

2019 TOWN REPORT

OXFORD, MA



Carbuncle Beach House Grand Opening

After several years of planning, demolition, and reconstruction, 2019 saw the grand opening of the Carbuncle Beach House. The project began in Fall of 2016 with a \$300,000 Town Meeting appropriation to demolish, design, engineer, and rebuild the Beach House at Carbuncle Pond. Shortly thereafter, planning began in earnest. The former bathhouse was demolished in early 2017 and Bay Path Regional Vocational Technical High School began construction in the Fall of 2017.

Construction at Carbuncle Beach House continued through 2019, with the Department of Public Works and Selectman Dennis Lamarche joining Bay Path to ensure the new building would be open prior to the summer season. A Ribbon Cutting was held on June 15th, just in time to kick-off the summer.

The two-level new building serves as a multi-use space for Oxford residents. The Beach House has spaces for rainy-day activities for children enrolled in the summer programs, a concession stand, mixed-use spaces, a game area, bathrooms, and more. Many thanks also go out to Cecelia J. Smolenski-Millette Charitable Trust for additional funding to see this project through to completion.



Front Cover Photograph: Aerial drone view of Carbuncle Beach House, Splash Pad, and Pond, courtesy of the Oxford Police Department.

2019 ANNUAL TOWN REPORT

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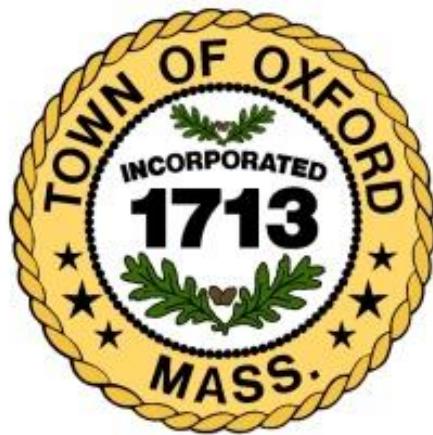
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PRECINCTS REGISTERED VOTERS

1	2355
2	2234
3	2439
4	2209
TOTAL	9237

VOTING PLACES

A.M. Chaffee School
Oxford Middle School
Oxford Middle School
A.M. Chaffee School

GENERAL AREA

Southwest
North
Center
Southeast

GENERAL INFORMATION

TAX RATE - F/Y 2019

\$ 17.03 per \$1,000

SIZE

26.71 Square Miles

ROAD MILEAGE

111.68

LOCATION

14 Mi. So. of Worcester
 53 Mi. West of Boston
 37 Mi. from Providence
 165 Mi from N.Y. City

ELEVATION

510 Ft. above mean
 sea level at Town Hall

POPULATION

2019 Town Census
 11,965

ZIP CODES

AUBURN 01501
 CHARLTON 01507

DUDLEY 01571
 OXFORD 01540

NO. OXFORD 01537
 ROCHDALE 01542

WEBSTER 01570
 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 (SOCIAL 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
PLANNING DEPARTMENT	508-987-6045
PLUMBING INSPECTOR	508-987-6045
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	508-987-6038
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 02203
Tel. 617-565-8519

1550 Main Street, 4th Floor
Springfield, MA 01103
Tel. 413-785-4610

SECOND CONGRESSIONAL DISTRICT

Congressman James P. McGovern
Cannon House Office Bldg., Room 408
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
Constituent.services@state.ma.us

LIEUTENANT GOVERNOR
Her Excellency Karyn Polito
State House, Rm. 280 Boston, MA 02133
Tel. 617-725-4005
888-870-7770
Constituent.services@state.ma.us



STATE SENATOR WORCESTER & NORFOLK DISTRICT

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

STATE REPRESENTATIVE SEVENTH WORCESTER DISTRICT

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

STATE REPRESENTATIVE EIGHTEENTH WORCESTER DISTRICT

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

ELECTED OFFICIALS FOR 2019

BOARD/COMMITTEE/POSITION	TERM EXPIRES
Moderator	
Russell C. Rheault	ATE 2020
Deputy Moderator (Appointed)	
Board of Selectmen	
Dennis E. Lamarche, Chairman	ATE 2021
Cheryll A. LeBlanc, Vice Chairman	ATE 2022
Meaghan E. Troiano, Secretary	ATE 2020
John G. Saad	ATE 2020
Michael F. Daniels	ATE 2022
School Committee	
Daniel P. Coonan, Chairman	ATE 2021
David P. Cornacchioli, Vice Chairman	ATE 2022
September G. Forbes, Secretary	ATE 2020
Palmina E. Griffin	ATE 2021
William C. Spitz	ATE 2020
Southern Worcester County Regional Vocational School District Committee	
David H. Grenier	ATE 2021
Benjamin J. LaMountain	ATE 2020
Library Trustees	
John J. Bowes, Chairman	ATE 2021
John I. Flynn, Vice Chairman	ATE 2020
Carole A. Steina, Secretary	ATE 2022
Housing Authority	
Karen M. Erickson (State Appointee), President	---
Patricia L. Ferdella, Vice President	ATE 2020
Arthur C. Degon, Jr., Treasurer	Until a successor is qualified
Dale J. Mahota (to fill a vacancy for one year)	Until a successor is qualified
Ernest A. White, Jr.	Until a successor is qualified
Director	
Barry Nadon Jr, Executive Director, Secretary	---

