records. Ms. Engborg received college credits from Nichols for completing her internship. She has since graduated and is pursuing her master's degree in counter terrorism.

On December 16th, the Department participated in the Annual Goods for Guns Buyback Program sponsored by District Attorney Joseph Early & the Injury Prevention Center at the University of Massachusetts Medical Center. Over 200 unwanted firearms were turned in to Worcester County Police Departments. On this day, licensing waivers were granted by the D.A. for turning in the firearms. Oxford residents participating received Market Basket Gift cards.

I would encourage any Oxford resident who may be interested in obtaining a firearms license to stop by the PD and apply. If you are a new applicant, you will need to take a firearms safety course and pass a background check. In 2017, we issued 290 firearms licenses. These licenses generated total revenue of \$25,800.00. \$19,300.00 was forwarded to the Commonwealth General Fund while \$6,500.00 was returned to the Town of Oxford's General Fund.

Operation Santa was a success again this year with many toys and jackets donated at the PD. The amount collected this past year far exceeded years past. Fortunately we have a

large storage area at the PD to hold these donated items and assist families that may face unforeseen tragedies during the year. The generosity of the citizens of Oxford continues to amaze us. At Christmas, well over 175 Oxford children received gifts.

Our administrative assistant Deb Light spearheads this event every year with support from Brittany Morgan, Heather Thibeault and many Police and Fire Department members.



In November, you may have noticed a few of our officers sporting extra facial hair while in uniform. The rules on grooming were lifted during the month in order to partner with combat veteran Kurt Power and the Home Base Program for "No Shave November". Oxford officers raised just over \$1,300 to benefit veteran's causes and their families. Kurt's alive day is significant to him in working with Home Base, he was quoted as saying;

“ The only wish I have for my 'Alive Day' is that we give the gift of hope; hope to all the Veterans that don't believe reintegration is possible; hope to the approximately 20 Veterans a day that may give up tomorrow. ”



NO SHAVE NOVEMBER

The community room at the Police Department continues to be active and utilized by many local groups such as the Cub Scouts, Operation Graduation, the Lions Club, Little League, and the D.A.R. This area also serves as our police training room and the Town's Emergency Operation Center. OPD hosted a Glock Armorer's course in September. It was attended by our two firearms instructors (Rob Picard & Craig Ali) and 22 officers from surrounding communities. In addition, Officer Ricci Hall presents CPR and First Responder classes to our officers and dispatchers. Should your Oxford non-profit group need a place to meet, feel free to stop by and make a request.



**OFFICER ROBERT PICARD &
OFFICER CRAIG ALI**

Next Generation 911 Emergency Dispatching arrived at OPD in 2017. This technology has brought our PSAP (public safety access point) to a modernized position. Prior to Next Gen 911 being implemented, we were unable to actually see the location of where the calls were coming in from. With this new technology, when a 911 call is received from a cell phone, dispatchers are able to observe a map that automatically appears in front of them with a shaded circle of approximately 50 meters of where the caller is physically standing. Prior to this implementation, the radius was 1/2 mile. Additionally, Next Gen 911 gives us a vision of the residence. As an example, if someone is calling from a building at 1234 Main Street, dispatchers can zoom in and actually see what type of structure this is. They can make note of the following information for responding officers and fire personnel; any garage attached, the closest fire hydrant, and what the proximity is to other houses. From a dispatcher's point of view, this information is crucial and extremely

beneficial when seconds matter. Next Gen 911 makes it much easier for dispatchers to contact and transfer calls to other PSAP's. Overall, with the face of 911 constantly changing and becoming more complicated, Next Gen 911 has simplified the process.

Our dispatch center continues to be eligible for the Commonwealth of Massachusetts Support grant in the amount of \$39,000.00 and training grant in the amount of \$10,000.00.

Your officers continue to do exceptional work throughout the year. Several of them have received commendations in 2017 for outstanding performance in the line of duty. In July, Sergeant Grniet, Officer Ali, Officer Gifford and Dispatcher Prefontaine were recognized for their response to a domestic incident involving the reported use of a handgun. The incident was safely resolved with the suspect taken into custody because of the patience and professionalism demonstrated by all. In November, Officers Ibrahim and Officer Ausmus were able to secure a violent and emotionally disturbed individual who was threatening the staff at a local care facility. Officers sustained minor injuries and have since returned to work. Also in November, Sergeant Marcellonis was able to effectively talk down a suicidal male who was in possession of a handgun. After a 30 minute encounter, the person was safely secured and transported to the hospital without injury to the patient or responding personnel. And, in December, Officer Bryn responded to a call of an individual who had succumbed to CO poisoning. Upon locating the person in the home, Officer Bryn dragged him out of the home to an area free of carbon monoxide. An ambulance arrived a short time later. EMT's on the scene credit Officer Bryn with this man's eventual recovery.

In closing, I would like to acknowledge and thank the dedicated, hard working professionals in our E.M.S., Fire Department and Department of Public Works. We collaborate with them on a regular basis throughout the year on various incidents and projects. The great working relationship that exists between all of our departments ensures that the citizens of Oxford receive the best possible service.

Please continue to follow OPD on Facebook & Twitter.

2017 Statistics

As of December 31, 2017, your police department is currently comprised of twenty three (23) full time officers, three (3) permanent-intermittent officers, five (5) full time dispatchers, five (5) part time dispatchers, an administrative assistant and a part time junior clerk.

During 2017, officers made a total of 403 arrests, issued 1,268 traffic citations, issued 128 parking violations and investigated 301 accidents. Police personnel responded to 34,315 calls for service (to include officer initiated & walk-ins).

Arson - 1

Assaults (to include domestic violence) - 100

Breaking & Entering - 32

Counterfeiting & Forgery - 15

Embezzlement - 1

Drug Violations - 23

Drunk Driving/Impaired Operation - 25

Drunkenness (Protective Custody) - 23

Kidnapping (domestic related) - 4

Liquor Law Violations - 23

Motor Vehicle Theft - 5

Property Destruction - 73

Rape - 7

Thefts (shoplifting & larcenies) - 141

Robbery - 2

Weapons Violations - 9



*Respectfully submitted,
Anthony P. Saad, Chief of Police*

PUBLIC SERVICE

BANDSTAND COMMITTEE

In May of 2017, the Bandstand Committee met to re-organize the Committee. The Committee includes the following members: Tony Troiano, President; Sandra Davis, Vice President; Carole Fegreus, Treasurer; Lisa Dalrymple, Clerk; Rose Wing, Member and Connie Tagg, Member. Sandra Davis and Lisa Dalrymple resigned from their positions on the committee and Mr. Robert Krasinskas joined the Committee.

Our summer season began in August with concerts at the Bandstand. The first of four concerts was held on August 6th with the band Throw Back to the Sixty's; August 13th with the band Holdin' Back; August 20th with the band The Gray Whisker Pickers, and our last concert was on August 27th with The Dan Gabel High Society Orchestra. All concerts were well attended and we are hopeful that we will be able to add additional concerts for the 2018 season.

This year's activities were sponsored by the Cecelia J. Smolenski-Millette Charitable Trust and the Oxford Cultural Council, Oxford Lion's Club, The Whistle Stop, Erich's Cutting Edge, Ronnie's of Auburn, Cahill Tire & Auto Service, Robbins Garden Center, Hometown Wine & Liquors, Big I's, Carlos Pizza, Inc., Farrar Auto Body, Inc., Private Designs Hair Styling, Brindley Foundations, Happy Garden Restaurant, Keith's Styles & Shaves and The Ladybug Florist. We would like to thank our sponsors for their generosity; without them we would not be able to provide the entertainment and activities that we have.

The Christmas Lighting Ceremony was held on Sunday, December 10, 2017. So many people were involved in making this event a success.

They are: Troop 147 Boy Scouts, who decorate the Bandstand each year, Santa Claus, the Oxford Fire Department, who brought Santa by special delivery via Fire Truck and delivered the hot chocolate, BASS DJ for providing the Christmas music, Mrs. Joyce Sirard and the NJROTC for participating in the Nativity Pageant and the Oxford Middle School Chorus for their beautiful gift of song. We would like to extend a very special thanks to Robbins Garden Center, who supplies the beautiful tree every year. Lastly, I want to thank all of the volunteers, Tony Troiano, Connie Tagg, Carole Fegreus, Robert Krasinskas, Steve Esposito and the EMS Fire Duty Crew.

As 2017 comes to a close, our second year was filled with activity and a great sense of Community. The Committee looks forward to many more exciting events at our treasured Bandstand at Joslin Park.

*Lisa Dalrymple,
Clerk, Oxford Bandstand Committee*



COMMUNITY CENTER



The Oxford Community Center (OCC) is a self-sufficiency driven, publicly-owned facility, whose mission is to provide a comfortable environment that encourages creative, intellectual, healthful living and recreational pursuits that address the needs and desires of the Community. Within the building confines of the Oxford Community Center, one can also find the Oxford Superintendent's office of the Oxford School District, the Oxford Ecumenical Food Shelf and Access Oxford. We are all located at 4 Maple Road.

OCC Summer Program and children's programs:

During the summer months, the Oxford Community Center operates a summer program at Carbuncle Pond, which incorporates open swim hours, the Learn to Swim Program, the half-day summer program, the all-day program and the newest addition – the operation of Oxford's splash pad. OCC hires lifeguards and summer program counselors to ensure that safety is the number one priority in offering a community waterfront recreational component.

This past summer was an exciting summer! A Kid Zone Summer program was offered at the community center for boys & girls ages 3-6. This program ran for 5 weeks and we offered a different theme each week; 4 days per week, 2 hours per day. Full-day and half-day summer programs for children in grades 1 through 6 were offered, which included a CIT program for teens 14-16. We also offered swimming lessons at Carbuncle Pond this summer to the children ages 3 and up of Oxford and surrounding communities. Children that attend

the full-day and half-day summer programs also received the swim lessons. We had 8 field trips this past summer for children enrolled in our full-day summer program. A few of our trips brought us from roller skating to bowling. We ventured to the Hall at Patriots Place to see the Patriots memorabilia, try on a real uniform and try to kick field goals. We ended our summer by visiting the ocean. This summer we offered a summer Basketball League for boys and girls ages 6-13, which we held on our outdoor basketball courts for the first time ever since the courts were painted by the Department of Public Works. To our amazement, over 115 children registered for the program. Also offered this past summer was Archery, a Field Hockey Clinic and Fundamental Basketball Clinics in the morning. We are proud to say that our summer programs continue to grow every year.

Prior to the summer of 2017, the old Carbuncle Pond bathhouse was demolished and footings for the new Carbuncle Pond beach house were prepared. Construction of the beach house was started in the fall by Bay Path. Months of planning meetings occurred throughout the year in preparation for this new building.

Our school year Children's Programs took off this year also. The school year programs are offered to boys & girls ages 3-15. We added several new programs such as a Mad Science program, a Mariners Arts Project and a Dragons & Dreams program. All of our regular classes/clinics also took off this past year; from our ever popular cooking classes to Painting with Watercolors and Start Smart Basketball & Soccer programs. Our biggest attractions were our in-house winter Basketball League and the Softball/Baseball Hitting & Fielding Clinics and Basketball Shooting Clinics during vacation week.

This past year, the children's programs from our all year programs to our ever popular summer programs had over **6,500** children's visits. In all, the Oxford Community Center children's programs saw a growth in attendance of over **1,000** more children's visit than the previous year.



OCC Fitness Center

Our **Fitness Center** continues to offer great programming to our very loyal members. Our Group Fitness schedule offers morning and evening classes to all ages – teenaged through our eldest class participant, who is currently 93 years young! Classes include Group Power® (full body weight lifting), Zumba®, Zumba®Gold, PIYO, 3 varieties of Yoga, Tabata (high intensity intervals for short durations), Guided Meditation, SilverSneakers Classic, CardioCircuit and YogaStretch.

New this year, we are working with a group of clinicians in town to provide Adapted Physical Education classes for their clients on the autism spectrum.

The cardio room is enjoyed by members ranging in age from 13 to 89! In that room, we have treadmills, elliptical and elliptimill machines, a recumbent bike, as well as weight machines and a free-weight room. This year, the Friends of OCC funded the purchase of a newer elliptical to replace our well-loved, often-used machine.

Tai Chi continues to be very popular; some have said, “life-changing.” This class is martial arts in slow motion, to improve balance, flexibility, range of motion and inner peace. We have also added a Guided Mindful Meditation class to help with stress management and mindful living.

Again, we enjoyed **over 14,000** visits to our Fitness Program in 2017!

The Fitness Manager and Certified Instructor Team would like the local community to know we truly care for your health and wellness, and program our classes to help you maximize both. We continually study and work to improve our knowledge and maintain our certifications. We enjoy getting to know our class participants and watching the progress toward goals, the enjoyment of finding new friends and the satisfaction that comes with a great workout. Please stop by to visit and learn what OCC Fitness is all about.

We thank you for continuing to support our program throughout the year and look forward to serving you for years to come! We started plans to add a new stationary bike program and look forward to seeing the program implemented in 2018.

Free Space use by various local not-for-profit groups:

Oxford Youth Soccer (registrations and monthly board meetings)
Oxford Little League (Spring and Fall-ball registrations)
Oxford Webster Youth Football and Cheer/Pirates (monthly board meetings)
Oxford Boy Scouts (annual registrations)
Pink Hippies (free yoga classes for breast cancer patients) – weekly/Saturday a.m.
Operation Santa Christmas Party – 1st weekend of December

Available space at the Community Center may be rented and listed are some of the rentals that occurred during 2017: St. Joseph's, the Oxford Senior Pitch League, the Booster Club, a men's basketball league and various birthday parties and other miscellaneous hall rentals.

Thank you to all who utilized the Oxford Community Center this past year and special thanks to our town support departments – the Department of Public Works and Facilities Maintenance. Without your help, OCC and Carbuncle Pond could not operate efficiently.

*Respectfully submitted,
Stacy K. Barr, Director of Community Programs
Lisa Hitchings, Program Manager
Shelley Lambert, Fitness Program Manager
Program Staff: Keith Giard, Claude Bingham, Stacy White and the 2017 summer staff and volunteers.*

CONSERVATION COMMISSION

The Conservation Commission remained busy in 2017 reviewing project plans, issuing permits and visiting job sites for compliance with the Massachusetts Wetlands Protection Act. The Commission worked with many project proponents to ensure that the wetland resources in Town are not impacted during construction.

During the year, the Commission issued permits for Single-Family Dwellings (3), Residential Solar Panel (1), Septic Systems (2), Swimming Pool (1), Wetland Replication (1), General Site Work (1), Roadwork (2), Commercial Re-build (1), Aquatic Weed Management (1) and Commercial Solar-Generating Facility (1). The Commission also issued 16 Certificates of Compliance, two Emergency Certifications and one Enforcement Order.

The webcam at Greenbriar Park broadcast another year of activity in the Osprey nest with three chicks hatched in early June. Two of the chicks sadly did not survive beyond a month. The one surviving chick fledged in July and headed south at the end of August. The webcam will be turned back on in early April for viewers to observe the return of the adults and new offspring.

The Commission initiated an invasive species eradication project in August to determine the best methods to control Japanese Knotweed. The project is taking place on stands of knotweed on Forest St., adjacent to McKinstry Pond, and will continue through the next few years.

At the end of 2017, membership on the Commission included Robert Manuel (Chairperson), Edward Stuczko (Vice Chairperson), Arthur Firl, William Zoldak, Albert Shahnarian and Paul Cunningham. Staff includes Judy Lochner, Conservation Agent, and Kathy Daige, Administrative Assistant.

The Commission generally meets the first and third Wednesday evenings at the DPW Headquarters, 450 Main Street, where all interested and concerned parties are welcome to attend and participate.

The Commission wishes to thank the other Town Departments for their assistance during

the year and looks forward to new growth and development in the Town next year.

*Respectfully submitted,
Robert Manuel, Chairperson*

COUNCIL ON AGING



Senior centers are places where older adults can go for support, engagement and basic needs. Centers are a potential mechanism for linking seniors to resources and services, and for providing attendees with meals and opportunities for socialization, exercise and education. There is broad support for senior centers among health professionals, community leaders and older adults themselves. From an assessment of senior centers, stakeholders from different arenas identified the following list as “critical and core” functions of senior centers:

- 1) providing opportunities for social engagement;
- 2) providing a link to public services and benefits;
- 3) providing a link to community resources;
- 4) providing nutritional support; and
- 5) promoting physical health, mental health and healthy behaviors.

Centers are also a resource for the entire community; providing services and information on aging and assisting family and friends, who care for older persons. Senior centers can optimally provide a social environment conducive to the development of a social support system reducing loneliness and depression. They create opportunities for social networks and empowerment.

The Oxford Senior Center provides opportunities to:

- (1) participate in disease prevention and health promotion activities;
- (2) maintain and develop social relationships and a strong support system;
- (3) develop emotional supports;
- (4) develop and maintain a positive mental attitude;
- (5) learn new skills and

information; (6) participate in educational and other mentally stimulating programs; (7) engage in voluntary and other productive activities; (8) maintain mobility both locally and regionally with transportation services funded by local, state and federal funding; (9) receive one healthy, daily, hot meal Monday through Friday.

In 2017, over **11,800** visits by over 600 seniors were recorded with our computer check-in system. It is estimated that over **13,500** Meals on Wheels were delivered to our homebound seniors. In addition, our in-town van provided over **3,000** trips for those seniors who can no longer drive on their own. Our outreach worker made contact with over **596** seniors over the course of 2017 and another **4,300** phone requests for services/information were recorded. On an average week, the Oxford senior center has **260** seniors who are serviced for one reason or another.



In-house programs include: health talks and information, strength and balance classes, Chair Yoga, Zumba Gold, Move and Groove, Aging Backwards and Strength and Balance exercise classes, Mahjong, cards and games, Pitch, Tea and Talk, blood sugar and blood pressure checks, musical entertainment, enrichment programs, flower arrangement, book club, movies, needle working, beano, volunteering opportunities, bi-monthly S.H.I.N.E. appointments (a state health insurance program that provides free health insurance consultations, information and assistance to Massachusetts residents with Medicare). We also provided space for Fuel Assistance recipients and provide annual flu shots in conjunction with the Oxford Board of Health. We are also often visited by the Oxford Fire Department for informational fire safety talks.

The Oxford Council on Aging receives State grant money from the Executive Office of Elder Affairs to help defray municipal costs of operation. In addition, State and Federal funding is used to fund Tri-Valley Services, who has a contract with the Town of Oxford to provide "Meals on Wheels," daily lunches and many other social services to our most frail, vulnerable and homebound seniors. The Oxford Senior Center provides the space and means for packing home-delivered meals for both Oxford and Charlton.

In February of 2017, the Senior Center saw a drastic cut in transportation services provided by WRTA/SMC Elderbus of Charlton, MA. Out-of-town transportation was cut from 5 days a week to 3 days a week for a one-year pilot program. By the end of 2017, it was determined by the Council on Aging Board members, the desire to return to a 5 day a week service, because of the number of complaints that have been received by Senior riders. They are hopeful that this can be accomplished in the Fiscal 2019 budget process.



Starting in October of 2017, an outside caterer provided subsidized meals for our in-house congregate meal, in hopes of providing a higher quality noon-time lunch. This new aspect has been well received and we wish to thank **Isador's** for working with us to provide an affordable alternative to Tri-Valley food on Thursdays. This service will be continued throughout the rest of Fiscal year 2018.



Council on Aging Executive Board as of December 2017:

Chairman Carole Fegreus, Secretary Mary Brodeur, Alice Walker, Karen Erickson, Joan Kasabula and Joyce Nilson

COA Staff as of December 2017: Ed Cosway, Kim Karnes, Lucinda Nagle (Cindy) and Melody Roland.

*Respectfully submitted,
Stacy K. Barr, Executive Director*

CULTURAL COUNCIL

The Oxford Cultural Council (OCC) was allotted \$8,134 in funding; \$6,500 coming from the Massachusetts Cultural Council appropriation and the remainder left over from unreimbursed grants from the previous cycle. Twenty-one applications were submitted, all via the online application option, and all applications received either full or partial funding.

As a local Cultural Council, the OCC receives its appropriation from the Massachusetts Cultural Council, which receives funding from the Massachusetts General Court. The OCC directs funds to individuals and organizations that are dedicated to productive and creative efforts in the arts, humanities and interpretive sciences.

In our April meeting, the Oxford Cultural Council voted to send letters to our congressional delegation and to the Trump Administration, urging them to keep National Endowment for the Arts funding in the federal budget, in light of the Trump Administration's plans to eliminate said funding in their budget blueprint. The Oxford Cultural Council also advocated for higher MCC funding to our state delegation and Chairman Marsh represented Oxford in the **Arts Matter Advocacy Day March**. The Oxford Cultural Council has also been in discussions with the Charlton Cultural Council to attempt to partner in a joint event to honor both of our grant recipients. In February, Chairman Marsh spoke about the Oxford Cultural Council's mission on a Milford-based talk show called **All Politics is Local**.

Lastly, the Oxford Cultural Council voted to form a Subcommittee on Funding Live Animal Acts, which will draft a guideline on future funding of grant proposals involving live animals.

Applications can be found either at the Oxford Town Hall, or online at <http://mass-culture.org/oxford>. Both types of applications can be submitted between September 1st to October 15th.

The Oxford Cultural Council currently has four active members, with two additional members appointed and starting their active membership in 2018. Five members are needed to continue receiving state appropriations. Joining the Council is easy and we hold four meetings per year. If you're interested in joining, contact the Oxford Cultural Council at oxfordculturalcouncil@gmail.com. You can also find us on Facebook, where we talk about the various events that we sponsor and other related news.

Current members include:
Chairman Andrew J. Marsh
Treasurer Jennifer Woodward
Secretary Sarah Rulnick
Councilwoman Lauren O'Neill

*Respectfully submitted,
Andrew J. Marsh, Chairperson*



FENCE VIEWER

Fencing requires a view of the existing markers, if they are available. You must use modern means of verifying correct measurements and records, as well as a history of the area, to solve most problems. Properties with no old markers require research at the Town Hall Assessor's Office, where you can obtain a map of the area indicating property lines.

Please contact the DPW office at 508-987-6006, if you need help with a fence problem.

HISTORICAL COMMISSION

The Oxford Historical Commission (OHC) continues to fulfill its responsibility to identify and promote the preservation of the many historic resources located throughout the Town of Oxford. Well preserved town-owned buildings and individual churches, together, serve as anchor buildings, which confirm the historic character of this town. The owners of old homes and businesses, who preserve the historical integrity of their properties, are to be commended. Those who present new construction designed to reflect a profound respect for this historic town and those who repurpose old businesses to retain their historical authenticity are to be commended, as well.

It is recognized that some areas of Oxford are more historically sensitive than others. Oxford Center, otherwise known as Huguenot Square, is consistently identified as the most historically sensitive area in Oxford. The center of the English Settlement, beginning in 1713, was laid out to follow the area's level ground and the Native American paths already established for travel North/South and East/West. Business, commerce and housing gradually developed around this natural crossroad. A fierce struggle for political dominance went on for years between the North Common and what was being referred to as Oxford Center. When the third Congregational Church was constructed near its present location, the balance shifted toward the Center. The struggle ceased when Memorial Hall was erected in the early 1870's. Oxford Center continued to develop into a bustling destination.

Unfortunately, several attractive buildings at the Northwest corner of the intersection at Oxford Center were demolished more than fifty years ago to make way for what is there today. More recently, two additional antique structures were demolished to allow for a large retail store near another corner. However, much of the town center does remain intact. Today, Oxford and other old New England towns are coming to realize that towns need to protect and preserve their town centers as they establish a community's identity.

In 2011, Oxford Center itself and much of the surrounding area was formally named **The Oxford Main Street Historic District** and

listed in the National Register of Historic Places. At that time, there were already more than 1,000 National Register Historic Districts in place in Massachusetts. This important honorary designation of inclusion on the National Register documented the historical significance of the area. It needs to be understood that progress and preservation in Oxford Center can co-exist with creativity, cooperation, genuine community spirit and not include destruction.

The Daughters of the American Revolution (DAR) Monument placed on Camp Hill by AR members in 1911 to commemorate the large encampment of men in training for the Provisional Army in 1799-1800 was removed about fifteen years ago, when developers constructed houses in that area. In the fall of 2017, it was relocated on a parcel of town property at the end of Maple Road, where it meets Rawson Ave. Landscaping in the spring of 2018 should complete the project. The site chosen is very appropriate, since it would have been along the route traveled by the men between the encampment and the Training Field. The OHC was grateful to many people for their concern about the Monument. Especially appreciated was the support of countless residents, the Selectmen, Town Manager and the DPW.

Once again the OHC welcomed Third Grade students to the 1872 North Gore District Eight School on Joslin Park on the day that they toured Oxford. Their comments and questions reflected their preparation for this special day. While the old school is open from time to time, people are invited to contact the OHC for a special tour at other times.

The work of the OHC includes responding to historical inquiries about the town and people, who have lived in Oxford. Questions are always welcome. They come through town offices, e-mail, phone calls and letters, or directly to the OHC. Accepting historical donations on behalf of the town is also the work of the OHC. Donations in 2017 included: a locally handcrafted child's rocker, collections of school publications, a scrap book from an Oxford family, an extensive collection of photography originally from a local newspaper, a copy of "Oxford Verses" by Ada Joslin and a photograph of an old house in North Oxford.

The Commission is always grateful for each item donated for future generations. The Commission also serves as liaison between the town and the 1872 North Gore School, as well as between the town and the Huguenot Fort property. In addition, the Huguenot Oak is of concern, as tradition marks it with a direct connection back to the Huguenots.

Anne-Marie Moscoffian Richard presented a large stippling drawing of the Huguenot Monument and three smaller drawings reflecting the wording on the other three sides to The Huguenot Memorial Society of Oxford, Inc. The Society, in turn, has put them on permanent loan to the town of Oxford. They are on display at Memorial Hall. Ms. Richard, a noted artist, grew up near the Huguenot Fort and now lives in North Dakota.

Membership on the Commission is limited to seven town residents, who are appointed by the Town Manager. One long-time, very dedicated member, John Pariseau, reluctantly resigned in November. We appreciate the work that he has done and we count on him to continue to share his vast knowledge of town history. He has accepted the Commission's invitation to become the newest Associate Member of the Commission. Associate members are not officially appointed, but are closely connected with the OHC. Even though they cannot vote, they participate in meetings and support the Commission in its various activities.

OHC meetings are always posted in Memorial Hall and are usually held in Memorial Hall on the third Monday of the month. Other arrangements are made if that Monday is a holiday. Additional meetings are held whenever needed. We welcome anyone interested in Oxford's long history to join us for one meeting or for several meetings.

Members of the OHC and the Huguenot Memorial Society of Oxford, Inc. sponsored the 12th Annual Town Picnic and Concert at the Huguenot Fort in September. Among the speakers were several costumed presenters, who told of life in the Settlement of New Oxford beginning in 1686. We are grateful to the NJROTC, the Huguenot Essay Contest winners, Mr. Richard Moore, local talent, Bass DJ Entertainment, Oxford Cultural Council, Access Oxford and others.

This community event has served as a wonderful opportunity for people to come together and learn something about the early settlers. So many people have enjoyed it during these twelve years.

In September 2018, the two sponsoring groups will respond to a new opportunity at the Huguenot Fort by partnering with The Last Green Valley's very well-attended, **Walking Weekends**.

*Respectfully submitted,
Jean M. O'Reilly, Chairman*

REPORT OF THE LIBRARY DIRECTOR

I would like to take this opportunity to introduce myself as your town's new Library Director. I began here on June 1st and what a great few months it has been! I have been in the Library field for well over a decade, with my previous position being the Director of a beautiful library in Connecticut. I hold my Masters Degree in Library Science, which I received from Southern Connecticut State University. I am pleased to have joined a wonderful team of librarians and have been enjoying the opportunity to serve the residents of Oxford.

Cathleen Sullivan, who has been part of the OXPL team for the past 15 years, became our library's new Assistant Library Director at the end of October. Mrs. Sullivan is settling in nicely in her new role and will be bringing many wonderful new ideas to our library!

We launched our updated website this past fall and it has received positive feedback! The new site is easier to navigate and is also more pleasing to view. You are able to see all of the upcoming programs we have to offer, as well as search our library catalog, download e-books & audio books, access numerous databases and so much more! Be sure to check it out: <https://oxfordmapubliclibrary.org>.

The funding of our budget has allowed us to present a range of informative programs for adults. We have been able to offer genealogy classes, meditation classes, aromatherapy workshops, concerts and more. We plan on

offering an even wider array of programs, so stay tuned!

We still offer Amazon Kindles here at the library for patrons to check-out and we will continue to keep them up-to-date with recent best-selling e-books. We also offer a comprehensive e-book collection that is shared state-wide and may be accessed through the library website.

Our public computers with Internet access remain a very popular service, along with the Wi-Fi that we are able to provide. The library will begin to offer more one-on-one computer training for those who are in need in the coming year.

In the Children's Room, Librarian Deborah Bilis and Programming Assistant Larissa Stretton, continue to present a vast array of programs for the young ones of Oxford. Ms. Stretton's Story Time attendance has been climbing and we continue to see it grow. Our Early Learning Center is in constant use, along with our Discovery Room. Ms. Bilis changes the theme of the Discovery Room at least once a month, so the children of Oxford are always learning something new!

We would like to extend a thank you to the Oxford Lion's Club for their continued support of the JAWS program, which provides computer access to the blind and visually impaired.

Many thanks to the following for their contributions to our Library Pass Program: the Taft Fund provided museum passes to the Ecotarium in Worcester and the New England Aquarium. The Friends of the Library funded passes to the Davis Farmland and Roger Williams Park Zoo. The Oxford Woman's Club and the Friends jointly provided a pass to the Children's Museum in Boston. The Smolenski-Millette Trust funded the Science Museum and the Discovery Museum. John Bowes donated the Boston Museum of Fine Arts Pass. The Oxford Cultural Council provided funding for passes for the Tower Hill Botanical Garden, as well as the Worcester Art Museum. The Library Pass Program has always been a huge hit at our library and continues to be.

The Friends of the Library, with President Jan Chesties and Treasurer Laura Kneeland, have been able to keep the group active and strong as they continue to provide funding for the library so we may continue offering entertainers and other programs for our young patrons. The Friends also contribute funding for all of the little extras that are included in Story Time and the many other programs that are offered to the children of Oxford. This wonderful group was also so kind to fund the Bemis Farms Nursery workshops that we held during the summer and winter seasons, where patrons took home their finished natural projects. We are incredibly thankful for our group of Friends! If you would like to be a part of this amazing group, be sure to grab a membership form the next time you are at the library.

I would like to thank those who have volunteered some of their time over the year to help us out at the library. We are especially grateful to those who do so on a regular basis, particularly Sarah Mills, who has been volunteering at OXPL for many years now!

Additionally, I want to thank those, who have donated many books throughout the year and who have also made donations in memory of loved ones – we are incredibly grateful!

And last, but certainly not least, I would like to thank my dedicated and hardworking staff, the Board of Trustees, everyone at the Town Hall and our ever faithful borrowers. Without all of you, none of this would be possible!

Here's to another great year at OXPL and I hope to see you soon!

*Respectfully submitted,
Brittany McDougal, Library Director*



LIBRARY TRUSTEES' REPORT



2017 saw the continuation of Art in the Yard at the Oxford Free Public Library. The Board would like to thank the Friends of the Library for sponsoring this year's wonderful exhibit. Call Administrator, Gloria D. Hall of Art in the Park Worcester, was able to bring new art into the community to liven up the library landscape and to provide art for people to enjoy once again. We had six unique pieces displayed from June to October. We would like to extend a big thank you to Oxford DPW for assisting with installing each piece. We look forward to continuing this great exhibit and plans for 2018 are already underway!

The Board is ever grateful to all those who have made a donation or asked that donations be made in their memory to the Oxford Free Public Library. Your generous gifts are much appreciated and help secure the future of your library.

The Children's Room continues to provide a wide array of wonderful services. We offer story hours and such for the young residents of Oxford, which include educational (and entertaining!) programs and presentations.

In tough economic times, the library is your place to find the information you need to persevere and the recreational reading, listening and viewing that you enjoy - all for free! We provide Internet accessible computers, as well as wireless Internet that you may use on your own personal laptop, tablet or smart phone.

We thank the Town Administration for working with us to see that the Library budget is at a level the people of Oxford deserve; above the

State minimums. This allows us to maintain our accreditation with the State, which in turn opens up even more resources to our patrons by allowing Oxford residents access to all of the libraries across the State.

The Board would like to express their gratitude to all of the area artists, who so graciously exhibited their work at the Library for the enjoyment of our patrons. Our Director will continue having local artists exhibited in our building throughout the year.

We are grateful to all of the staff and volunteers, including the Friends of the Library, who keep the Library running so smoothly - providing excellent day-to-day services to our patrons, as well as offering special events for that "something extra" reason to return to the library.

The Board selected and welcomed the library's new Director, Brittany McDougal, on June 1st. Ms. McDougal is settling in nicely and we know she will bring many new ideas to our wonderful library and the residents of Oxford.

We are proud of the "free" in Oxford Free Public Library. Our goal is to ensure every Oxford resident free and equal access to all library services - from historical archives to current technology; recreational materials including the latest book releases (in print, digital, and audio) to CDs and DVDs; and information from a substantial collection of print nonfiction to e-books and online databases.

The library is here to assist you - your imagination is the only limit to how high you can set your goals!

We thank you for your continued patronage and support!

*Respectfully submitted,
John J. Bowes, Chairperson
John Flynn
Carole A. Steina*



MASTER PLAN UPDATE COMMITTEE

For the past year, the Town has been working on updating Oxford's Master Plan. The Master Plan looks at the physical development of the community and recommends policies and action steps to improve and enhance the community and improve the overall quality of life.

In early 2016, a Master Plan Update Committee was created with representatives from various boards and residents, who expressed an interest in guiding the future of the community. A planning consultant was hired to help guide the process.

The 2016 Town-wide Census included a survey on planning issues, which was completed and returned by over 2,200 residents. A community meeting was held on "Leap Day 2016" in the auditorium at Oxford High School to get input and feedback from residents. This information was used to set the framework for addressing issues important to the community.

In 2017, the Master Plan Update Committee met regularly to discuss:

- A survey of local boards, which prioritized what they felt were the most important issues that the Town needed to address.
- Encouraging economic development, enhancing utilities, address community facilities, enhancing the downtown area and guiding business growth were among the top priorities. With that in mind, the Committee came up with a set of policies and action steps that they felt would address those priorities.

The first draft of the Master Plan was delivered to the Master Plan Update Committee in January 2017 and has gone through a local review and refinement process. It has been endorsed by the Planning Board and approved at the Town Meeting in October of 2017. The final recommendation was for the Town to form a Master Plan Implementation Committee to work with local boards and departments in executing the Master Plan. A Master Plan Implementation Committee was formed. Their first meeting was held on November 30, 2017.

A copy of the Final Master Plan can be viewed on the Town's website at www.town.oxford.ma.us

Members of the Master Plan Update Committee included:

Norman J. LeBlanc, Jr. (Chair)
Larry P. Ackley, Sr.
Samir M. Bitar
Dennis E. Lamarche
Mark Twombly Lee, Esq.
Roger McCarthy
Jean M. O'Reilly
Mary A. Perveiler
Gabrielle Radik (to March 2016)
Robert Racicot (April 2016 to October 2016)
Albert Grudzinskas (from November 2016)

*Respectfully submitted
Norman LeBlanc, Jr., Chairperson*

OPEN SPACE COMMITTEE

The Open Space Committee works on the Goals and Objectives set forth in Section 8 of the Open Space and Recreation Plan. A copy of the plan is on file in the Oxford Free Public Library. These goals and objectives were formulated from over 1,200 citizen responses to a town-wide survey. Overwhelmingly, the top priority of the respondents was to "Preserve Oxford's Small Town Character by Managing New Growth." The current Open Space and Recreation Plan expired in October, 2013. The Committee did not meet in 2017.

OXFORD HOUSING AUTHORITY

The Oxford Housing Authority, a public corporation, was organized in 1971 as authorized by Chapter 121 of the General Laws of Massachusetts.

Annual Meeting: The first regular meeting after the Annual Town Election

Regular Meeting: The second Tuesday of the month at 10:00 a.m. at the Housing Office, 23 Wheelock Street, Oxford, MA 01540

BOARD MEMBERS

Karen M. Erickson	Chairman
Patricia L. Ferdella	Vice Chairman
Arthur C. Degon, Jr.	Treasurer
Ernest A. White, Jr.	Assistant Treasurer
Dale J. Mahota	Member

TERMS

Karen M. Erickson	Still Serving
Patricia L. Ferdella	5/2020
Arthur C. Degon, Jr.	5/2018
Ernest A. White, Jr.	5/2019
Dale J. Mahota	Still Serving

PERSONNEL

Elisabeth E. Earle	Executive Director
Cathleen M. Donovan	Tenant Coordinator/Admin Assistant.
Deborah B. Noble	Section 8 Coordinator
Ronald Dranginis	Maintenance Supervisor
James Niedzialkowski	Maintenance Mechanic
Craig Erickson	Maintenance Laborer
Karen Ahlers	Attorney
Gordon/Griffin, LLC	Accountants

The Oxford Housing Authority's primary function is to administer public housing programs in the Town of Oxford and to recommend and apply for financial assistance to State and Federal agencies for housing programs, when and if needed. The Authority currently administers a total of 188 units of State-aided Housing. 66 were completed in 1974 and a 52 unit State-aided project was completed in 1979. The Housing Authority completed a Development Grant in 1999 for the construction of 48 units of elderly/handicap, 14 units of family and 8 units of special needs. The Housing Authority also administers 87 units of the Federal Section 8 Rental Assistance Program, plus a number of portability units.

*Respectfully submitted,
Elisabeth E. Earle, Executive Director*

PLANNING BOARD

The Planning Board is chartered by the Town and Massachusetts General Law to administer local and state by-law and zoning and subdivision regulations. The Planning Board makes recommendations on all matters concerning the physical, economic and environmental development of the Town. The Board is responsible for the periodic updating of the Master Plan.

Planning Board membership at the end of the year consisted of: Chairman Richard A. Escolas, Jr., Vice Chairman Jeffrey Stafford, Clerk Norman LeBlanc, Dale Mahota, Edward Hashey, Kristine Bird and Mark Lee.

Additional staff consisted of Mary Herriage, Planning Assistant.

The Planning Board held twenty-three (23) meetings during the year 2017. During those meetings, the Board considered Approval Not Required (ANR) plans, site plan approval applications, special permit applications, stormwater management applications and land disturbance permit applications. No Definitive Subdivision Plans were filed with the Board this year.

The Board endorsed three (3) ANR plans showing lots with frontage on existing roads, resulting in lot line changes, easements and/or the creation of new lots.

Seven (7) Special Permit Applications were filed. Five were approved, one was denied and one was deemed incomplete. The approved special permits included accessory/in-law apartments, a modification to a previously approved solar farm and a solar farm.

Eight (8) Site Plan Review Applications were received and all were approved. The approved plans included new or expanded uses on existing sites, alterations and a new commercial building.

Five (5) stormwater management permits were received and all were approved. Three (3) permits were approved for single family homes and two (2) for land disturbance in excess of 10,000 square feet.

During the year, the Board considered and made recommendations at Town Meetings on warrant articles. These included rezoning a portion of Leicester Street from R-4 Multi-Family to General Business to encourage and promote economic growth and amending the Zoning By-Law by adding a Temporary Moratorium on Recreational Marijuana Establishments to allow time for the Town to undertake a planning process to address potential impacts of recreational marijuana in the Town and to consider the Cannabis Control Commission regulations and to adopt new Zoning By-Laws in response to this issue.

The Board also endorsed the 2017-2027 Master Plan, with an effective date of September 1, 2017. The Master Plan was diligently prepared by the Master Plan Update Committee for approximately 18 months with the guidance of

the Master Plan consultant Glenn Chalder of Planimetrics and with input and feedback from residents and businesses. The Master Plan reflects an overall vision for the future of Oxford and recommends policies and action steps to attain that vision. A Master Plan Implementation Committee has been formed and will be tasked with promoting and coordinating the implementation of Master Plan strategies and recommendations.

The Board continues to express its thanks to the Town Hall staff, particularly DPW Engineering, and the other volunteer Boards and Commissions for their assistance and consideration of the many applications that are submitted for review.

*Respectfully Submitted by
Richard A. Escolas, Jr.
Planning Board Chairman*

RECREATION COMMISSION

2017 was another very busy year for the Recreation Commission. Construction and planning, including upgrades and maintenance on recreational areas, took the majority of our time.

At Ruel Field, a crew of volunteers, led by Selectman Dennis Lamarche and Mr. Steven Papagni, completed the majority of the construction on the bathroom and concession building. The patio at this site is finished and partial landscaping was completed. Electrical and plumbing work is progressing and opening is anticipated early in 2018. A big thanks to the many volunteers that came together to help complete this project!



The Ruel Field playing areas showed significant gains in the quality of field conditions due to a cool, wet summer, combined with scheduled maintenance that included fertilizer, aerating,

and rotation of playing fields. Matt Benoit, the DPW point person for Ruel Field, oversaw all the maintenance and planned improvements. Safety netting will be in place along the Northwest side of Ruel Field to inhibit softballs from entering residential properties. The safety net height between softball Field 1 and Field 3 is in the works to inhibit softballs from entering playing fields. Discussion continues on areas on the property where parking can be increased to accommodate multiple sporting events. Town soccer and softball leagues were primary users of this facility. The Central Massachusetts Gaffney Cup Soccer Tournament and the Massachusetts Special Olympics Soccer qualifier tournament were also held at Ruel Field.

The Horgan Field baseball field at Greenbriar Park was used again in 2017 by the Oxford High School baseball team as their season home field. The baseball leagues were instrumental with a major clean up of brush and debris within the playing and parking areas.

Discussion regarding the construction of a new, mid-size transition baseball field, dimensions of 50' x 70' for ages 11 – 13 year-olds, has been ongoing and is a priority for the Commission. Little League Baseball adopted the transition field in 2012. Most teams in South County Massachusetts (L.L. District 5) have this program in place. In July, Greenbriar baseball area was host to the Junior (ages 13 – 14) and Senior (ages 15 – 16) Massachusetts State Little League Finals. Winners advanced to the Eastern Regionals in New Jersey. The Stanley Johnson Little League Field is in constant use. A group of volunteers from the Little League organization maintains the facilities and a concession stand. The Little League installed a new scoreboard and updated the stairs on the pavilion. The basketball court next to Stanley Johnson is always in use - especially at night under the lights!

The Dog Park that is planned for Greenbriar Park is gaining momentum. A volunteer group meets monthly and has started fundraising to help support the construction of this park. The Dog Park committee, along with the DPW, applied for a grant that will assist with funding the construction of this project.

Carbuncle Park saw continued success with the Splash Pad during the summer. Many visitors came to the park and enjoyed the splash pad, which is a great enhancement for the beach area and the summer programs. Oxford Community Center again offered the Swim Program and Fun Club for the summer and staffed lifeguards for the splash pad and the beach. The existing beach house was demolished this year and a new foundation was constructed during the summer. In September, Bay Path Vocational Technical High School began construction of the new beach house. The students at Bay Path, under the guidance of various Oxford town personnel, designed the architectural plan of the building. State trout stocking of Carbuncle Pond occurred in the spring. The fish-stocking program is slated to add fish to the pond once a year. Discussion with Massachusetts Division of Fisheries and Wildlife is in progress to add a fall trout stocking to Carbuncle Pond.



Treasureland Playground area continues to see much activity. The application of new mulch to the existing playing area is slated for Spring 2018. The Joslin Fields are in very good shape due to a maintenance and watering program that is coordinated by the Oxford Soccer League. This area is primarily used by the Pee Wee Soccer Program (6 to 8 year-olds). Also in this area, is the skate and bike park that continues to have daily use. The basketball courts look great with new seal coat paint and the summer basketball program was off and running.

Recreational properties continue to be used for a variety of activities by a very diverse group of citizens of all ages. The Recreation Commission continues to research new activities and offer programs with the focus on

the health and wellbeing of the Oxford community. The Recreation Commission would like to thank the Oxford DPW crew for their continued support to help provide safe, attractive and well-maintained recreation areas.

*Respectfully submitted,
Joel P. Masley, Chairman
Roger McCarthy, Vice-Chair
Karen Esposito
Daniel Fitzpatrick
John Gillotte
Greg Gray
Janet Koza
Eric Lambert
Stacy Barr, Advisor
Melody Roland, Clerk*

ZONING BOARD OF APPEALS

The Zoning Board of Appeals meets on Thursday evenings, as needed, to hear and decide on applications for Variances, Special Permits and Appeals of Administrative Zoning actions as prescribed under the Town of Oxford Zoning By-Laws and Massachusetts General Laws. Board members are appointed by the Board of Selectmen. Each application to the Board involves one or more public hearings and in some cases a site visit. During 2017, the Board acted on four (4) Special Permit requests, seven (7) Variance requests and one (1) Appeal.

At the close of the year, membership consisted of Peter LaFlash, Chairman; Ryan Avery, Vice Chairman; Stephen Balcunas, Clerk; and members John Sneade and Alfred St. Germain. Alternate members are Michael Camosse, David Silverman and Thomas Purcell.

The Board wishes to thank the other Town Boards, Commissions and Town Hall staff for their assistance during the past year.

*Respectfully submitted,
Peter LaFlash, Chairman*

2017 TOWN CLERK STATISTICS & REVENUE

Vital Statistics

	<u>Births</u>	<u>Marriages</u>	<u>Deaths</u>
2016	127	83	121
2017	113*	66*	122*

* Incomplete

Birth Certificates	\$ 3,290.00
Marriage Intentions	1,700.00
Marriage Certificates	1,620.00
Death Certificates	<u>5,680.00</u>
Total Vital Statistics Receipts	\$ 12,290.00

Animal Control

Dog & Kennel Licenses & Late Charges	\$ 15,283.00
Cat Licenses & Late Charges	4,572.00
Duplicate Dog/Cat Tags & Transfers	7.00
Fines Non-criminal Disposition (Animal Control)	<u>5,925.00</u>
Total Animal Control Receipts	\$ 25,787.00

Miscellaneous Receipts

Business Certificates	\$ 2,870.00
Miscellaneous	37.00
Photostat Copies	2.30
Raffles and Bazaars	60.00
List of Residents	90.00
Pole Locations	120.00
Registration of Flammables	1,427.50
Certificate of Residency	40.00
General By-Laws	5.40
Zoning By-Laws	20.00
Zoning Maps	3.00
Sub-Division Control Laws	.00
Charter	.00
Municipal Legislation	.00
Fines – Non-criminal Disposition (Bd of Health)	1,100.00
Notary Fees	111.25
Marijuana Tickets	100.00
Yard Sale Permits	<u>947.00</u>
Total Miscellaneous Receipts	\$ 6,933.45

Receipts by Debit/Credit/Electronic Check

Birth/Marriage/Death Certificates	1,390.00
Dog Licenses & Late Charges	2,326.00
Cat Licenses & Late Charges	<u>636.00</u>
Total Electronic Receipts	\$ 4,352.00

Total Receipts by Town Clerk paid to Town Treasurer **\$ 49,362.45**

PUBLIC WORKS



DEPARTMENT OF PUBLIC WORKS

“It is the mission of the Oxford Department of Public Works to provide dependable, responsive, innovative, and high quality public works and utility services through a principled commitment to sound management that is founded on teamwork and is consistent with community values.”

Oxford DPW Mission Statement

WINTER SNOW & ICE STATISTICS

The winter of 2016-2017 was an average winter. The DPW responded to 18 measurable snow and/or ice events. The season started on November 20-21, 2016 with snow showers and ended on March 31-April 1, 2017 with 2.6 inches of snow. The highest snowfall occurred on February 9, 2017 with 12.5 inches. Officially, 63.1 inches of snow fell on the Town of Oxford.

CONSTRUCTION PROJECTS

- Locust Street drainage improvements between Clover Street and French River Circle
- Leicester Street Phase II reconstruction and paving between Ennis Road and the French River
- Sutton Avenue sidewalk construction between Lovett Road and Orchard Hill Drive
- Chaffee School septic system replacement
- Demolition of the Carbuncle beach house and reconstruction was started for a new beach house with labor

- provided by Bay Path Regional Vocational Technical High School
- 12/56 sewer pumping station wet-well rehabilitation
- Underground fuel pump and dispenser replacement at the DPW facility at 34 Charlton Street
- Ruel Field Concession Stand construction

ENGINEERING

The engineering function of DPW is: to provide planning, design, and inspection for all public works projects, to provide technical review of all development proposals within the Town and to provide support to other Town departments. As of 2017, Fence Viewing became part of the work of DPW. Notable engineering projects include the following:

Projects:

- Bid the Charlton Street drainage and reconstruction between Main Street and Dudley Road as a MassDOT Transportation Improvement Project
- Designed Charlton Street / Conlin Road intersection improvements
- Designed roadway restoration for Locust Street from French River Circle to Fairlawn Avenue
- Started design of McKinstry Pond Dam improvements

HIGHWAY

The Highway Division is responsible for maintaining over 90 miles of public roads, eight bridges, two dams, a sprawling drainage system and many miles of sidewalks. The Division also performs basic maintenance on approximately 5 miles of private ways in Oxford.

Maintenance:

- Painted all centerlines and edge lines
- Painted all crosswalks and stop lines
- Cracksealed various streets
- Cleaned over 2,000 catch basins

CEMETERY & GROUNDS

The Cemetery & Grounds Division is tasked with maintaining over 100 acres of grounds; including playing fields, basketball courts, playgrounds, tennis courts, skate parks, memorial sites, the Town Common, and the South, North, and Gore cemeteries. The care of trees along public roadways and on public grounds is also a function of this Division.

On July 1, 2017, DPW took over care of the grounds and playing fields of the Oxford Public Schools. After much study, it was determined that Oxford DPW is best suited for this work by virtue of its trained personnel and landscaping equipment. We are pleased to report many positive comments regarding the job we did and it is directly related to the hard work the DPW staff put in.

As part of the assumption of care of the school grounds, a major project included reclaiming and reconditioning the infield area of the Oxford High School baseball field. Through recent years, the infield became overgrown with weeds and crabgrass to the point the field was unplayable. Staff collaborated with an Eagle Scout candidate and together refurbished the dirt infield and installed new bases and a new pitcher's mound. Repairs were also made to the softball field.

Division personnel interred a total of 66 in Oxford Cemeteries. Of the total, 35 were full burials and 31 were cremation burials. The total number of internments is the most since Oxford DPW started management of the cemeteries in 2003.

Maintenance:

- Responded to 6 emergency tree calls
- Responded to 3 major wind events on 3/2/2017 (17 damaged trees), 9/20-22/2017 (heavy limb damage) and 10/30/2017 (8 damaged trees)
- Removed 58 high risk trees from public roadways with in-house and contracted help
- Performed town-wide roadside brush mowing including troublesome intersections

FLEET MAINTENANCE

The Fleet Maintenance Division is responsible for maintaining the fleets of the DPW, Fire Department, Police Department, Facilities Maintenance, Animal Control, Town Manager and the Council on Aging. Responsibilities include preventative maintenance and repair.

In 2017, the DPW took delivery of a Ford F-550 dump truck with a front plow and a wing plow and a Ford F-250 pickup truck with plow.

SEWER

The Sewer Division is tasked with maintaining sewer service for approximately 1,000 residents in two service areas. The sewer areas include the North Service Area (Main Street and the surrounding area north of the Oxford High School) and the Southwest Service Area (Old Webster Road). The Fiscal Year 2017 annual average daily flow of the North Service Area was 51,700 gallons per day. The Fiscal Year 2017 annual average daily flow of the Southwest Service Area was 14,145 gallons per day. The North Service Area usage charge was \$10.98 per 1,000 gallons. The Southwest Service Area usage charge was \$16.86 per 1,000 gallons.

As a renewal of our 2016 application, the Town again applied for a MassWorks funding grant for the extension of sewers on Route 20 between Leicester Street and Oxbow Road including Pioneer Drive. The Town's grant application was not funded.

In closing, I want to thank the men and women of the Oxford DPW for their ingenuity, professionalism and unwavering commitment to excellence. I also want to thank the families of Oxford DPW, who endure the absence of their loved one so they can work the long hours needed to serve the Town. I am honored to be part of a loyal and dedicated team.

On behalf of the men and women of the Department of Public Works, I thank all Boards, Committees, Commissions, Departments and the general public for their support. Such support is vital toward fulfilling our mission statement each and every day.

*Respectfully Submitted,
Sean M. Divoll, P.E.
Director of Public Works
Sewer Superintendent*



FACILITIES MAINTENANCE DEPARTMENT

The Department's mission is to efficiently and effectively utilize all available resources to provide the best economical maintenance of the town's buildings, structures and equipment in order to achieve their maximum expected design life and to insure a safe and functional environment for the public and the Town of Oxford's employees.

As a rule, I generally use the last paragraph of this report to thank various entities for supporting this department, but since this is to be the last report that I will be preparing due to my upcoming retirement at the end of FY18, I want to frontload some of my thanks. I want to say thank you to the taxpayers of Oxford, who have time and again amazed me at Town Meeting and the ballot box by supporting infrastructure maintenance, repair and replacement, time and time again. Thank you for seeing the value in protecting and preserving your Town's assets.

You are very much dedicated to your Town and you prove it repeatedly by making the tough decisions and then backing those decisions up with your hard earned dollars.

It's hard to believe that it was ten years ago that I was hired by Joe Zeneski and Ernie Boss and started as the Town's Maintenance Coordinator. My predecessor was barely six months into the job, when he passed away suddenly. Although he had done an outstanding job of laying the groundwork for the Department, there was much left to be completed to make the Department viable. I started out with a small cadre of two technicians and a part-time clerk, a fleet of two service vehicles and a former Fire Department building with a spartan office and a shop area that was cluttered with cast off equipment from other departments to work from. The Department started out as a division of the DPW and became a separate Department at the start of FY09. It has reverted to being a division of the DPW, as of the start of FY18. The Department has expanded (when control of Town building custodians was taken over) and contracted (when those same custodial functions were outsourced). I'm happy to say I'll be leaving the Department with the same dedicated cadre of Vinnie, Steve and April still in place – and I thank them for sticking with me for the last decade. In spite of the inherent dangers of working on all manner of building systems in all kinds of weather conditions, the Department has an enviable safety record over the last ten years, with only two reportable personal injuries, zero lost time injuries and zero motor vehicle accidents. I still have the same two trucks that I started with and a retired police cruiser for an admin vehicle. The old firehouse on Barton Street is still the Department's home.

Over the years, I have served for and/or with three Town Managers, four School Superintendents, three Police Chiefs, three Fire Chiefs, a dozen or more Selectmen and a couple dozen School Principals. I've had the dubious pleasure of being on call for record breaking cold temperatures, high temperatures, flooding, ice storms, blizzards, a tornado and even a minor earthquake. Through it all, "my" buildings stayed in service with very few exceptions.

I've had a hand in the construction of three new buildings and the demolition of two. I've seen the preventative maintenance schedule for buildings go from almost nothing to a very robust schedule that now has the department performing more routine maintenance than repairs.

Some of the projects that were completed during my tenure include: major renovations at the Community Center and Middle School; building envelope repairs at the Town Hall and Library; roofing projects at the Community Center, Middle School and High School; accessibility improvements at the Library, Community Center and Middle School; upgrades to the building control systems at Barton School, Middle School, the High School and Police Headquarters; the conversion to natural gas heating at the Library, Community Center, Fire Headquarters, Town Hall, Barton Street and the Senior Center; vehicle exhaust systems at both Fire Houses and extensive restoration work to the Town Hall's Clock Tower.

The job hasn't always been easy nor has it always been fun. Budgets have always been tight and I did my best to ensure that the Town received the best possible value for those budget dollars. Being on call 24/7/365 with responsibility for an inventory of 30 buildings that encompass over 600,000 square feet at times seemed impossible and the late night/early morning, weekend and holiday call-ins were never pleasant or welcomed. Finding parts for equipment that has been obsolete for years has always been a challenge and finding reliable sources for those items took a lot of trial and error. So, as I pen this last Department report, I hope that those who take the time to read it will remember me as a man, who always tried to do the best for the Town and that in a small way has left the Town better than it was when he started. It has been my honor to work for the Town of Oxford for the last decade. I will leave with many memories and will miss my staff, as well as the other Town employees that I have had the pleasure to work with over the years. Despite the stereotype of a municipal employee, I have found that the majority of my co-workers shared my desire to do the best job possible with the resources at hand.

I would like to thank the Town's many boards and committees, as well as the other department heads and building managers for their support of this Department throughout the years. Without their cooperation, assistance, guidance and patience, the work of this Department would be much more difficult. I would also like to thank my staff for their hard work, perseverance and dedication to the Department and to the Town of Oxford. And, I wish you all continued success in operating this vibrant and friendly community in the future.

Respectfully submitted,
Richard A. Donais
Facilities Maintenance Director



FACILITIES DEPARTMENT
STATISTICS
CALENDAR YEAR 2017

Municipal Building PM Orders	675
Municipal Building Repair Orders	571
School Building PM Orders	364
School Building Repair Orders	386
Total Completed Work Orders	1,996
Work Orders added to Backlog	9
Total Work Orders in Backlog	87

Municipal Buildings Annual
 Maintenance Costs – FY17 \$214,170.00

School Buildings Annual
 Maintenance Costs – FY17 \$261,760.00

Municipal Buildings Annual
 Custodial Costs – FY17 \$112,485.00

REPAIR ORDERS

<u>January</u>	93
<u>February</u>	62
<u>March</u>	92
<u>April</u>	77
<u>May</u>	96
<u>June</u>	77
<u>July</u>	72
<u>August</u>	78
<u>September</u>	93
<u>October</u>	78
<u>November</u>	82
<u>December</u>	57

PREVENTIVE MAINTENANCE ORDERS

<u>January</u>	81
<u>February</u>	93
<u>March</u>	83
<u>April</u>	71
<u>May</u>	95
<u>June</u>	100
<u>July</u>	82
<u>August</u>	63
<u>September</u>	81
<u>October</u>	103
<u>November</u>	108
<u>December</u>	88



OXFORD PUBLIC SCHOOLS

STAFF LISTING - 2016-2017

SCHOOL COMMITTEE

Samir Bitar	Chairman
William C. Spitz	Vice Chairman
Daniel P. Coonan.....	Secretary
Cassandra Sue Day	Member
Palmina E. Griffin	Member

SUPERINTENDENT'S OFFICE

Dr. Mark Garceau.....	Superintendent of Schools
Helen Coffin	Executive Assistant to Superintendent

BUSINESS OFFICE

Donna Foglio.....	Business Manager
Justin Leduc.....	Senior Accountant
Kathleen Martinello.....	Payroll/Personnel Director
Naida Lepore	Budget Specialist
Susan Davis	Bookkeeper
Denise Aucoin	Director of Educare

TECHNOLOGY DEPARTMENT

Kadion Phillips	Director of Technology
Debora Brassard	Data Coordinator/Registrar
John Reynolds	Technician
Peter Kosel	Technician

STUDENT SERVICES

Dr. Susan Henrichon	Director of Student Services
Debra Tremblay.....	Executive Assistant to Student Services Director
Michele Raymond	Title I Secretary
Richard Maliff	Evaluation Team Leader
Kristin Miller.....	Evaluation Team Leader
Jennifer Richard	School Psychologist
Terry Gawronski.....	Social Worker

COMMUNITY OUTREACH

Danielle Morrow Director of Community Partnership
Amy Celona Community Outreach Facilitator

OXFORD HIGH SCHOOL

Ross Thibault Principal
Scott Connery Assistant Principal
Richard Gill Dean of Students

COFFEE

David Nugent Director

OXFORD MIDDLE SCHOOL

Dave Cornacchioli Principal
Amy Belhumeur Assistant Principal

CLARA BARTON ELEMENTARY SCHOOL

Martha Wiley Principal

ALFRED M. CHAFFEE ELEMENTARY SCHOOL

Robert Pelczarski Principal

A complete list of School Department employees can be found on our District website:
www.oxps.org

SCHOOL COMMITTEE

It is always a pleasure to update the Town on the progress of the School Department as we continue to make progress despite funding limitations. We have a staff that is unequaled in education today. They are a group of dedicated teachers, administrators, and support staff who refuse to let Oxford decline in the status achieved.

The Oxford School Committee consists of five elected members, all who have a great stake in the achievements of our students and their results. The current Committee members are the following: Bill Spitz, Chairman; Dan Coonan, Vice-Chairman; Cassandra Day, Secretary; Palmina Griffin; and newest member September Forbes, who joined the Committee in May and has quickly become a valuable asset.

The School Committee has many responsibilities, a primary one being the development and approval of the School Department budget. As of the writing of this report, this process has already begun with presentations from principals and directors as to what is needed to maintain the education levels that we presently enjoy. Each administrator has also outlined the cuts that will be necessary to meet a budget shortfall if a level services budget is not supported. It is important to mention that in order to maintain the same level of service that we currently have; costs will increase substantially from year to year. The challenge for a School Committee is to look at all options to save the taxpayer money while providing a level of education that we can all be proud of.

Busing reflects a substantial portion of our budget, both regular education and SPED transportation. With general transportation we are examining a joint bid with other neighboring districts, in the hopes a joint bid will reduce costs and give us more purchasing power while maintaining our level of service. We have already voted to award our SPED transportation to Van Pool which will allow us to eliminate repair and replacement costs of vans yet giving the best options available in service. We are very excited about this transportation change.

The School Committee has just completed an exhaustive Superintendent search through the efforts of Cassandra Day and Palmina Griffin who served as co-chairs for the Superintendent Search Committee. Mrs. Day spearheaded the search which brought three very qualified candidates to the full School Committee. After a lengthy interview process, the Committee voted to offer a contract to Dr. Elizabeth Zielinski and we look forward to her joining us as our permanent replacement for Dr. Garceau. We have been in the most capable hands of Dr. Kristine Nash, as our Interim Superintendent, who has managed our District extremely effectively. Dr. Nash has been involved in every facet of the daily operations and has brought stability to this District that we have never observed. We will miss utilizing her wealth of knowledge and her caring and calming personality. Thank you, Dr. Nash, for leading us through this transition.

We are cautiously excited about the upcoming school year and the heights that we could achieve with the addition of a new High School Principal, Dr. Kimberlee Henry. She, along with the OHS staff, is positioned to bring the School to a new level. In addition, we have a strong group of administrators throughout the District who have proven that they can get the job done and who will deliver what we want to see for all our children.

We look forward to serving the Town for another year and hopefully seeing the positive results that all have put in to provide a quality education for all the students of the Oxford Public School District. We hope that we will continue to receive the strong support from the Town that is needed to deliver the results that are critical to ensure a quality education for all students.

*Respectfully submitted,
Bill Spitz, Chairperson*

OXFORD HIGH SCHOOL

Oxford High School (OHS) ushered in the 2017 calendar year designated as a Level 1 school, serving 530 students in grades 8-12. Enrollment at OHS increased from 530 in June of 2017 to 549 when students were welcomed back in the fall of 2017. The courses offered included a variety of both core academic and elective courses; boasting varying levels of rigor- College & Career Success Preparation, Honors, and Advanced Placement.

As our student body changed from June to August, so did our staff. OHS welcomed the new Principal, Dr. Kimberlee C. Henry, along with teachers across content areas: Ms. Samantha DiReda (Math), Mrs. Christina Kegans (Science), Capt. Russell Knight (NJROTC), Ms. Aimee Lamoureux (PE/Health), Mr. James Marzec (Science), and Mr. Jerome Zolobkowski (Science).

The past year has provided a number of opportunities for students to illustrate their learning, as students in grades 8 and 10 participated in the MCAS testing. Grade 8 students were among the first to be assessed using the MCAS 2.0 - The Next Generation of ELA and Math testing, while all remaining tests (Grade 8 Science, Grade 10 All Subjects) were the MCAS Legacy test. MCAS 2.0 Results for ELA Grade 8- Exceeding Expectations: 12%, Meeting

Expectations: 31%, Partially Meeting Expectations: 50%, Not Meeting Expectations: 7%. MCAS 2.0 Results for Math Grade 8- Exceeding Expectations: 4%, Meeting Expectations: 28%, Partially Meeting Expectations: 55%, Not Meeting Expectations: 13%. MCAS Legacy Results for Science Grade 8- Advanced: 6%, Proficient: 34%, Needs Improvement: 40%, Warning/Failing: 20%. MCAS Legacy Results for ELA Grade 10- Advanced: 33%, Proficient: 52%, Needs Improvement: 9%, Warning/Failing: 6%. MCAS Legacy Results for Math Grade 10- Advanced: 35%, Proficient: 29%, Needs Improvement: 23%, Warning/Failing: 13%. MCAS Legacy Results for Science Grade 10- Advanced: 12%, Proficient: 34%, Needs Improvement: 44%, Warning/Failing: 9%.

New learning and opportunities adjoined new beginnings as the Class of 2017 entered the Roger D. Bacon Gymnasium for the last time as students, leaving as graduates of Oxford High School. The Commencement Exercises took place on Friday, June 2, 2017 at 6 pm. Memorable words of wisdom, hope, and promise for a bright future were shared with students and staff alike.

The work done in the classroom was highlighted by the activities of service and citizenship outside of the classroom. The National Honors Society and Junior National Honors Society have continued to engage OHS in monthly service projects that support our neighbors in Town and surrounding communities. The Best Buddies Club collaborated with Grafton, having their annual Prom for students enrolled in "C-Up" and other Special Programs. The OHS Art Department hosted the first District-wide Art Show and Night of the Arts. The event showcased visual art, performing art, and academic projects that had art interwoven. The inclusion of rigorous and engaging activities was headlined by the newly established Robotics Club - Team

Pirabotics - as they compete in the FTECH Challenge, as well as the Science Fair that brought students, faculty and judges together with a spirit of curiosity and innovation.

September 2017 has continued to lead OHS on the road to sustain Level 1 standing, as well honor our legacy while respecting and appreciating change. Those tenets have been consistently illustrated by the OHS Naval Junior ROTC (NJROTC). After 22 years of service, Commander Michael J. Masley retired from his position as the founding Senior Naval Science Instructor and Plank-owner of the Naval Junior ROTC. Oxford cadets continued their exceptional pattern of success compiling an impressive list of activities, trips, competitions and community service projects this past calendar year. On a sad note, the cadets, faculty, and staff said final farewell to Commander Michael J. Masley, who passed away unexpectedly on November 7, 2017, shortly after retiring. He will be sorely missed.

The NJROTC Drill Team and Competition Color Guard continued its record of excellence as part of the All Navy New England Drill League (ANNEDL), whose membership consisted of eight Navy JROTC units from Maine, Massachusetts, and New Hampshire. Drill Team members were coached throughout the season by Master Chief David E. Youngsman, USNR (Ret) in his eighth year as a Naval Science Instructor and aided by volunteer Assistant Drill Team Coaches and former NJROTC Drill Team members Connor Harnois, Steven Bouchard, and Manjeet Gill. The 2017-2018 Drill League Season opened on October 21st, ended December 9th, 2017, and consisted of 4 drill meets. Oxford's cadets captured three 3rd place finishes in Color Guard events, one 2nd place in Unarmed Regulation, one 1st place, two 2nd place, and one 3rd place finish in Inspection events, one 2nd place finish in

Physical Fitness events, and two third place finishes in academics.

Due to scheduling cycles, the unit had not one, but two formal Navy Inspections and Pass in Review Ceremonies this calendar year, one in the spring and one in the fall. The unit passed both inspections with flying colors earning the grade of "Outstanding" during both events.

Oxford's NJROTC Color Guard and Honor Guard represented the school and town in many high visibility events in 2017, including leading the Town of Oxford's Veterans Day, Memorial Day, and Little League Opening Day parades. Opening ceremonies included the inaugural Little League Game, the annual Veterans Day Brunch, the formal Navy Inspections in March and November, as well as performances at multiple home games for OHS sports teams, the OHS Best Buddies Game, Induction Ceremonies for the National Honor Society, all Town Meetings, the Class of 2017 Graduation Ceremonies, Chaffee School and Oxford Middle School Memorial Day ceremonies, the Oxford School District Faculty Convocation, five appearances at homecoming in one day, the Auburn-Webster Elks for their annual Flag Day Ritual / Fathers' Day Breakfast in June, NJROTC's annual Military Ball and End of Year Awards banquets, the "Celebrate Massachusetts" Parade at the Eastern States Exhibition in September, and the 2017 City of Worcester St Patrick's Day Parade.

Oxford cadets remained very active in community service this past year. Throughout the year, they conducted charity fundraising for the Oxford Ecumenical Food Shelf. Raffles and auctions were conducted at the annual Military Ball, the End of Year Awards Banquet, the fall Homecoming events, during the Navy Area Manager and Offsite Inspections and Pass In Review Ceremonies, and special charity events

hosted by the school around Easter and Christmas. Ultimately, on 14 December 2017, OHS cadets helping the Oxford Ecumenical Council at their annual Holiday Food Basket Distribution were able to present the Chairman of the Oxford Ecumenical Council a check in the amount of \$2018.00 which will help sustain operations in the upcoming year for the Oxford Food Shelf. Cadets and instructors also joined the OHS Student Council and National Honor Society sponsored food drives, Thanksgiving basket drives, socks/gloves/blankets and toiletries for the homeless drives and other special events at OHS. At the end of school year 2016-2017 the unit reported over 2800 hours of documented service to 25 recurring and emergent projects they participated in throughout the previous year.

Oxford NJROTC is again very grateful for each and every level of community support it receives and we are most appreciative for the ongoing grant support from the Cecelia Smolenski-Millette Trust Fund since its inception, which has helped the Oxford NJROTC Unit operate as self-sufficient as possible while minimizing school district support.

Of very special note, OHS NJROTC is the only unit we know of in the nation that is currently allowed to teach non-cadet students a course specifically developed for cadets enrolled in junior ROTC Programs. The course, known as Global Cultural Awareness, focuses on six major continental regions and presents a plethora of information to students on the history, the geography, the resources, the religions, intermingled cultures and potential conflicts and much more, especially highlighting why each is of importance to the United States. The Navy's approval to offer the multi-credit course at OHS to students not enrolled in the Naval Junior ROTC Program provides the district with an entirely new course, ready for immediate stand-up and completely outfitted with all

curriculum materials with two certified JROTC Instructors who can teach the two semester courses at no additional cost to the district.

For all of the OHS constituents - inside and outside of the classroom - the 2017 calendar year was one of solidifying change and establishing sustainability, ensuring that

Oxford High School will continue to progress in a positive direction.

*Respectfully Submitted,
Ross Thibault, Principal
Scott Connery, Assistant Principal
Richard Gill, Dean of Students*



OXFORD HIGH SCHOOL CLASS OF 2017

Erin Nicole Reid* - Valedictorian

Emily Rose Sterczala* - Salutatorian
Sara McGrath Stauffer - Class President
Daniele Elin Krusas - Class Secretary

Lauren Ashley Hart* - Distinguished Honor Graduate
Adam Michael Germain - Class Vice President
William Marcus Sullivan* - Class Treasurer

Christopher Tanner Ackerman-
Strong
Andrew Michael Alcock
Danielle Marie Blackmore
Natalie Frances Bolio*
Miranda Summer Bomba
Anthony James Borci
Riley James Brady
Joselyn Brito
Lauren Beth Cady*
Amanda Calcano
Matthew James Cardinal
Alexandra Mikayla Chumsae
Hannah Emily Cormier
Matheau Tyler Daigneault
Jacklyn Tyler Desrosiers
Paige Alyssa Erickson
Alicia Margaret Ferschke
Elias Flores Jr.
Kassidi Anne Foster
Amanda Kailin Fradsham*
Colin Patrick Gage
Kevin William Gagne
Amanda Dianne Gevry*
Travis Antonio Gomes
Jason Gomez Vera
Tamara Jade Gorman
Curtis Jacob Hodsdon-Beurman
Samantha Elizabeth Holton
Rebecca Dolores Hope

Aryana Nicole Hopkins
Tyler Eric Johnson
Gavin Andrew Jones
Korra Georgianna Joubert
Kiana Jamey Kintchen
Annie Belle Krantz
Ligia Marcella Lacerda Porcino
Alyssa Lynn Langton
Veronica Leigh Light
Cameron Dante Lindsey
Kayli Rose Lopriore
Brianna Marie McCabe
Meaghan Elizabeth McCarthy
Michael Steven McCarthy
Shane Connor McCarthy*
Matthew David McGee*
Timothy David Melanson
Michael Vincenzo Micciche
Ariel Yvette Millette*
Alexis Cody Morrison
William Ribeiro Nunes
Alec Richard Pajala
Kaitlyn Ashley Palmer
Cayce Rose Pappas*
Karlie Michelle Parmenter
David Michael Peloquin*
Connor James Pinkham
Matthew Brian Poutre*
Tyler Vincent Provencher*
Madeline Elizabeth Pupka

Ryan Grant Putnam
Eddy Zamir Ramon
Aidan Frederick Rawson
Emalee Anita Rebello
Cameron Richard Riley
Nicholas Adam Rosebrooks
Griffin Patrick Ryan
Jack Brandon Saez
Jordan Edwin Simao
Ethan Bruce Smith
Timothy Michael Smith
Kayla Mary Soto
Tristan Elijah Starr
Margaret McGrath Stauffer
Brooke Arleen Storey*
Justin Michael Tessier
Nathan Wesley Thomas
Ross Paul Thomaszewicz
Brian Henry Torrez
Tiara Ann Torteson
Jordan Anne Tremblay
Alexis Augustine Walsh
Michael Steven Warren*
Julianne Elise Welsh*
Meghan Cecile Westerlind
Kaitlyn Tate Zindle

*Denotes National Honor
Society Members

2017 JOHN AND ABAGAIL ADAMS SCHOLARSHIP RECIPIENTS

Riley Brady
Hannah Cormier
Matheau Daigneault
Amanda Fradsham
Adam Germain
Amanda Gevry
Annie Krantz
Veronica Light
Michael McCarthy

Shane McCarthy
Matthew McGee
Timothy Melanson
Alexis Morrison
Cayce Pappas
David Peloquin
Matthew Poutre
Madeline Pupka
Erin Reid

Nicholas Rosebrooks
Emily Sterczala
Brooke Storey
William Sullivan
Nathan Thomas
Michael Warren
Julianne Welsh

CLASS OF 2017 SCHOLARSHIPS AND ACADEMIC ACHIEVEMENT AWARDS

ANDREW ALCOCK

F. Duncan Wilson Scholarship
Marion Lazaro Scholarship

NATALIE BOLIO

Chaffee Brothers' Scholarship
DJ Richard Scholarship
E. McKenney Scholarship
Elizabeth Gomes Scholarship
Frank Sanella Scholarship
J E Eastman Scholarship
Jeremiah Moffitt Scholarship
John Chaffee Scholarship
LE Chaffee Scholarship
Lynne Reilly Scholarship
Nancy Bennett Scholarship
Pirate Pride Award

MIRANDA BOMBA

Digital Design Award

ANTHONY BORCI

Physical Education Award

CARLI BOUDREAU

Susan Kirk Teacher Scholarship

LAUREN CADY

December 3rd Award
Mary Olive Wood Scholarship
Yearbook Award

AMANDA CALCANO

Daughters of American Revolution
JROTC Bronze Medal

ALEXANDRA CHUMSAE

Physical Education Award

PAIGE ERICKSON

Principal's Perseverance Award

AMANDA FRADSHAM

William Taft Trust Fund Scholarship

KEVIN GAGNE

Perfect Attendance Award

AMANDA GEVRY

Gahagan Family Trust Scholarship
Grace Flynn Scholarship
Oxford High Booster Club Scholarship
Oxford Police Association Scholarship
Foreign Language Award

JASON GOMES VERA

Perfect Attendance Award
Ross Thomaszewicz
Perfect Attendance Award

LAUREN HART

Dylan J. Riel & Jayce R. Garcia Memorial Scholarship
Laurie C. Tinsley Scholarship
Oxford Police Association Scholarship
Webster, Dudley, Oxford Chamber of Commerce Scholarship
Yawkey Perfect Attendance Award Scholarship
Telegram & Gazette Student Achievement Award

REBECCA HOPE

Mary Olive Wood Scholarship
Art Award
Southern Worcester County League Principal's Leadership Award

KORRA JOUBERT

IPG Photonics Tech Scholarship
Oxford District Nursing Association Scholarship

KAYLI LOPRIORE

Mary Olive Wood Scholarship

SHANE MCCARTHY

William Taft Trust Fund Scholarship
Mathematics Award
Unsung Hero Award

CLASS OF 2017 SCHOLARSHIPS AND ACADEMIC ACHIEVEMENT AWARDS

(continued)

MATTHEW MCGEE

Dr. Walter Schur Scholarship
IPG Photonics Tech Scholarship
Oxford Lions Club Scholarship
Oxford Woman's Club

The American Red Cross Scholarship Award
Musical Theater Award
Yearbook Award
Pirate Pride Award

ARIEL MILLETTE

Gahagan Family Trust Scholarship
Perfect Attendance Award

ERIN REID

Technology Education Award

ALEXIS MORRISON

Band Award

EMILY STERCZALA

William Taft Trust Fund Scholarship
English Award
National Honor Society Award
National School Development Council Award

CAYCE PAPPAS

Irwin and Lillian Pottle Scholarship
Jane C. Robertson Memorial Scholarship

BROOKE STOREY

Elsie Moscoffian Scholarship
Irwin and Lillian Pottle Scholarship
Oxford High Booster Club Scholarship
Oxford Lions Club Scholarship
Oxford High Booster Club Service Award
Student Council Award

ADAM GERMAIN

Jeffrey Fallavollitta Scholarship
OHS Faculty Scholarship

WILLIAM SULLIVAN

John S. Lane and Son Scholarship
Chorus Award
Principal's Perseverance Award

ALEC PAJALA

Video Production Award

JORDAN TREMBLAY

OHS Faculty Scholarship

KARLIE PARMENTER

Amy Lafleche Memorial Scholarship
Wayne Westall Scholarship

JULIANNE WELSH

Hannah Harwood Scholarship
Harrington Hospital Auxiliary Scholarship
Mary Olive Wood Scholarship
William Taft Trust Fund Scholarship
Science Award
Oxford Woman's Club Clara Barton
Nursing Scholarship

DAVID PELOQUIN

IPG Photonics Tech Scholarship
Oxford Education Association Scholarship
National School Development Council Award

MATTHEW POUTRE

Social Studies Award

KATELYN ZINDLE

NJROTC Distinguished Cadet Award
NJROTC Honor Cadet
Daughters of American Revolution Good
Citizenship Award

TYLER PROVENCHER

Steven J. Horgan Scholarship

AIDAN RAWSON

Lillian Pottle Scholarship
Oxford Education Association Scholarship
Oxford Woman's Club Josie A. Tyler
Scholarship

COFFEE

COFFEE (Cooperative Federation for Educational Experiences) was established in 1979 to provide an alternative educational program for students in grades 7-12, who are at-risk of dropping out. COFFEE services students from Oxford and surrounding communities. The program provides academic, vocational, and social-emotional support to students. COFFEE was selected as a model program for the 2015 At-Risk Youth National Forum

COFFEE's vocational students can be seen throughout Oxford providing a variety of services to community organizations as well as to townspeople in need.

Nine students earned high school diplomas in June 2017. Five were accepted into Quinsigamond Community College and three earned their 10-hour OSHA Safety Card. We are very proud of these students and their accomplishments!

*Respectfully submitted,
David M. Nugent, Director*

MIDDLE SCHOOL

The Oxford Middle School (OMS) enrollment as of October 1, 2016, totaled 424 students. Of this number, 147 were in grade 5, 140 in grade 6, and 137 in grade 7. At the end of the 2015-16 school year, grade 8 transitioned to the High School, making OMS a 5-7 school.

Mr. David Cornacchioli continued as Principal and Miss Amy Belhumeur remained as Assistant Principal. In November of 2016, Mr. Cornacchioli was transitioned to help at the Clara Barton School for the remainder of the year, and Miss Belhumeur stayed at OMS as acting Principal in his absence.

The mission of Oxford Middle School is to form an academic and social bridge

connecting the elementary and high school levels. We are a student-centered school and we provide a dynamic and safe environment that ensures learning for all students. We are dedicated to continuous growth and improvement of existing programs and curriculum. In our middle school concept, grades 5 and 6 are separated into academic teams. The team model requires that the same group of teachers share a common group of students housed in the same part of the facility for the same block of daily instructional time.

Grade 7 follows a more junior high concept, no longer traveling in teams. Each student has an individualized schedule. Students follow a six-day block schedule. This means that a letter will represent each day. Specialist classes rotate based on the letter every day.

Our program of study for students includes core curriculum classes and unified arts classes. Our core courses include: English Language Arts, mathematics, science, social studies, and in grade 7 STEM is a core class. Our Unified Arts Program consists of general music, physical education, health, STEM, Art, and Library.

We continue to use Measures of Academic Progress (MAP), which is a computer-generated test in math and ELA that is linked to the Common Core State Standards, to assess students in grades 5, 6, and 7 to identify areas of concern and can be used as a predictor of success on MCAS. Administrators, teachers and guidance staff use the collected data to plan curriculum, schedule groups of students, differentiate instruction and provide tiered support to students in need of interventions.

There are a number of after-school programs and extracurricular activities that take place at the middle school throughout the school year. They included after-school tutoring, homework center, Student Council, National Junior Honor Society, band, jazz band, art club, ski club, chorus,

chamber choir, yearbook, basketball, soccer, field hockey, cross country and robotics. Our music department sponsored two concerts this year. The generosity of the Friends of the Oxford Middle School (FOMS) has made it possible to offer many of our after-school programs and activities. In May of 2017, our theatre department presented three performances of *Little Mermaid, Jr.* to sold-out audiences.

We are pleased to announce that Oxford Middle School continued to be a Level 2 building but realize there is still a lot of work to do to get to Level 1. We continue to host the Oxford Middle School Advisory Council (OMSAC), which is a parent advisory council. We believe that allowing all concerned parties to have a voice in the governance of the school gives them insight to what happens on a daily basis at the school.

Finally, we offer sincere thanks to the students, parents, staff, community, Superintendent of Schools at the time Dr. Mark Garceau, the Oxford School Committee, the Oxford Middle School Advisory Council, and the Central Office Administration Staff for their support and commitment to the Oxford Middle School. We could not have done any of this alone.

*Respectfully submitted,
David Cornacchioli, Principal
Amy Belhumeur, Assistant Principal*

ELEMENTARY SCHOOLS

The A. M. Chaffee Elementary School located at 9 Clover Street serves all of the Preschool, Kindergarten, and Grade One students in our district. The Clara Barton Elementary School is located at 25 Depot Road and serves all students in Grades 2, 3, and 4 within the Oxford Public Schools.

During the 2016-2017 school year, A. M. Chaffee enrolled 337 students - 70 in Preschool, 146 in Kindergarten, and 121 in

Grade One. This is very similar to the 2015-2016 school year.

During the 2016-2017 school year, Clara Barton Elementary enrolled 388 students - 129 students in Grade 2, 132 students in Grade 3, and 127 students in Grade 4. This is a decrease from last year's enrollment of 32 students. Class size ranges from 21 – 26 students per class. Each grade level has 3 inclusion classrooms to provide services to those students on Individual Education Plans.

The Elementary Schools have welcomed two new staff members this year that are shared between A. M. Chaffee and Clara Barton. Ms. Patricia Sims has replaced Mrs. Nancy Cottin who retired last year. Ms. Sims has been an amazing addition to the elementary art programs and student work can be seen displayed all over the buildings this year.

Our music programs have also welcomed another terrific staff member. Mrs. Jessica Parsons has replaced Mr. Andrew Targoff, who also retired at the end of the last school year. Mrs. Parsons has hit the ground running and it is evident that our music and art programs are creating great foundations for the creative arts programs which will support all of the Oxford Public Schools well into the future. Chaffee was very fortunate to have a full time reading interventionist added to our staff this year. Mrs. Kelly Delgado joined our team under our Title 1 grant and has been a tremendous asset to our family.

Clara Barton was also fortunate to add a full time Reading Interventionist this year. Mrs. Kristin Osborne joined our Clara Barton Team full time along and with Mrs. Judy Hodgerney as our PT Title 1 teacher. Both of these staff members have been a tremendous asset to our students and staff as we continue to implement RTI (Response to Intervention) techniques and strategies.

At A. M. Chaffee our Mindfulness program, created and instructed by Ms. Lisa Casillo is flourishing in its second year of service. At Chaffee we use our mindfulness techniques in every class and in every activity allowing for solid social, emotional stability for staff and students. Chaffee's PTO operates as a constant resource to our building. The PTO is active in creating academic enrichment programs for our families on a regular basis. The Chaffee PTO is a true highlight to our school as it goes well above and beyond what one may expect from this type of organization. This group continues to fund field trips and wonderful performances such as Pumpernickel Puppet Shows, Science exhibits, Math Nights, Bingo for Books, The Pirate Pages read-a-thon, Family Fun Night and so much more.

At Clara Barton our morning BOKS (Building Our Kids Success) Program has continued with great success as it is in its second year of inception to students before school starts two mornings a week. This program allows students to kick start their brains in the morning through playing and socializing. Each week there is a focus lesson that includes a group energizer, a weekly skill such as push-ups, sit-ups or squats, which are incorporated into group games, relays or obstacle courses. Students are then led into stretches, a cool down and discuss the nutrition tip of the week. Our dedicated and enthusiastic staff volunteers include, Mrs. Schoemer, Mrs. Bennett, Mrs. Borjeson, and Mrs. Thornton. Clara Barton also completed its second season of Girls on the Run. This program supports the social and emotional development of girls in grades 3-5 and culminated with a community project and a 5K run at Lake Quinsigamond Park in Worcester on December 3rd. This program offers many of our students' scholarships. We are extremely thankful to Elizabeth Alstrom and Chloe Daoust, two Oxford Public School graduates that volunteer their time 2 afternoons per week for 90 minutes to allow

this program to run. We are looking to start a Let Me Run Program for boys in the spring of 2018.

Our elementary students continue to utilize Oxford's own *Wilson Reading Programs*. At the Kindergarten through grade three, we utilize Fundations, which is a researched based program that assists all students in acquiring foundational reading, writing and spelling skills. This year we are fortunate to have Wilson Reading working with both the Chaffee, and Barton staff at each building to support us in implementing Tier 2 Intervention in grades K-3.

Both schools are delivering math instruction using *Envision Math*. This program is aligned with the Common Core State Standards for mathematics. The children are displaying a more in-depth understanding of mathematical concepts as a result of this implementation. The district continues to use the reading curriculum called *Wonders* by *McGraw-Hill*. This program also aligns with the Common Core State Standards with a strong emphasis on the 3 ELA shifts that coincides with our district improvement goal of strengthening the instructional core. Both elementary schools receive academic support through the federal Title I program. Technology training is on-going to help teachers integrate technology into instruction which they are utilizing with the strong digital components of both our reading and math programs. All Chaffee and Barton grade levels are now equipped with interactive white boards. In addition, teachers at both schools have built in time to collaborate and analyze data through PLCs. (Professional Learning Communities) District-wide, there is scheduling in place that allows for a common prep. This designated time encourages academic dialogue and collaboration for all grade levels PreK-4.

Both schools are working with the MTSS: Tiered Academic Support Literacy Academy in conjunction with The Hill for

Literacy. Teachers in grades K-4 and support staff are engaged in this grant funded training through the Massachusetts Department of Elementary and Secondary Education. Clara Barton is in year two of the grant training as Chaffee is in year 1 of the grant funded training. Both schools are beginning to implement the steps in becoming a data driven culture as teachers are being trained in what next steps look and sound like for students not meeting the grade level benchmarks as well as how to enrich those students who have met the grade-level benchmarks in literacy.

*Respectfully submitted,
Robert Pelczarski, Principal
Alfred M. Chaffee Elementary School
Martha Wiley, Principal
Clara Barton Elementary School*

STUDENT SERVICES DEPARTMENT

The Oxford Public Schools Department of Special Education and Student Services serves students from ages 3 to 22 years, as required by state regulation 603 CMR 28.00 and federal regulation 603 CFR 300. The Department encompasses Civil Rights, English Language Learners, Title I, Section 504, McKinney-Vento homeless students, and Special Education. The Department is responsible for the screening and evaluation of children between the ages of 3 and 21 years for possible special needs.

We support the vision of special education, which is to minimize the impact of disability and maximize opportunities and achievement for all our students.

Therefore, the Department is committed to promoting learner success and inclusion through a stimulating, nurturing learning environment, high quality instruction, and support services that enable all students to reach their full potential.

Special education services are implemented for eligible students with disabilities who qualify under the law, and consistent with

FAPE (free and appropriate education). While students suspected of having a disability may be considered for referral through a Building-Based Team (BBT) process, parents have the right to request an evaluation of their son or daughter at any time, either through the attending school or directly through the Special Services Department.

Oxford Public Schools currently provides a variety of special education services to approximately 300 students. The nature of these services is dependent on the child's Individualized Education Program (IEP) and takes place in the least restrictive environment. Educational environments range from inclusive classrooms to alternative settings for students at risk of failing and/or dropping out of school. Additionally, the district currently provides Section 504 supports and services to approximately 80 students and English Language Learner support to approximately 10 students.

In an effort to enhance communication, informational handbooks are available in the Department of Student Services section on the Oxford Public School District website. These handbooks include Section 504, English Language Learners, and Parent Special Education Transportation Handbooks.

Special Education

The Department provides a full range of special needs programs at all levels beginning with an integrated preschool and continuing services through graduation providing transition planning services for students who do not graduate with a diploma. The department provides an extensive array of supplemental support services including speech/language, occupational therapy, physical therapy, behavioral support services, school adjustment counseling, functional academics and life skills, development and

training, and other therapeutic supports. Additionally, we continue to support the utilization of augmentative communication through technology, as well as other state-of-the-art adaptive resources.

There were a few positive staffing changes made in the Special Education Department in 2017. It is critical that the district support the social, behavioral, and emotional needs of all students, as they cannot be available for learning if these needs are not met. For that reason, a full-time Board Certified Behavioral Analyst (BCBA) was added to the department to fully support the all students within the district in need of social, emotional, and behavioral support as well as Applied Behavior Analysis (ABA).

The department continues to focus on improving special education services for students in our district with a continuum of service delivery available to all students of varying disabilities. During the fall of 2016, the Wilson Reading System, research-based, multisensory, structured literacy curricula with varying levels of intensive instruction was implemented across the district to meet the needs of all students and enhance academic achievement. All special education teachers were trained and will continue receive training to support certification. Continued improvements aimed at strengthening our in-district programs will afford the district the ability to rely less on the out of district placement of students in special education schools in the coming years.

English Language Learners (ELL)

The Oxford Public Schools provides ELL services to students identified as having a language other than English as their primary language. Per the Massachusetts Department of Education, State and Federal laws require that students in our public schools, who do not speak English or whose native language is not English and who

currently cannot perform ordinary classroom work in English, receive instruction that is specifically designed to assist them both in learning English and in learning subject matter content. The district believes it is important that we provide English language learners (ELL) or limited English proficient students (LEP) with the opportunity to become proficient in English and provide them with full access to the curriculum. Some students do not have a strong base of literacy or fluency in their first language and need to develop essential skills in listening, speaking, reading, and writing in English.

As the Oxford Public Schools is considered a low incidence school district in regard to the number of enrolled ELL and LEP, in order to accomplish these goals, English language learners will receive sheltered English instruction (SEI) in classrooms in accordance with state and federal laws. Sheltered instruction addresses the concepts and skills as defined in the district curriculum and assists students with language development while providing an appropriate and challenging educational program.

Federal and state laws require that English language learner (ELL) students be assessed annually to measure their proficiency in reading, writing, listening, and speaking English, as well as the progress they are making in learning English. In fulfillment of these laws, ELL students are required to participate in ACCESS testing. In accordance with the regulations, the ELL teacher annually assesses the English proficiency of the ELL, and assists students in becoming more proficient in English through tutorial assistance, classroom teacher consultation and direct instruction, while ensuring equal access to the curriculum.

District Homeless Education Liaison

The McKinney-Vento Homeless Assistance Act (McKinney-Vento Act) ensures homeless children and youth have equal access to the same free and appropriate public education, including a public preschool education, as provided to other children and youths. This act was implemented as part of the No Child Left Behind Act, and most recently reauthorized under the Every Student Succeeds Act of 2015 (ESSA). This ensures educational rights and protections for children and youth experiencing homelessness and requires school districts to follow the regulations under this Act. As such, the Oxford Public Schools identifies at-risk students and ensures the provision of educational services, including school supplies and Title I services, as well as transportation and free lunch.

Any child experiencing homelessness in the community of Oxford is entitled to access the same free and appropriate public education that is provided to other children and youth. In Oxford, the homeless liaison is the Director of Special Education and Student Services, who can be reached at: (508) 987-6050 x1115.

Title I

Title I is a federally-funded program that provides supplemental education services to ensure that all students have a significant opportunity to obtain a high-quality education and reach, at minimum, proficiency on challenging state academic achievement standards and state academic assessments. This program was implemented as part of the No Child Left Behind Act, and most recently reauthorized under the Every Student Succeeds Act of 2015 (ESSA).

The Oxford Public Schools is a targeted-assistance Title I program, which is determined by the percentage of children

from low-income families who attend each school. Students do not have to be from low-income families to receive Title I services. Title I services are provided to those students most at risk of failing to meet the state's requirements.

Currently, Title I services are offered at A.M. Chaffee Elementary, Clara Barton Elementary and Oxford Middle Schools. Title I eligible students in Kindergarten through grade one at A.M. Chaffee receive reading assistance. Also, reading services are provided to eligible students at Clara Barton in grades two through four. Reading assistance is also provided in grades five and six at Oxford Middle School.

Teachers gathered data for students in Kindergarten through grade 6 to determine their needs for academic assistance at the start of school year 2017-2018. The results of that data analysis and teacher recommendations determined Title I eligible students. Data collection and testing in September was added to the previous data to determine supplemental education. Student progress was monitored throughout the fall of 2017. Title I staff were hired at Chaffee, Barton, and Oxford Middle School for the school year 2017-2018. The recently hired Title I staff are Reading Interventionists who have specialized training in helping struggling readers.

*Respectfully submitted,
Susan J. Henrichon, Ed.D.
Director of Student Services and Special Ed*

TECHNOLOGY DEPARTMENT

The Technology Department delivers robust, reliable, and necessary technology solutions to the six school department buildings to support faculty, staff, administrative support users, and students. We have a small staff with a full-time Director, a full-time Data Coordinator, one

full-time Support Specialist and one part-time Support Specialist.

In 2017, a major initiative was to implement a 1:1 Chromebook program where each student at the High School was issued a Chromebook that they could bring home. We decided on the Chromebook because they integrate well with our Google Suite system where students and staff all have an account that gives access to cloud-based applications such as email, documents, presentation, forms, and spreadsheets. The Chromebooks are also cheaper than most computers or iPads and have most of the features that our students and faculty require.

We also purchased additional Chromebooks for Oxford Middle School and Clara Barton Elementary because of the success at the High School and these were used for mandated state testing in grades 4 and 8. The success of the roll-out of the Chromebooks could not have been possible without the infrastructure updates that were done as part of the Capital Improvement funded by the Town in 2015. Through these improvements, we updated the back-end infrastructure to allow for higher bandwidth and increased wireless coverage across the district that could handle the strain of the additional devices.

The Chromebooks across the District allows students more time to access online resources as the computer labs in the buildings were always booked throughout the day. Faculty members are increasing their use of online textbooks that are constantly updated instead of buying expensive paper versions for increased savings. The access and use of additional devices and additional resources is essential in creating students with 21st century skills that they will need for their college and career experience.

While we have a small team, we continue to work to maintain the Technology in the

District through a shared email address where we address issues from staff, students, and parents as quickly as possible.

*Respectfully submitted,
Kadion Phillips, Director of Technology*

ATHLETICS

Fall 2016

The Oxford High School fall season was one of growth. The Oxford High School Football team, Girls Soccer and Girls Volleyball teams all improved their win totals from the previous season. The Boys Cross Country team continued to excel completing the regular season with 7 wins and 4 losses and having 3 runners named a First Team All-Star in the SWCL.

Winter 2017

The Oxford High School Girls Basketball team qualified for the MIAA Division 3 Central Mass District Tournament for the second straight season, finishing the regular season with a 13-7 record. The girls defeated Blackstone-Millville Regional High School in the first round 51-41, for their first tournament win in ten years. The girls then fell to Littleton in the quarterfinals 57-45. The Oxford High School Boys Indoor Track team finished the season 12-2 and captured the SWCL C Conference Championship.

Spring 2017

The Oxford High School Baseball team advanced to the MIAA Central Mass District Tournament for the 7th straight season, falling to Maynard 3-2 in the first round. The Oxford High School Softball team also advanced to the Central Mass District Tournament, losing to Millbury in the first round. In boys track and field David Peloquin advanced to the MIAA All-State Meet in the javelin. David broke the school record with a throw of 160 feet 0 inches while competing in the State Class Meet.

*Respectfully submitted,
Kevin May, Athletic Director*



AUBURN • CHARLTON • DUDLEY • NORTH BROOKFIELD • OXFORD
PAXTON • RUTLAND • SOUTHBRIDGE • SPENCER • WEBSTER
Southern Worcester County Regional Vocational School District
REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL
57 OLD MUGGETT HILL ROAD
CHARLTON MASSACHUSETTS
(508)248-5971 – (508)987-0326
FAX (508)248-4747

OXFORD
2017 Annual Report

Bay Path Regional Vocational Technical High School graduated a class of 260 students in June of 2017, and accepted a class of 295 freshmen in September of 2017. Our current enrollment has reached 1,120 students.

Of the 33 Oxford seniors who graduated, 6 are now gainfully employed in an occupation related to their training and 21 are now attending College. Currently, 167 students from Oxford are enrolled in one of our 22 vocational areas for the 2017-2018 school year.

Twenty-three Oxford students are receiving extra services from our Special Education Department.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profit organizations and residents from any of our ten district towns. During the 2016-2017 school year, our 22 vocational programs completed 1,036 work orders, of which, 79 were for residents of the Town of Oxford.

Our Hilltop Restaurant and Minuteman Shoppe are opened to the public Tuesday through Friday from 11:00am to 1:00pm. Our cosmetology program is also open to the general public. Appointments for cosmetology services must be made in advance by calling the school. Residents of the Bay Path district are encouraged to take advantage of the services provided by our students. These learning opportunities benefit not only the students but provide useful services at reasonable costs to in-district residents. We will continue this type of work whenever possible, keeping in mind that the projects must be of educational value for our students.

Our Evening School Program continues to serve the adult needs of our 10-town district, as well as an additional 20 surrounding towns. Our Spring and Fall programs had a combined enrollment of 1,630, in programs ranging from Business & Finance, Career/ Licensing; Computers; Cooking; Entertainment; Health & Fitness; Hobbies & Crafts; Home & Job; Language & Art; and Sports & Leisure. The program also offered a wide variety of over 400 online courses, including career certificate programs and courses to satisfy professional development requirements for teachers.

This year, the only "Out of District" students that have been accepted are students who began their high school education at Bay Path while residing in one of the Districts ten member towns and then subsequently moved out of the District before completing their high school education. It is important to note that the town where the students now reside must pay an out of district tuition for each student ranging in cost between \$15,212 and \$17,061. Those towns also pay the transportation costs for those students.

The Oxford Public School System continues to provide cooperation for our recruiting program and we are thankful for their efforts. I believe that they share our feeling that all students must be given the right, the information, and the opportunity to make an informed school choice.

We, at Bay Path, will continue to serve Oxford with the finest vocational education programs available for high school students and adults, and will, when at all possible, use our skills and facilities to further town projects as they add to our students' education.

*Respectfully submitted,
John A. Lafleche
Superintendent-Director
Page | 97*

**2017 BAY PATH GRADUATES FROM
OXFORD**

Kyle Anderson
Brendan Bond
Scott Bourgeois
Kyle Burke
Kiera Charron
Rebecca Confer
Jade Dominique
Travis Gillespie
Sydney Goodrich
Lucas Gordon
Michael Gordon
Nathan Hagopian
David Haskins
Colton Heerdt
Shannen Hennessy
Dylan Labelle
Julia Lambert
Kevin LeProhon
Chase Levicki
Nicholas Mandella*
Adena McDowell
Luke Myhaver
Shawn O'Connell
Nicholas Obrycki*
Christopher Patenaude
Noah Plant
Jamie Poirier
David Rafuse, III
Christa Ringler
Dyanelis Rivera
Nicholas Snape
Alexis Stitis
John Swenson, Jr.*

*National Honor Society

**AWARD RECEIVING GRADUATES
FROM OXFORD:**

KYLE JAMES ANDERSON

John & Abigail Adams Scholarship
Malco Products Inc. Head of the Class
Recognition for Outstanding Achievement in
Metal Fabrication
MAVA Sponsored Sheet Metal Worker
Apprenticeship Award

SCOTT BOURGEOIS

Presidential Award for Educational Excellence

TRAVIS JOSEPH GILLESPIE

Francis "Tucker" Dreary Scholarship
Massachusetts Trowel Trades Association
Scholarship
Deserving Senior Achiever in Masonry and Tile
Setting

LUCAS ROBERT GORDON

John & Abigail Adams Scholarship
National Merit Scholarship Program Letter of
Commendation
Presidential Award for Educational Excellence
Telegram and Gazette Student Achiever Award
Bay Path Education Foundation Scholarship
Deserving Senior Achiever in Machine Tool
Technology
Dr. Gail Carberry Vocational Technical
Scholarship

NATHAN QUINN HAGOPIAN

John & Abigail Adams Scholarship

COLTON JACOB HEERDT

John & Abigail Adams Scholarship
Presidential Award for Educational Excellence

SHANNEN ELIZABETH HENNESSY

Presidential Award for Educational Excellence
Bay Path Education Foundation Scholarship

JULIA RICHELLE LAMBERT

John & Abigail Adams Scholarship
Presidential Award for Educational Excellence
Bay Path Education Foundation Scholarship

KEVIN MICHAEL LEPROHON

Presidential Award for Educational Excellence

CHASE ADAM LEVICKI

Deserving Senior in Environmental Science

NICHOLAS MATTHEW MANDELLA

John & Abigail Adams Scholarship
Presidential Award for Educational Excellence
Eagle Scout Award

NICHOLAS ANDREW OBRYCKI

Presidential Award for Educational Excellence

**AWARD RECEIVING GRADUATES
FROM OXFORD (continued):**

JAMIE HELEN POIRIER

John & Abigail Adams Scholarship
Presidential Award for Educational Excellence
Deserving Senior Extra Achiever in Auto
Collision Repair and Refinishing

CHRISTA MARIE RINGLER

Tri Community Exchange Club Accepting the
Challenge of Excellence

JOHN PHILLIP SWENSON, JR.

Presidential Award for Educational Excellence



THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF OXFORD
ANNUAL TOWN MEETING & ELECTION WARRANT

WORCESTER, SS.

To either of the Constables of the Town of Oxford in the County of Worcester **GREETING.**

ANNUAL TOWN MEETING WARRANT

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Town affairs to meet at the Oxford High School, 100 Carbuncle Drive in said Oxford on **Wednesday, the third day of May 2017** at 7:00 o'clock in the afternoon, then and there to act on the following articles:

ARTICLE 1. To hear the reports of any Town Officers or any Committee or Committees authorized at any former meeting and to choose any Committee or Committees the Town may think proper.

ARTICLE 2. To see if the Town will vote to transfer a sum of money from free cash and appropriate a sum of money for a Reserve Fund pursuant to the provisions of Massachusetts General Laws, Chapter 40, Section 6, for Fiscal Year 2018, or act thereon.

Sponsored by the Town Manager

ARTICLE 3. To see if the Town will vote to raise by taxation or transfer a sum of money from free cash and appropriate said amount to the Stabilization Fund, for Fiscal Year 2018, or act thereon.

Sponsored by the Town Manager

ARTICLE 4. To see if the Town will vote to raise by taxation or transfer a sum of money from available funds and appropriate said amount to the Other Post Employment Benefits (OPEB) Liability Trust Fund, for Fiscal Year 2018, or act thereon.

Sponsored by the Town Manager

ARTICLE 5. To see if the Town will vote pursuant to Massachusetts General Laws, Chapter 40A, Section 13E to create a Special Education Revolving Fund, consistent with the vote of the School Committee, for future payments of unanticipated or unbudgeted special education costs, out of district tuition or transportation, provided, however, that the monies in such fund shall be expended only with the approval of the School Committee and Board of Selectmen, or take any other action relative thereto.

Sponsored by the School Committee

ARTICLE 6. To see if the Town will vote to transfer a sum of money from the Stabilization Account Reserved for Special Education and appropriate to the Special Education Reserve Fund, or act thereon.

Sponsored by the School Committee

ARTICLE 7. To see if the Town will vote to transfer a sum of money from the Ambulance Receipts Reserved for Appropriation Account and appropriate said amount to the Fire/EMS Fiscal Year 2017 Operational Budget; any vote under this article to take effect forthwith upon its adoption, or act thereon.

Sponsored by the Town Manager

ARTICLE 8. To see if the Town will vote to raise by taxation or transfer from available funds or borrow and authorize the Town Treasurer, with the approval of the Board of Selectmen, to issue a note or notes and/or bond or bonds and appropriate a sum of money for the Capital Outlay Program for Fiscal Year 2018, or act thereon.

Sponsored by the Town Manager

ARTICLE 9. To see if the Town will vote to fix the salary and compensation of School Committee members in accordance with the provisions of Massachusetts General Laws, Chapter 71, Section 52, or act thereon.

Sponsored by the School Committee

ARTICLE 10. To see if the Town will vote to fix the salary and compensation of elected officials of the Town as provided by Massachusetts General Laws, Chapter 41, Section 108, or act thereon.

Sponsored by the Finance Committee

ARTICLE 11. To see if the Town will vote to authorize the Treasurer, with the approval of the Board of Selectmen, to temporarily borrow a note or notes or to make an inter-fund advance from available funds in anticipation of revenue from taxation, bonds, or grants, and to repay said sums within the current fiscal cycle, or act thereon.

Sponsored by the Town Manager

ARTICLE 12. To determine what sums of money the Town will raise by taxation or transfer from available funds and appropriate to defray charges and expenses of the Town, including debt and interest, for the fiscal year beginning July 1, 2017 (Fiscal Year 2018), or act thereon.

Sponsored by the Finance Committee

ARTICLE 13. To see if the Town will vote to transfer from available funds and appropriate a sum of money to meet the State's share of the cost for Town roadway maintenance and repair, such amount to be reimbursed by the Commonwealth of Massachusetts as State Highway Aid (Fiscal Year 2018 Chapter 90 Apportionment), or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 14. To see if the Town will vote to transfer a sum of money from Sewer Retained Earnings and appropriate said amount to pay for Inter-municipal sewer transport and treatment costs from a previous fiscal year, or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 15. To see if the Town will vote to transfer from available funds and appropriate a sum of money to pay for the Town's share of the Fire Department's KME Pumper, Engine 2

maintenance and repair costs from a previous fiscal year, or act thereon.
Sponsored by the Town Manager and Fire Chief

ARTICLE 16. To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5, Clause Twenty-Second G, rendering the spouse of a veteran or a deceased veteran with title to the veteran's domicile, eligible for an exemption, or act thereon.

Sponsored by the Town Manager

ARTICLE 17. To see if the Town will vote to authorize pursuant to the provisions of Massachusetts General Laws, Chapter 44, Section 53E ½ the following revolving funds, or act thereon.

Sponsored by the Town Manager

Town Clerk: to receive cat licensing fees, authorizing the Town Clerk to expend up to Fifteen Thousand Dollars (\$15,000.00) without further appropriation from such to pay for various expenses in relation to the licensing and care of cats;

Wiring Inspector: to receive inspection fees and fines, authorizing the Wiring Inspector to expend up to One Hundred Thousand Dollars (\$100,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Plumbing Inspector: to receive inspection fees and fines, authorizing the Plumbing Inspector to expend up to Sixty Thousand Dollars (\$60,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Gas Inspector: to receive inspection fees and fines, authorizing the Gas Inspector to expend up to Twenty Thousand Dollars (\$20,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Building Inspector Fees: to receive inspection fees and fines, authorizing the Building Inspector to expend up to One Hundred Thousand Dollars (\$100,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Sealer of Weights and Measures: to receive inspection fees and fines, authorizing the Sealer of Weights and Measures to expend up to Ten Thousand Dollars (\$10,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

ARTICLE 18. To see if the Town will vote to petition the General Court for special legislation to amend the Oxford Town Charter, Chapter 4, Section 5, Housing Authority, so that the number of members to be elected by the townspeople will be consistent with changes to Massachusetts General Laws, Chapter 121B, Section 5A; provided however, that the General Court may make clerical and editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and to authorize the Board of Selectmen to approve amendments which shall be within the public purposes of the petition for a special act to read as follows, or act thereon:

AN ACT AMENDING THE CHARTER OF THE TOWN OF OXFORD RELATIVE TO
ELECTING THREE MEMBERS OF THE HOUSING AUTHORITY

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

Section 1. Notwithstanding any general or special law to the contrary, the Charter of the Town of Oxford is hereby amended by deleting in Section 4-5-1 the word "four" and inserting in place thereof the word "three."

Section 2. This act shall take effect upon passage.

Sponsored by the Town Manager

ARTICLE 19. To see if the town will vote, in accordance with the provisions of Massachusetts General Laws, Chapter 30B, Section 12(b), to authorize the School Committee to solicit and award school bus transportation contracts for terms of more than five years, provided in each such instance the longer term is determined, prior to the solicitation, to be in the best interest of the School Department by a vote of the School Committee, or act thereon.

Sponsored by the School Committee

ARTICLE 20. To see if the Town will vote, pursuant to the provisions of Massachusetts General Laws, Chapter 44, Section 53E½, as most recently amended, to amend the General By-Laws by adding the following new CHAPTER SEVENTY-THREE establishing various revolving funds, specifying the departmental receipts to be credited to each fund, the departmental purposes or programs for which each fund may be expended, and the entity authorized to expend each fund, or act thereon:

Sponsored by the Town Manager

**CHAPTER SEVENTY-THREE
REVOLVING FUNDS**

Section 1. There are hereby established in the Town pursuant to the provisions of Massachusetts General Laws, Chapter 44, Section 53E½, the following Revolving Funds:

Program or Purpose	Representative or Board Authorized to Spend	Department Receipts
Town Clerk Cat Licensing – to pay costs and expenses related to licensing and care of cats	Town Clerk	Fees received from licensing and care of cats.
Wiring Inspector Fees – to pay costs and expenses associated with inspections	Wiring Inspector	Fees received from inspections.
Plumbing Inspector Fees– to pay costs and expenses associated with inspections	Plumbing Inspector	Fees received from inspections.

Gas Inspector Fees— to pay costs and expenses associated with inspections	Gas Inspector	Fees received from inspections.
Building Inspector Fees— to pay costs and expenses associated with inspections	Building Inspector	Fees received from inspections.
Sealer of Weights and Measures— to pay costs and expenses associated with inspections	Sealer of Weights and Measures	Fees received from inspections.

Section 2. The total amount spent during a fiscal year shall not exceed the amount authorized by Annual Town Meeting or any increase therein as may later be authorized by the Board of Selectmen and Finance Committee in accordance with Massachusetts General Laws, Chapter 44, Section 53E½.

ARTICLE 21. To see if the Town will vote to raise by taxation and appropriate the sum of Eight Hundred Thousand Dollars (\$800,000) to supplement the Town's expenditure for the School General Operating Budget, for the fiscal year beginning July 1, 2017 (Fiscal Year 2018), provided that any appropriation made hereunder shall be contingent upon approval of the voters at the May 16, 2017, Town election of an override of Proposition 2 ½ so-called in accordance with the provisions of Massachusetts General Laws, Chapter 59, Section 21C; or act thereon.
Sponsored by the School Committee

ARTICLE 22. To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5K to authorize the Board of Selectmen to establish a program to allow persons over the age of 60 to volunteer to provide services to the Town in exchange for which the Town shall reduce the real property tax obligations of such person over the age of 60 on his tax bills, in addition to any exemption or abatement to which any such person is otherwise entitled, provided, however, that no such person shall receive a rate of, or be credited with, more than the current minimum wage of the commonwealth per hour for services provided pursuant to such reduction nor shall the reduction of the real property tax bill exceed \$1,500 in a given tax year; provided that the exemption so allowed may be adjusted by (1) allowing an approved representative, for persons physically unable, to provide such services to the Town; or (2) allowing the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than \$1,500; or act thereon.
Sponsored by the Town Manager

ANNUAL TOWN ELECTION WARRANT

And, you are further directed to notify and warn the inhabitants of said Town, qualified to vote in ELECTIONS and in Town affairs, to vote at: Chaffee School, 9 Clover Street, Precinct One & Precinct Four; and Oxford Middle School, 497 Main Street, Precinct Two & Precinct Three in said Oxford on **Tuesday the Sixteenth day of May 2017**, to cast their votes for the following Town offices and ballot questions:

One Moderator for three years
Two Selectmen for three years
Two School Committee Members for three years
One Library Trustee for three years
One Southern Worcester County Regional Vocational School District Committee Member for three years

QUESTION 1

Shall the Town of Oxford be allowed to assess an additional Eight Hundred Thousand Dollars (\$800,000.00) in real estate and personal property taxes for the purposes of supporting the school operating budget for the fiscal year beginning July 1, 2017?

YES _____ **NO** _____

The polls will be open from 8:00 A.M. to 8:00 P.M.

And you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office on the Plains, the Post Office in North Oxford, Memorial Hall, Huguenot Steamer No. 2 and the Post Office in Rochdale in said Town, seven days at least before the time of said meeting.

HEREOF FAIL NOT, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of said meeting.

Given under our hands this 11th day of April, 2017.

Dennis E. Lamarche, Chairman _____)

Michael Voas, Vice-Chairman _____)

Alan R. Berthiaume, Secretary _____)

Cheryll A. LeBlanc, Member _____)

John G. Saad, Member _____)

SELECTMEN OF OXFORD

WORCESTER, SS.

PURSUANT TO THE WITHIN WARRANT, I have notified and warned the inhabitants of the Town of Oxford by posting up attested copies of the same at the Post Office on the Plains, the Post Office in North Oxford, Memorial Hall, Huguenot Steamer No. 2 and the Post Office in Rochdale seven days before the date of the meeting, as within directed.

Richard M. Kneeland
Constable of Oxford

A true copy, ATTEST:

Date: April 12, 2017

**ANNUAL TOWN MEETING
MAY 3, 2017**

The meeting was called to order by Town Moderator Russell C. Rheault at 7:00 in the afternoon in the Oxford High School. The Moderator announced that a quorum had been attained. There were Two Hundred Twenty-seven (227) voters and Seventeen (17) non-voters present.

CLARIFICATION: GENERAL BY-LAWS, CHAPTER 2, TOWN MEETINGS, SECTION 3, as amended.

Section 3. At any town meeting, one hundred (100) registered voters shall constitute a quorum, provided, however, that once the meeting has been called to order there shall be no minimum quorum required to conduct the business of the Town. A quorum of seventy-five (75) registered voters shall be required to reconvene any adjourned session of any such meeting.

The audience was advised of the fire evacuation routes. The NJROTC presented the colors. Selectman/Veteran Alan Berthiaume led the voters in the Pledge of Allegiance. A moment of silence was observed for the departed townspeople, particularly Veronica M. Hamel, who passed away over the weekend. She was a current member of the Finance Committee and served the Town in many various capacities for over 40 years. Tributes of remembrance were offered by Moderator Russell C. Rheault, Selectman Cheryll A. LeBlanc and School Committee Member Daniel P. Coonan.

The Moderator introduced the various boards and officials. He acknowledged Selectman Michael Voas and School Committee Member Samir M. Bitar, Jr., who did not seek re-election, and Finance Committee Members Albert J. Grudzinskas, Jr. and Jacqueline C. Sullivan, whose terms conclude at the end of the fiscal year on June 30th. The Moderator announced several parliamentary procedures that he would adhere to in the conduct of the meeting.

The Warrant and Return of Service was read by Town Clerk Lori A. Kelley and the reading of the Articles was omitted until such time that each Article was to be acted upon. The voters were in accord with this suggestion.

NOTE: Written reports presented to the Town Meeting will appear in the minutes exactly as submitted.

Article 1. REPORTS

REPORT OF THE SCHOOL COMMITTEE

(NOTE: Since no written report was submitted, the following is a summary of the verbal report).

The School Committee is grateful for the support of the voters who gave their approval for a capital exclusion in May 2015. This allowed the District to invest in much needed technology improvements, including the purchase of security cameras, networking and wireless systems upgrades, telephone upgrades, smart projectors, and desktop and notebook computers. It also allowed for a one-to-one technology initiative at Oxford High School.

Superintendent of Schools, Dr. Mark Garceau, has continued implementing the “Big 3 of District Improvement”:

- Strengthening the instructional core and the systems and supports that ensure college and career readiness for ALL Oxford students;
- Improving educator effectiveness and leadership capacity; and
- Maximizing organizational and fiscal efficiencies.

Oxford High School has advanced to a Level 1 school, the highest designation available from the state, and Oxford is now designated as a Level 2 School District.

The School Committee celebrates learning, standing with those who achieve their personal best, and encourages students to excel in every aspect of their educational careers. This cannot be done without the daily support of all staff and volunteers and with ongoing community support for future generations.

Samir Bitar, Chairman

MASTER PLAN COMMITTEE - POWER POINT PRESENTATION

Glenn Chalder from Planimetrics, Inc., the town’s consultant for the review of the Master Plan, provided a power point presentation. Some of the items to be addressed pertain to conservation, economic development, community facilities, infrastructure, and the downtown area. A community workshop will be held later in the spring to obtain comments and feedback from residents. The Committee will then further review the plan before sending it to the Planning Board for consideration and adoption.

REPORT OF THE SCHOOL OPERATIONAL OVERRIDE COMMITTEE

Since our last Town Meeting in the Fall of 2016, this committee has met continuously to determine the need of a Proposition Override for the Oxford Public Schools. Otherwise known as Prop 2 ½.

It became clear as budgets were being finalized for the Fiscal Year 2017/2018, that the shortfall for the school was going to be significant and beyond the towns reach to overcome or be able to fill that gap.

During budget negotiations/meeting, it became clear that a shortfall of over 600k was going to be final number they were short.

This Spring, extensive talks ensued with the Town Manager's Office and the Superintendent's Office regarding Unrestricted Government Aid (UGGA) Funds, additional tax revenues and projected needs for both schools and town.

Much headway was made in arrangements for new growth in taxation and a secure formula moving forward regarding the UGGA funds.

We feel confident that the numbers reached are fair and equitable. Any additional funds from the town, towards the schools, would only further erode town services (police, fire, emt, town hall, dpw, etc).

This committee also feels comfortable in knowing that all funds that the schools receive are being used efficiently and effectively. There are some small additional revenue opportunities that they will continue to expand upon in upcoming months, but it is minuscule in comparison to the funds that are needed.

At this juncture, the committee voted unanimously in support of the override request of 800K from the school department.

We believe that there are no alternative methods for raising funds at this time. And additional cuts to the school department budget would erode school services to the point of significantly moving backwards from the strides they have made.

This committee supports the request of the OXPS override request of \$800K. These additional funds are not available within the town's coffers, fundraising actions would not suffice and further cuts will irreparably harm the overall education of the students.

This concludes our review of the schools budget and needs over the last 12 months.

Cheryll A. LeBlanc, Chairperson

Article 2. RESERVE FUND

A motion was moved and seconded, recommended by the Finance Committee and

VOTED: That the sum of One Hundred Thousand Dollars (\$100,000.00) be transferred from Free Cash and appropriated for a Reserve Fund for Fiscal Year 2018.

A Unanimous Vote.

Article 3. STABILIZATION FUND FY18

A motion was moved and seconded, recommended by the Finance Committee and

VOTED: That the sum of One Hundred Thousand Dollars (\$100,000.00) be transferred from Free Cash and Fifty Thousand Dollars (\$50,000.00) be raised by taxation and appropriated to the Stabilization Fund.

A Unanimous Vote.

Article 4. OPEB LIABILITY TRUST FUND FY18

A motion was moved and seconded, recommended by the Finance Committee and

VOTED: That the sum of Fifteen Thousand Dollars (\$15,000.00) be transferred from free cash and Fifty Thousand Dollars (\$50,000.00) be raised by Taxation and be appropriated to the OPEB Liability Trust Fund.

A Unanimous Vote.

Article 5. SPECIAL EDUCATION REVOLVING FUND

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: Pursuant to Massachusetts General Laws, Chapter 40A, Section 13E to create a Special Education Revolving Fund, consistent with the vote of the School Committee, for future payments of unanticipated or unbudgeted special education costs, out of district tuition or transportation, provided, however, that the monies in such fund shall be expended only with the approval of the School Committee and Board of Selectmen.

A Unanimous Vote.

Article 6. TRANSFER FROM STABILIZATION RESERVED FOR SPECIAL EDUCATION TO SPECIAL EDUCATION REVOLVING FUND

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Fifty Thousand Dollars (\$50,000.00) be transferred from the Stabilization Account Reserved for Special Education and be appropriated to the Special Education Revolving Fund.

Requirement of a 2/3 vote, which was declared by the Moderator.

A Unanimous Vote.

Article 7. FIRE/EMS FY17 OPERATIONAL BUDGET

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Sixty Thousand Dollars (\$60,000.00) be transferred from the Ambulance Receipts Reserved for Appropriation Account and Eighty Thousand Dollars (\$80,000.00) be transferred from the 2017 Finance Committee Reserve Fund; and, the total amount of One Hundred Forty Thousand Dollars (\$140,000.00) be appropriated to the Fire/EMS Fiscal Year 2017 Operational Budget, said action to take effect forthwith upon adoption.

A Unanimous Vote.

Article 8. CAPITAL OUTLAY FY18

1. A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That Seven Hundred Ninety Thousand Dollars (\$790,000.00) be raised by taxation and appropriated for the following items, each item being considered a separate appropriation:

EMS/Fire-Equipment (ex. PPE, SCBA, Lucas Tools)	\$ 40,000.00
School-Fleet Replacement Program	\$ 50,000.00
DPW-Recreation-Reutilization of Splash pad water for School Irrigation	\$ 50,000.00
DPW- Town School Athletic Fields-Irrigation, repairs, netting, fencing, equipment	\$ 50,000.00
DPW-Roadway Repair and Restoration	\$500,000.00
DPW-Facilities Maintenance-Building Improvements Fund	\$100,000.00

Carried.

2. A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That Two Hundred Seventy-Nine Thousand Seven Hundred Fifty Dollars
(\$279,750.00) be transferred from Free Cash and appropriated for the following items, each item
being considered a separate appropriation:

EMS/Fire Department-Ambulance 3 Repair	\$ 30,000.00
EMS/Fire-Forestry 2 Fire Truck Replacement (Grant Match)	\$ 20,250.00
DPW-Fleet Replacement Program	\$ 229,500.00

Carried.

3. A motion was moved and seconded, recommended by the Finance Committee. Discussion
ensued.

A motion was moved and seconded to move the question. A Unanimous Vote.

On the main motion it was **VOTED:** That Six Hundred Thousand Dollars (\$600,000.00) be
appropriated to pay costs of making repairs to the High School Roof and Interior Bleachers,
including the payment of all costs associated therewith and incidental thereto, and that to meet
this appropriation, the Treasurer, with the approval of the Selectmen is authorized to borrow said
amount under and pursuant to Chapter 44, Section 7(3A) of the General Laws, or pursuant to any
other enabling authority, and to issue bonds or notes of the Town therefore.

Requirement of a 2/3 vote, which was declared by the Moderator. Carried.

4. A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That Twenty-Five Thousand Dollars (\$25,000) be transferred from the Oxford
Community Center Enterprise Retained Earnings and appropriated for the following item:

Additional Repairs to OCC for additional repairs	\$ 25,000.00
--	--------------

A Unanimous Vote.

TOTAL OF CAPITAL PROGRAMS **\$1,694,750.00**

Article 9. SALARY AND COMPENSATION OF SCHOOL COMMITTEE

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the salary and compensation of the School Committee members be fixed at the
following amounts for the Fiscal Year 2018:

Chairman of the School Committee	\$ 750.00
Four other members @ \$650 each for a total of	\$2,600.00

Carried.

Article 10. SALARY AND COMPENSATION OF ELECTED OFFICIALS

A motion was moved and seconded, recommended by the Finance Committee and

VOTED: That the salary and compensation of the elected officials of the Town be fixed at the following amounts for the Fiscal Year 2018:

Chairman of the Board of Selectmen	\$1,100.00	
Four other Selectmen @ \$1,000 each for a total of	\$4,000.00	
Town Moderator	\$ 200.00	Carried.

Article 11. BORROWING – INTER-FUND ADVANCE

A motion was moved and seconded, recommended by the Finance Committee and

VOTED: To authorize the Treasurer, with the approval of the Board of Selectmen, to temporarily borrow a note or notes or to make an inter-fund advance from available funds in anticipation of revenue from taxation, bonds, or grants, and to repay said sums within the current fiscal cycle.

A Unanimous Vote.

Article 12. BUDGET FY 2018

The Moderator explained the procedure for voting on the Town Departmental Budgets under Article 12 of the warrant. The procedure was used to expedite the action of the Fiscal Year (July 1, 2017 - June 30, 2018) Budget, which was read and the following items were held:

Land Management, EMS/Fire, Animal Control, Department of Public Works, Council on Aging, Library, Retirement & Insurance, Sewer Enterprise, Community Center Enterprise, Water Enterprise

A motion was moved and seconded, recommended by the Finance Committee and

VOTED: That the amounts of money set forth in the Finance Committee recommendation column of the printed budget, except for the amounts of money for those items which have been set aside for discussion, be raised by taxation and appropriated for the several purposes therein itemized, each item marked with an asterisk being considered a separate appropriation.

A Unanimous Vote.

GENERAL GOVERNMENT	
Moderator	1,800
Selectmen	83,915
Town Manager	239,487
Finance Committee	300
Finance Department	1,463,284
Legal Services	79,000
Personnel Board	5,400
Town Clerk	189,060
*Land Management	*
Memorial Hall	89,202

PUBLIC SAFETY	
Police	2,348,899
*EMS/Fire	*
EOC	2,932
*Animal Control	*
PUBLIC WORKS	
*DPW	*
Municipal Utilities	679,678
HUMAN SERVICES	
*Council on Aging	*
Veteran's Services	211,611
CULTURE AND RECREATION	
*Library	*
Historical Commission	650
Celebrations	8,791
DEBT SERVICE	
Debt Financing	1,231,503
EMPLOYEE BENEFITS	
*Retirement & Insurance	*
SEWER	
*Sewer Enterprise	*
COMMUNITY CENTER	
*Community Center Enterprise	*
WATER	
*Water Enterprise	*
EDUCATION	
Oxford Public Schools	16,879,648
SWCRVSD (Bay Path)	1,545,952

Said amounts of money so voted are total amounts for each department approved by the Finance Committee.

LAND MANAGEMENT: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Thirty-Two Thousand Three Hundred One Dollars (\$32,301.00) be raised by taxation; and, Seventy-Five Thousand Dollars (\$75,000.00) be transferred from the Board of Health Receipts Reserved for Appropriation Account; and, One Hundred Two Thousand Dollars (\$102,000.00) be transferred from the Building Inspector Revolving Account; and, that the total amount of Two Hundred Nine Thousand Three Hundred One Dollars (\$209,301.00) be appropriated for the FY2018 Land Management Budget.

Carried.

EMS/FIRE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Six Hundred Forty-Nine Thousand Two Hundred Eighteen Dollars (\$649,218.00) be raised by taxation; and, Six Hundred Twenty-Five Thousand Dollars (\$625,000.00) be transferred from the Ambulance Receipts Reserved for Appropriation Account; and, that the total amount of One Million Two Hundred Seventy-Four Thousand Two Hundred Eighteen Dollars (\$1,274,218.00) be appropriated for the FY2018 EMS/FIRE Budget.

A Unanimous Vote.

ANIMAL CONTROL: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Twenty-Eight Thousand Two Hundred Seventy-Five Dollars (\$28,275.00) be raised by taxation; and, Twenty Thousand Dollars (\$20,000.00) be transferred from the Dog Fund Revolving Account; and, Seven Thousand Dollars (\$7,000.00) be transferred from the Cat Fund Revolving Account; and, the total amount of Fifty-Five Thousand Two Hundred Seventy-Five Dollars (\$55,275.00) be appropriated for the FY2018 Animal Control Budget.

Carried.

DEPARTMENT OF PUBLIC WORKS: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Two Million Five Hundred Forty-Six Thousand Four Hundred Forty-Four Dollars (\$2,546,444.00) be raised by taxation; and, Twenty Thousand Dollars (\$20,000.00) be transferred from the Conservation Receipts Reserved for Appropriation Account; and, Ten Thousand Dollars (\$10,000.00) be transferred from the Cemetery Perpetual Care Trust Fund; and, the total amount of Two Million Five Hundred Seventy-Six Thousand Four Hundred Forty-Four Dollars (\$2,576,444.00) be appropriated for the FY2018 DPW Budget.

Carried.

COUNCIL ON AGING: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Sixty-Four Thousand Six Hundred Five Dollars (\$64,605.00) be raised by taxation; and, Four Thousand Dollars (\$4,000.00) be transferred from the Oxford Home for the Aged People Trust Fund; and, Twenty-Nine Thousand Five Hundred Dollars (\$29,500.00) be transferred from the WRTA Reserved for Appropriation Account; and, the total amount of Ninety-Eight Thousand One Hundred Five Dollars (\$98,105.00) be appropriated for the FY2018 Council on Aging Budget.

A Unanimous Vote.

LIBRARY: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Four Hundred Thirty-Three Thousand Seven Hundred Twenty-Four Dollars (\$433,724.00) be raised by taxation; and, Twenty-One Thousand Dollars (\$21,000.00) be transferred from the Library State Aid Fund; and, the total amount of Four Hundred Fifty-Four Thousand Seven Hundred Twenty-Four Dollars (\$454,724.00) be appropriated for the FY2018 Library Budget.

Carried.

RETIREMENT & INSURANCE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Seven Million Forty Thousand Six Hundred Ninety-Five Dollars (\$7,040,695.00) be raised by taxation; and, One Hundred Thousand Dollars (\$100,000.00) be transferred from the Retirement Trust Fund Account; and, the total amount of Seven Million One Hundred Forty Thousand Six Hundred Ninety-Five Dollars (\$7,140,695.00) be appropriated for the FY2018 Employee Benefits Budget.

A Unanimous Vote.

SEWER ENTERPRISE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Four Hundred Ten Thousand Eight Hundred Sixty-Eight Dollars (\$410,868.00) be appropriated for the FY2018 Sewer Enterprise Operational Budget said appropriation to be offset by receipts from Sewer betterments and Sewer user fees.

A Unanimous Vote.

COMMUNITY CENTER ENTERPRISE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Four Hundred Thirty-Two Thousand Seven Hundred Seventy-Six Dollars (\$432,776.00) be appropriated for the FY2018 Community Center Enterprise Operational Budget, said appropriation to be offset by receipts from Community Center users.

A Unanimous Vote.

WATER ENTERPRISE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of One Hundred Six Thousand Three Hundred Eighty-Nine Dollars (\$106,389.00) be appropriated for the FY2018 Water Enterprise Operational Budget, said appropriation to be offset by Water Enterprise receipts.

A Unanimous Vote.

BUDGET - FISCAL YEAR 2018

July 1, 2017 - June 30, 2018

	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
GENERAL GOVERNMENT			
Moderator	\$1,800		\$1,800
Selectmen	\$83,915		\$83,915
Town Manager	\$239,487		\$239,487
Finance Committee	\$300		\$300
Finance Department	\$1,463,284		\$1,463,284
Legal Services	\$79,000		\$79,000
Personnel Board	\$5,400		\$5,400
Town Clerk	\$189,060		\$189,060
Land Management	\$209,301	\$177,000	\$32,301
Memorial Hall	\$89,202		\$89,202
GENERAL GOVERNMENT	\$2,360,749		
LESS APPLIED INCOME		\$177,000	
TOTAL GENERAL GOVERNMENT			\$2,183,749
PUBLIC SAFETY			
Police	\$2,348,899		\$2,348,899
EMS/Fire	\$1,274,218	\$625,000	\$649,218
EOC	\$2,932		\$2,932
Animal Control	\$55,275	\$27,000	\$28,275
PUBLIC SAFETY	\$3,681,324		
LESS APPLIED INCOME		\$652,000	
TOTAL PUBLIC SAFETY			\$3,029,324
PUBLIC WORKS			
DPW	\$2,576,444	\$30,000	\$2,546,444
Municipal Utilities	\$679,678		\$679,678
PUBLIC WORKS	\$3,256,122		
LESS APPLIED INCOME		\$30,000	
TOTAL PUBLIC WORKS			\$3,226,122
HUMAN SERVICES			
Council on Aging	\$98,105	\$33,500	\$64,605
Veteran's Services	\$211,661		\$211,661
HUMAN SERVICES	\$309,766		
LESS APPLIED INCOME		\$33,500	
TOTAL HUMAN SERVICES			\$276,266

CULTURE AND RECREATION			
Library	\$454,724	\$21,000	\$433,724
Historical Commission	\$650		\$650
Celebrations	\$8,791		\$8,791
	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
LESS APPLIED INCOME		\$21,000	
TOTAL CULTURE & RECREATION			\$443,165
DEBT SERVICE			
Debt Financing	\$1,231,503		\$1,231,503
TOTAL DEBT SERVICE	\$1,231,503		\$1,231,503
EMPLOYEE BENEFITS			
Retirement & Insurance	\$7,140,695	\$100,000	\$7,040,695
EMPLOYEE BENEFITS	\$7,140,695		
LESS APPLIED INCOME		\$100,000	
TOTAL EMPLOYEE BENEFITS			\$7,040,695
SEWER			
Sewer Enterprise	\$410,868	\$410,868	0
SEWER ENTERPRISE	\$410,868		
LESS APPLIED INCOME		\$410,868	
TOTAL SEWER ENTERPRISE			0
COMMUNITY CENTER			
Community Center Enterprise	\$432,776	\$432,776	0
COMMUNITY CENTER ENTERPRISE	\$432,776		
LESS APPLIED INCOME		\$432,776	
TOTAL COMMUNITY CENTER ENTERPRISE			0
WATER			
Water Enterprise	\$106,389	\$106,389	0
WATER ENTERPRISE	\$106,389		
LESS APPLIED INCOME		\$106,389	
TOTAL WATER ENTERPRISE			0
EDUCATION			
Oxford Public Schools	\$16,879,648		\$16,879,648
SWCRVSD (Bay Path)	\$1,545,952		\$1,545,952
TOTAL EDUCATION	\$18,425,600		\$18,425,600

GRAND TOTAL	\$37,819,957		
LESS APPLIED INCOME		\$1,963,533	
NET RAISED BY TAXATION			\$35,856,424

Article 13. STATE HIGHWAY AID FY 2018 CHAPTER 90 APPORTIONMENT

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Five Hundred Seven Thousand Nine Hundred Fourteen Dollars ,
 (\$507,914.00) be appropriated from the Commonwealth of Massachusetts, State Highway Aid
 (Fiscal Year 2018 Chapter 90 Apportionment) Account to meet the State's share of the cost for
 Town road maintenance and repair, such amount to be reimbursed by the Commonwealth of
 Massachusetts.

A Unanimous Vote.

Article 14. INTER-MUNICIPAL SEWER COSTS – PREVIOUS FISCAL YEAR

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Twelve Thousand Three Hundred Fifty-eight Dollars and Sixty Cents
 (\$12,358.60) be transferred from Sewer Retained Earnings and appropriated to pay for Inter-
 municipal sewer transport and treatment costs from a previous fiscal year, said action to take
 effect forthwith upon adoption.

Requirement of a 4/5 vote, which was declared by the Moderator.

Carried.

Article 15. FIRE DEPT KME PUMPER ENGINE 2 REPAIR COSTS – PREVIOUS FISCAL YEAR

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Five Hundred Ninety-five Dollars and Fifty-one Cents (\$595.51) be
 transferred from the Ambulance Receipts Reserved for Appropriation fund and appropriated to
 pay for the Town's share of the Fire Department's KME Pumper, Engine 2 maintenance and
 repair costs from a previous fiscal year, said action to take effect forthwith upon adoption.

Requirement of a 4/5 vote, which was declared by the Moderator.

A Unanimous Vote.

Article 16. MGL CHAPTER 59, SECTION 5 CLAUSE TWENTY-SECOND G – SPOUSE OF VETERAN EXEMPTION

A motion was moved and seconded, recommended by the Finance Committee. A lengthy
 discussion ensued.

VOTED: To accept the provisions of Massachusetts General Laws, Chapter 59, Section 5,
 Clause Twenty-Second G, rendering the spouse of a veteran or a deceased veteran with title to
 the veteran's domicile, eligible for an exemption.

A Unanimous Vote.

Article 17. REVOLVING FUNDS – MGL CHAPTER 44, § 53E ½

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: To authorize pursuant to the provisions of Massachusetts General Laws, Chapter 44, Section 53E ½ the following revolving funds:

Town Clerk: to receive cat licensing fees, authorizing the Town Clerk to expend up to Fifteen Thousand Dollars (\$15,000.00) without further appropriation from such to pay for various expenses in relation to the licensing and care of cats;

Wiring Inspector: to receive inspection fees and fines, authorizing the Wiring Inspector to expend up to One Hundred Thousand Dollars (\$100,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Plumbing Inspector: to receive inspection fees and fines, authorizing the Plumbing Inspector to expend up to Sixty Thousand Dollars (\$60,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Gas Inspector: to receive inspection fees and fines, authorizing the Gas Inspector to expend up to Twenty Thousand Dollars (\$20,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Building Inspector Fees: to receive inspection fees and fines, authorizing the Building Inspector to expend up to One Hundred Thousand Dollars (\$100,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Sealer of Weights and Measures: to receive inspection fees and fines, authorizing the Sealer of Weights and Measures to expend up to Ten Thousand Dollars (\$10,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

A Unanimous Vote.

Article 18. HOUSING AUTHORITY

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: To petition the General Court for special legislation to amend the Oxford Town Charter, Chapter 4, Section 5, Housing Authority, so that the number of members to be elected by the townspeople will be consistent with changes to Massachusetts General Laws, Chapter 121B, Section 5A; provided however, that the General Court may make clerical and editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and to authorize the Board of Selectmen to approve amendments which shall be within the public purposes of the petition for a special act to read as follows:

AN ACT AMENDING THE CHARTER OF THE TOWN OF OXFORD RELATIVE TO
ELECTING THREE MEMBERS OF THE HOUSING AUTHORITY

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

Section 1. Notwithstanding any general or special law to the contrary, the Charter of the Town of Oxford is hereby amended by deleting in Section 4-5-1 the word "four" and inserting in place thereof the word "three."

Section 2. This act shall take effect upon passage.

A Unanimous Vote.

Article 19. SCHOOL TRANSPORTATION CONTRACT

A motion was moved and seconded, recommended by the Finance Committee. Discussion ensued.

VOTED: That the Town authorize the School Committee to enter into a transportation contract for up to 5 years.

Carried.

Article 20. GENERAL BY-LAWS - CHAPTER SEVENTY-THREE – REVOLVING FUNDS

A motion was moved and seconded, recommended by the Finance Committee and

VOTED: To amend the Oxford General By-laws, by adding the following new CHAPTER SEVENTY-THREE establishing various revolving funds, specifying the departmental receipts to be credited to each fund, the departmental purposes or programs for which each fund may be expended, and the entity authorized to expend each fund.

**CHAPTER SEVENTY-THREE
REVOLVING FUNDS**

Section 1. There are hereby established in the Town pursuant to the provisions of Massachusetts General Laws, Chapter 44, Section 53E½, the following Revolving Funds:

Program or Purpose	Representative or Board Authorized to Spend	Department Receipts
Town Clerk Cat Licensing – to pay costs and expenses related to licensing and care of cats	Town Clerk	Fees received from licensing and care of cats.
Wiring Inspector Fees – to pay costs and expenses associated with inspections	Wiring Inspector	Fees received from inspections.
Plumbing Inspector Fees – to pay costs and expenses associated with inspections	Plumbing Inspector	Fees received from inspections.

Gas Inspector Fees– to pay costs and expenses associated with inspections	Gas Inspector	Fees received from inspections.
Building Inspector Fees– to pay costs and expenses associated with inspections	Building Inspector	Fees received from inspections.
Sealer of Weights and Measures– to pay costs and expenses associated with inspections	Sealer of Weights and Measures	Fees received from inspections.

Section 2. The total amount spent during a fiscal year shall not exceed the amount authorized by Annual Town Meeting or any increase therein as may later be authorized by the Board of Selectmen and Finance Committee in accordance with Massachusetts General Laws, Chapter 44, Section 53E½.

A Unanimous Vote.

Article 21. SCHOOL OPERATING BUDGET – OVERRIDE APPROPRIATION

A motion was moved and seconded, recommended by the Finance Committee, that Article 21 be adopted as printed in the Warrant, subject to the override contingency. A lengthy discussion ensued. Following the vote, which the Moderator declared as “carried,” a motion was moved and seconded for a standing count. Carried. Election workers conducted the standing vote.

RESULTS:	YES	138
	NO	<u>47</u>
	TOTAL	185

VOTED: That Article 21 be adopted as printed in the Warrant, subject to the override contingency. Carried.

Article 22. MGL CHAPTER 59 SECTION 5K – “SENIOR TAX WORK OFF”

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** To accept the provisions of Massachusetts General Laws, Chapter 59, Section 5K to authorize the Board of Selectmen to establish a program to allow persons over the age of 60 to volunteer to provide services to the Town in exchange for which the Town shall reduce the real property tax obligations of such person over the age of 60 on his tax bills, in addition to any exemption or abatement to which any such person is otherwise entitled, provided, however, that no such person shall receive a rate of, or be credited with, more than the current minimum wage of the commonwealth per hour for services provided pursuant to such reduction nor shall the reduction of the real property tax bill exceed One Thousand Five Hundred Dollars (\$1,500.00) in a given tax year; provided that the exemption so allowed may be adjusted by (1) allowing an approved representative, for persons physically unable, to provide such services to the Town; or (2) allowing the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than One Thousand Five Hundred Dollars (\$1,500.00).

A motion was moved and seconded and it was unanimously **VOTED** to dissolve the meeting.
The meeting dissolved at 10:09 p.m.

Lori A. Keeley CMC/CMMC
Town Clerk--Oxford, Massachusetts

ANNUAL TOWN ELECTION
MAY 16, 2017
OXFORD, MA

The polls opened at 8:00 in the forenoon in all four precincts. Candidates, or duly authorized representatives were allowed to examine the optical scan voting tabulators. The Federal Voting Accessibility for the Elderly and Handicapped Act was acknowledged and the AutoMark Touch Screen Voting system was available in each polling location. One voting booth in each Precinct was converted to accommodate the disabled and wheelchair voters. Instructions to voters and specimen ballots were posted as required. The following officers were duly sworn to their duties and voting started immediately.

Precinct One: Warden, Kathleen E. Purcell (U); Clerk, Beverly A. Plante (U); Voting List Check-In, Donna M. Fisher (U) and Nancy K. Elliott (U); Voting List Check-Out, Maryjane Racicot (D) and Joann E. Nelson (U); Constable Michael C.G. Plante

Precinct Two: Warden, Sheila Ann Latino (U); Clerk, Nancy A. Maki (U); Voting List Check-In, Carol A. Spooner (U) and Bettie K. Carlson (D); Voting List Check-Out, Patricia A. Arcure (U) and Mary A. Stevens (R); Constable, Richard M. Kneeland.

Precinct Three: Warden, Dorothy Ellen Murphy (U); Clerk, Robert W. Krasinskas (U); Voting List Check-In Dianne T. Clark-Cahill (U) and Judy A. Hodgerney (U); Voting List Check-Out, Erin Rose Sullivan (U), and Rosalie Allen (U)/Thomas W. Sullivan (U); Constable, Ralph W. Miller.

Precinct Four: Warden, Stacey M. Hamel (R); Clerk, Martha A. Cady (D); Voting List Check-In, Rose M. Wing (U) and Cynthia E. Saad (D); Voting List Check-Out, Carole A. Fegreus (U) and Megan Sterczala (D); Constable, Stephen A. Lapomardo.

	PRECINCT ONE	PRECINCT TWO	PRECINCT THREE	PRECINCT FOUR	TOTAL
TOTAL VOTES	456	257	389	367	1469
<i>MODERATOR – 3 YRS</i>					
Blanks	115	58	86	101	360
Russell C. Rheault	334	194	300	261	1089
Write-ins	7	5	3	5	20
TOTAL	456	257	389	367	1469
<i>SELECTMAN – 3 YRS (2)</i>					
Blanks	357	197	303	320	1177
John G. Saad	297	155	249	220	921
Meaghan Elizabeth Troiano	256	158	221	192	827
Write-ins	2	4	5	2	13
TOTAL	912	514	778	734	2938

SCHOOL COMM – 3 Yrs (2)					
Blanks	391	209	320	366	1286
William C. Spitz	258	148	236	195	837
September G. Forbes	260	154	221	172	807
Write-ins	3	3	1	1	8
TOTAL	912	514	778	734	2938
 LIBRARY TRUSTEE 3 Yrs					
Blanks	110	59	89	111	369
John I. Flynn	344	197	300	254	1095
Write-ins	2	1	0	2	5
TOTAL	456	257	389	367	1469
 SWCRVSDC 3 Yrs					
Blanks	110	50	91	111	362
Benjamin J. LaMountain	343	201	296	254	1094
Write-ins	3	6	2	2	13
TOTAL	456	257	389	367	1469
 QUESTION 1 <i>(School Override)</i>					
BLANKS	1	0	3	2	6
YES	108	56	135	83	382
NO	347	201	251	282	1081
TOTAL	456	257	389	367	1469

1469 voters out of 9332 registered = 16% turnout.

Lori A. Kelley CMC/CMMC
Town Clerk -- Oxford, Massachusetts

**THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF OXFORD
SPECIAL TOWN MEETING**

WORCESTER, SS.

To either of the Constables of the Town of Oxford in the County of Worcester **GREETING.**

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Town affairs to meet at the Oxford High School, 100 Carbuncle Drive, in said Oxford on **Wednesday, the Fourth day of October 2017** at 7:00 o'clock in the afternoon, then and there to act on the following articles:

ARTICLE 1. To hear the reports of any Town Officers or any Committee or Committees authorized at any former meeting and to choose any Committee or Committees the Town may think proper.

ARTICLE 2. To see if the Town will vote to amend the Oxford Zoning Map to include in the General Business (GB) District, land currently in the "Multi-Family (R-4) District", all land between the center line of Leicester Street a.k.a. Route 56 and the center line of the French River and/or Texas Pond starting from the center line of Southbridge Road a.k.a. Route 20 and ending at the center line of the layout of the Massachusetts Turnpike a.k.a. Route 90, a plan of which is on file in the Office of the Town Clerk, or act thereon.

Sponsored by the Planning Board

ARTICLE 3. To see if the Town will vote to amend the Oxford Zoning By-Law Chapter III, Use Regulations, by adding a new Section 9.0, **MARIJUANA ESTABLISHMENTS**, that would provide as follows, or act thereon:

Section 9.0 MARIJUANA ESTABLISHMENTS

Consistent with G.L. c.94G, § 3(a)(2), all types of non-medical "marijuana establishments" as defined in G.L. c.94G, §1, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other types of licensed marijuana-related businesses, shall be prohibited within the Town of Oxford.

This Section shall be effective upon passage by the voters at a Town Election.

Sponsored by the Planning Board

ARTICLE 4. To see if the Town will vote to amend the Oxford Zoning By-Law Chapter III, Use Regulations, by adding a new Section 10.0 TEMPORARY MORATORIUM ON RECREATIONAL MARIJUANA ESTABLISHMENTS that would provide as follows, or act thereon:

Section 10.01 Purpose

On November 8, 2016, the voters of the Commonwealth approved a law regulating the cultivation, processing, distribution, possession and use of marijuana for recreational purposes (new G.L. c. 94G, Regulation of the Use and Distribution of Marijuana Not Medically Prescribed). The law, which allows certain personal use and possession of marijuana, took effect on December 15, 2016 and (as amended on December 30, 2016 by Chapter 351 of the Acts of 2016 and thereafter, on July 28, 2017 by Chapter 55 of the Acts of 2017) requires a Cannabis Control Commission to issue regulations regarding the licensing of commercial activities by March 15, 2018 and to begin accepting applications for licenses no later than April 1, 2018. Currently under the Zoning By-law, a non-medical Marijuana Establishment (hereinafter, a "Recreational Marijuana Establishment"), as defined in G.L. c. 94G, §1, is not specifically addressed in the Zoning By-law. Regulations to be promulgated by the Cannabis Control Commission may provide guidance on certain aspects of local regulation of Recreational Marijuana Establishments. The regulation of recreational marijuana raises novel legal, planning, and public safety issues, and the Town needs time to study and consider the regulation of Recreational Marijuana Establishments and address such issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning By-law regarding regulation of Recreational Marijuana Establishments. The Town intends to adopt a temporary moratorium on the use of land and structures in the Town for Recreational Marijuana Establishments so as to allow sufficient time to address the effects of such structures and uses in the Town and to enact bylaws in a consistent manner.

Section 10.02 Definition

"Recreational Marijuana Establishment" shall mean a "marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business".

Section 10.03 Temporary Moratorium

For the reasons as set forth above and notwithstanding any other provisions of the Zoning By-Law to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for a Recreational Marijuana Establishment and other uses related to recreational marijuana. The moratorium shall be in effect through December 31, 2018. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of recreational marijuana in the Town, and to consider the Cannabis Control Commission regulations regarding Recreational Marijuana Establishments, and shall consider adopting new Zoning By-laws in response to these new issues.

Sponsored by the Planning Board

ARTICLE 5. To see if the Town will vote to amend the Oxford General By-Laws by adding a new Chapter **SEVENTY-FOUR, MARIJUANA ESTABLISHMENTS** that would provide as follows, or act thereon:

CHAPTER SEVENTY-FOUR
MARIJUANA ESTABLISHMENTS

Consistent with G.L. c.94G, § 3(a)(2), all types of non-medical “marijuana establishments” as defined in G.L. c.94G § 1, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other types of licensed marijuana-related businesses, shall be prohibited within the Town of Oxford.

Sponsored by the Planning Board

ARTICLE 6. To see if the Town will vote to transfer a sum of money from the FY18 Retirement & Insurance Operational Budget and appropriate such sum to the FY18 School Department Operational budget for the fiscal year beginning July 1, 2017 (Fiscal Year 2018), or act thereon.

Sponsored by the School Committee

And you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office on the Plains, the Post Office in North Oxford, Memorial Hall, Huguenot Steamer No. 2 and the Post Office in Rochdale in said Town, fourteen days at least before the time of said meeting.

HEREOF FAIL NOT, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of said meeting.

Given under our hands this 12th day of September, 2017.

Dennis E. Lamarche, Chairman)

Cheryll A. LeBlanc)

Meaghan E. Troiano)

Alan R. Berthiaume)

John G. Saad)

SELECTMEN OF OXFORD

WORCESTER, SS.

PURSUANT TO THE WITHIN WARRANT, I have notified and warned the inhabitants of the Town of Oxford by posting up attested copies of the same at the Post Office on the Plains, the Post Office in North Oxford, Memorial Hall, Huguenot Steamer No. 2 and the Post Office in Rochdale fourteen days before the date of the meeting, as within directed.

Richard M. Kneeland
Constable of Oxford

A true copy, ATTEST:

Date: September 13, 2017

SPECIAL TOWN MEETING OCTOBER 4, 2017

The meeting was called to order by Town Moderator Russell C. Rheault at 7:05 in the afternoon in the Oxford High School. The Moderator announced that a quorum had been attained. There were One Hundred Thirty-two (132) voters and seven (7) non-voters present.

CLARIFICATION: GENERAL BY-LAWS, CHAPTER 2, TOWN MEETINGS, SECTION 3
Section 3. At any town meeting, one hundred (100) registered voters shall constitute a quorum, provided, however, that once the meeting has been called to order there shall be no minimum quorum required to conduct the business of the Town. A quorum of seventy-five (75) registered voters shall be required to reconvene any adjourned session of any such meeting.

The audience was advised of the fire evacuation routes. The NJROTC presented the colors. Veteran Ronald DeSantis led the voters in the Pledge of Allegiance. A moment of silence was observed for the departed townspeople, with special mention of Albert M. Adams, who served the community for many years, as well as those across the country that have endured devastating natural disasters and violent acts.

The Moderator introduced the various boards and officials. The Moderator announced several parliamentary procedures that he would adhere to in the conduct of the meeting.

The Warrant and Return of Service was read by Town Clerk Lori A. Kelley and the reading of the Articles was omitted until such time that each Article was to be acted upon. The voters were in accord with this suggestion.

NOTE: Written reports presented to the Town Meeting will appear in the minutes exactly as submitted.

Article 1. REPORTS - NONE

Article 2. ZONING MAP – LEICESTER STREET TO CENTER LINE OF FRENCH RIVER FROM RT. 20 TO RT. 90 – FROM R-4 TO GB

A motion was moved and seconded that Article 2 be adopted as printed in the Warrant. Recommended by the Finance Committee and the Planning Board.

REPORT OF THE PLANNING BOARD

In accordance with the provisions of CHAPTER 9 of the Town Charter and CHAPTER TWENTY-FOUR of the General By-Laws, and M.G.L. Chapter 40A, Section 5, the Planning Board opened and held a public hearing on September 25, 2017, after proper posting, advertisement, and notification, to consider an amendment of the Oxford Zoning Map to include in the General Business (GB) District, land currently in the "Multi-Family (R-4) District", all land between the center line of Leicester Street a.k.a. Route 56 and the center line of the French River and/or Texas Pond starting from the center line of Southbridge Road a.k.a. Route 20 and ending at the center line of the layout of the Massachusetts Turnpike a.k.a. Route 90, a plan of which is on file in the Office of the Town Clerk, or act thereon, as described in Article 2 on the Warrant for the October 4, 2017 Special Town Meeting. Upon consideration of the information presented and receiving comments from abutters, the Board voted to close the public hearing and voted unanimously to recommend favorable action on said article.

A discussion ensued relative to the impact whether the land is used for multi-family development or for general business use and the amount of vacant land that may fall within a wetland. This zoning change is one of the changes that have been suggested by the Master Plan Review Committee.

VOTED: To amend the Oxford Zoning Map to include in the General Business (GB) District, land currently in the “Multi-Family (R-4) District”, all land between the center line of Leicester Street a.k.a. Route 56 and the center line of the French River and/or Texas Pond starting from the center line of Southbridge Road a.k.a. Route 20 and ending at the center line of the layout of the Massachusetts Turnpike a.k.a. Route 90, a plan of which is on file in the Office of the Town Clerk

Requirement of a 2/3 vote, which was declared by the Moderator.

Carried.

Article 3. ZONING BY-LAW - CHAPTER III – USE REGULATIONS – MARIJUANA ESTABLISHMENTS

A motion was moved and seconded that Article 3 be adopted as printed in the Warrant. The Finance Committee deferred to the Planning Board, recommended by the Planning Board.

REPORT OF THE PLANNING BOARD

In accordance with the provisions of CHAPTER 9 of the Town Charter and CHAPTER TWENTY-FOUR of the General By-Laws, and M.G.L. Chapter 40A, Section 5, the Planning Board opened and held a public hearing on August 28, 2017, after proper posting, advertisement, and notification, to consider an amendment of the Oxford Zoning By-Law Chapter III, Use Regulations, by adding a new Section 9.0 MARIJUANA ESTABLISHMENTS, that would provide as follows, or act thereon:

Section 9.0 MARIJUANA ESTABLISHMENTS

Consistent with G.L. c. 94G, Section 3(a)(2), all types of non-medical “marijuana establishments” as defined in G.L. c. 94G, Section 1, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other types of licensed marijuana-related businesses, shall be prohibited within the Town of Oxford. This Section shall be effective upon passage by the voters at a Town Election.

Upon consideration of the information presented and receiving comments from residents, the Board voted to close the public hearing and voted unanimously to recommend favorable action on said Article.

Town Counsel Mark Reich provided an explanation of this proposed Zoning By-law, which would prohibit marijuana establishments. With the Moderator’s approval, the explanation encompassed Article 4, a Zoning By-law for a moratorium on marijuana establishments until December 31, 2018, and on Article 5, a General By-Law, similar to Article 3, that would prohibit marijuana establishments. In order for Articles 3 and 5 to be effective, they would need to be approved by the voters at a Town Election. Attorney Reich advised of the statewide 3% tax, as well as the State establishing a Cannabis Control Commission, who will adopt regulations and begin issuing licenses on April 1, 2018. If allowed in a community, marijuana establishments will have to enter into a host community agreement. Postponing any of the articles until the May Town Meeting would be too late since licensing can begin April 1st. If the zoning articles are defeated, they cannot come back before Town Meeting for two years.

Discussion ensued relative to expanding the business base, creating jobs, tax revenue, the example this sets for children and the potential impact on the Police Department.

A motion was moved and seconded to move the question.

VOTED: To move the question.

Carried.

The Moderator called for a vote on the main motion.

There being a requirement of a 2/3 vote, the motion was **defeated**.

**Article 4. ZONING BY-LAW – CHAPTER III – USE REGULATIONS –
RECREATIONAL MARIJUANA ESTABLISHMENTS TEMPORARY
MORATORIUM**

A motion was moved and seconded that Article 4 be adopted as printed in the Warrant and that the Town Clerk be authorized to renumber any section in Article 4 to Section 9.

Recommended by the Finance Committee, recommended by the Planning Board.

REPORT OF THE PLANNING BOARD

In accordance with the provisions of CHAPTER 9 of the Town Charter and CHAPTER TWENTY-FOUR of the General By-Laws, and M.G.L. Chapter 40A, Section 5, the Planning Board opened and held a public hearing on August 28, 2017, after proper posting, advertisement, and notification, to consider an amendment of the Oxford Zoning By-Law Chapter III, Use Regulations, by adding a new Section 10.0 TEMPORARY MORATORIUM ON RECREATIONAL MARIJUANA ESTABLISHMENTS, the language of which proposed amendment is contained in Article 4 of the Warrant for the October 4, 2017 Special Town Meeting.

Upon consideration of the information presented and receiving comments from residents, the Board voted to close the public hearing and voted unanimously to recommend favorable action on said Article.

A brief discussion ensued during which Town Counsel advised that the Attorney General will not approve a further moratorium beyond December 2018, as that would function like a ban.

The Moderator called for a vote but doubted the voice vote twice, therefore he requested a standing vote. The following were sworn to their duties by the Town Clerk as clerks for the standing count: George Starkus, Myrtle Bacon, Michael Plante, Brenda Smith, Kristin McCay, and Linda Prime.

Results:	Affirmative	74
	Negative	<u>29</u>
	Total	103

The Moderator announced that the affirmative vote exceeded the 2/3 requirement.

VOTED: To amend the Oxford Zoning By-Law Chapter III, Use Regulations, by adding a new Section 9.0 TEMPORARY MORATORIUM ON RECREATIONAL MARIJUANA ESTABLISHMENTS that would provide as follows and that the Town Clerk be authorized to renumber any section in Article 4 to Section 9:

Section 9.01 Purpose

On November 8, 2016, the voters of the Commonwealth approved a law regulating the cultivation, processing, distribution, possession and use of marijuana for recreational purposes (new G.L. c. 94G, Regulation of the Use and Distribution of Marijuana Not Medically Prescribed). The law, which allows certain personal use and possession of marijuana, took effect on December 15, 2016 and (as amended on December 30, 2016 by Chapter 351 of the Acts of 2016 and thereafter, on July 28, 2017 by Chapter 55 of the Acts of 2017) requires a Cannabis Control Commission to issue regulations regarding the licensing of commercial activities by March 15, 2018 and to begin accepting applications for licenses no later than April 1, 2018. Currently under the Zoning By-law, a non-medical Marijuana Establishment (hereinafter, a "Recreational Marijuana Establishment"), as defined in G.L. c. 94G, §1, is not specifically addressed in the Zoning By-law. Regulations to be promulgated by the Cannabis Control Commission may provide guidance on certain aspects of local regulation of Recreational Marijuana Establishments. The regulation of recreational marijuana raises novel legal, planning, and public safety issues, and the Town needs time to study and consider the regulation of Recreational Marijuana Establishments and address such issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning By-law regarding regulation of Recreational Marijuana Establishments. The Town intends to adopt a temporary moratorium on the use of land and structures in the Town for Recreational Marijuana Establishments so as to allow sufficient time to address the effects of such structures and uses in the Town and to enact bylaws in a consistent manner.

Section 9.02 Definition

"Recreational Marijuana Establishment" shall mean a "marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business".

Section 9.03 Temporary Moratorium

For the reasons as set forth above and notwithstanding any other provisions of the Zoning By-Law to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for a Recreational Marijuana Establishment and other uses related to recreational marijuana. The moratorium shall be in effect through December 31, 2018. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of recreational marijuana in the Town, and to consider the Cannabis Control Commission regulations regarding Recreational Marijuana Establishments, and shall consider adopting new Zoning By-laws in response to these new issues.

Requirement of a 2/3 vote, which was declared by the Moderator.

Carried.

**Article 5. GENERAL BY-LAWS - CHAPTER SEVENTY FOUR –
MARIJUANA ESTABLISHMENTS**

A motion was moved and seconded that Article 5 be adopted as printed in the Warrant. The Finance Committee deferred to the Planning Board, recommended by the Planning Board.

REPORT OF THE PLANNING BOARD

In accordance with the provisions of CHAPTER 9 of the Town Charter and CHAPTER TWENTY-FOUR of the General By-Laws, the Planning Board has considered a proposal to see if the Town will vote to amend the oxford General By-Laws by adding a new Chapter SEVENTY-FOUR, MARIJUANA ESTABLISHMENTS, the language of which proposed amendment is contained in Article 5 on the Warrant for the October 4, 2017 Special Town Meeting, or act thereon, and voted to recommend favorable action on said Article.

A brief discussion ensued relative to legal ramifications of passing this article since Article 3 did not pass.

A motion was moved and seconded: To postpone Article 5 indefinitely.

VOTED: To postpone Article 5 indefinitely.

Carried.

Article 6. FY 2018 SCHOOL OPERATIONAL BUDGET

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of One Hundred Fifty Thousand Dollars (\$150,000.00) be transferred from the FY18 Retirement & Insurance Operational Budget and appropriated to the FY18 School Department Operational Budget, said action to take effect forthwith upon adoption.

Carried.

A motion was moved and seconded and it was **VOTED:** To dissolve the meeting. The meeting dissolved at 9:13 p.m.

Jori A. Keeley CMC/CMMC
Town Clerk--Oxford, Massachusetts

The Town of Oxford is always looking for volunteers.

Would you be willing to give your time in service to your community? If so, please complete the following form and return it to the Town Manager's Office or the Board of Selectmen's Office at 325 Main Street, Oxford, MA 01540

Please indicate your area(s) of interest by circling them. Occasionally, task forces and special purpose committees are formed, so if you have a particular interest, please add it at the bottom of the page.

Date: _____

Name: _____

Address: _____

Town/City: _____ Zip code: _____

Telephone Numbers: _____ Cell: _____

E-Mail Address: _____ Occupation: _____

Background/Experience: _____

Please circle your area(s) of interest

Animal Shelter Volunteer

Cultural Council

Agricultural Commission

Development & Industrial Commission

Board of Appeals

Downtown Beautification Committee

Board of Assessors

Fence Viewer

Bandstand Committee

Finance Committee

Board of Health Member

Historical Commission

Cecelia Smolenski/Millette Charitable Trust II

Liaison To The Last Green Valley

Cemetery Commission

Open Space Committee

Charles F. Larned Entertainment Fund Committee

Personnel Board

Charter Review Committee

Planning Board

Community Emergency Response Team (CERT)

Recreation Commission

Conservation Committee

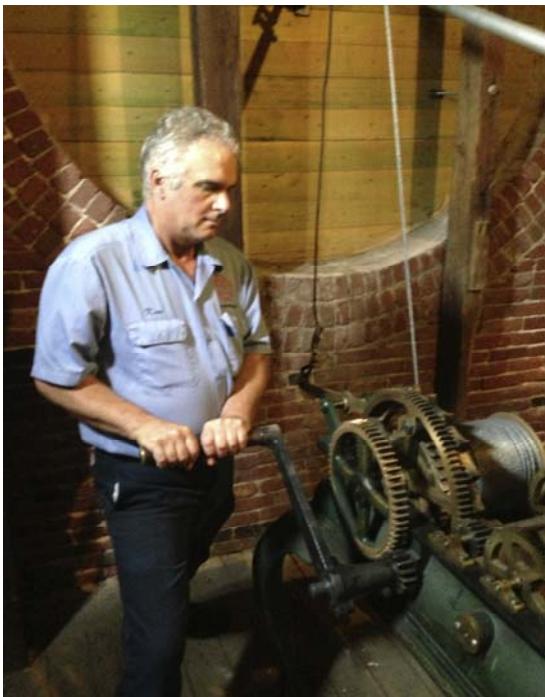
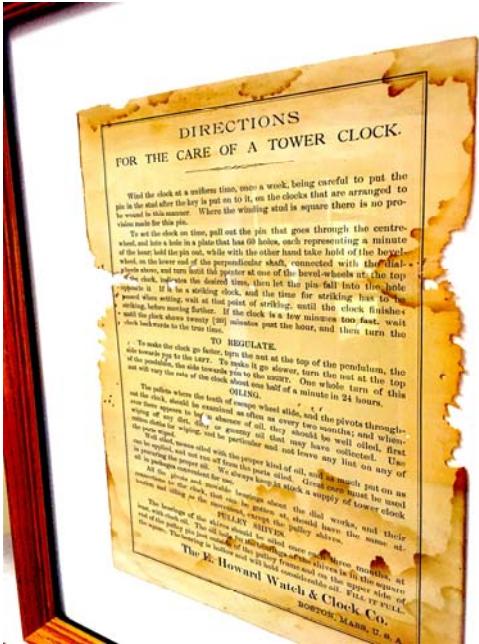
Water Commissioners

Council on Aging

Your Special Interest(s) _____

Previous Town Service: _____

References: _____



The clock in the tower, which was donated to the Town of Oxford by the Howard brothers of E. Howard Watch & Clock Company of Boston, MA, is a mechanical clock. As noted in the directions for the "Care of a Tower Clock," it is wound once per week by long-time Facilities employee, Kenneth B. Donnelly (see picture above).

Bruce B. Cheney of Paxton has been working on Oxford's clock since the 1980's. He makes adjustments and replaces parts when necessary. Mr. Cheney said that prior to the Howard clock, the tower held a Turret & Marine Clock, but that model was very difficult to work with. The directions for the care of a Tower Clock have been framed and can be seen on the second floor of the Town Hall (see picture above).