APPOINTED OFFICIALS FOR 2019

BOARD/COMMITTEE/POSITION	TERM EXPIRES
Animal Control	
F/T Animal Control Officer	
Kathleen Flynn	ATE 2020
Assistant Animal Control Officer	
Edward J. Hart	ATE 2020
P/T Field Driver/Pound Keeper	
Kathleen Flynn	ATE 2020
Animal Inspector/Slaughtering	
Kathleen Flynn	ATE 2020
Assistant Animal Control Inspector	
Edward J. Hart	ATE 2020
Board of Appeals	
Peter J. LaFlash, Chairman	ATE 2021
Stephen P. Balcunas, Clerk	ATE 2022
David E. Silverman	ATE 2023
Alfred R. St. Germain	ATE 2024
Vacant	---
Associate Members	
Michael J. Camosse	ATE 2020
Thomas P. Purcell	ATE 2020
Board of Assessors	
Christopher T. Pupka, Chairman	ATE 2020
Garry F. Bates	ATE 2022
Robert W. Fike	ATE 2021
Auctioneer Agent	
Lori A. Kelley	---
Bandstand Committee	
Anthony P. Troiano, Chairman	ATE 2021
Carole A. Fegreus, Treasurer	ATE 2021
Rose M. Wing, Secretary	ATE 2021
Constance M. Tagg	ATE 2021
Robert W. Krasinskas	ATE 2021

Branding and Wayfinding Committee	
Kristine V. Bird	Until Project Completion
Karen A. Crandell	Until Project Completion
Sean M. Divoll	Until Project Completion
Cheryll A. LeBlanc	Until Project Completion
Norman J. LeBlanc, Jr	Until Project Completion
Juliana M. Masley	Until Project Completion
Roger L. McCarthy	Until Project Completion
Jean M. O'Reilly	Until Project Completion
Anthony P. Saad	Until Project Completion
Meaghan E. Troiano	Until Project Completion
 Burial Agent	
Lori A. Kelley	---
 Cecelia Smolenski/Millette Charitable Trust II	
Jennifer M. Callahan, Town Manager	---
Katherine M. McKenna , Town Accountant	---
John B. Eul, Jr., Chairman, Finance Committee	---
Dolores M. Lyons	ATE 2020
Jean M. O'Reilly	ATE 2020
Cheryll LeBlanc	ATE 2020
 Cemetery Commissioners	
Claire D. Wilson, Chairman	ATE 2022
Jane E. Davis	ATE 2021
Daniel J. Viel	ATE 2020
 Conservation Commission	
Robert C. Manuel, Chairman	11/09/2020
Paul J. Cunningham, Vice Chairman	11/09/2020
Arthur Firl, Jr.	11/09/2022
Albert Shahnarian	11/09/2022
Edward J. Stuczko	11/09/2020
J. William Zoldak	11/09/2021
 Council on Aging	
Carole A. Fegreus , Chairman	ATE 2022
Joyce A. Nilson, Vice Chairman	ATE 2022
Mary M. Brodeur, Secretary	ATE 2020
Karen M. Erickson	ATE 2021
Alice K. Walker	ATE 2020
Robert W. Krasinskas	ATE 2021
Jody M. Williams	ATE 2022
 Associate Members (Non Voting)	
Richard P. Casagranda	
Dorothy E. Ireland	
Patricia A. Mayo	
 Director of Community Programs	
Stacy K. Barr	---

Cultural Council	
Sarah J. Rulnick, Chairman	5/01/2021
Victoria E. Rulnick, Co-treasurer	5/01/2021
David C. Gustafson, Jr., Co-treasurer	5/01/2021
Sarah H. Champagne, Secretary	5/01/2021
Susan M. Grenier	5/01/2020
Patricia C. Rodier	5/01/2020
Amanda L. Nicastro	5/01/2021
Alice K. Walker	5/01/2021
Custodian for Tax Title Properties in the Town of Oxford	
Jillian K. Connor	Until Appt. as Treasurer has expired
DPW Director/Supt. of Streets	
Sean M. Divoll	ATE 2020
Disability Committee (Adhoc to BOS)	
Carol M. Kuzdzal	Until Project Completion
Debra B. Lamarche	Until Project Completion
Kelley J. Twombly	Until Project Completion
Verena E. Berthiaume	Until Project Completion
Meaghan E. Troiano	Until Project Completion
Downtown Beautification Committee	
Joel P. Masley	ATE 2020
Juliana M. Masley	ATE 2020
Barbara C. West	ATE 2020
Timothy P. West	ATE 2020
DPW Building Advisory Committee	
John A. Carroll	ATE 2021
Norman J. LeBlanc, Jr	ATE 2021
Thomas W. Sullivan	ATE 2021
Dennis E. Lamarche	ATE 2021
Emergency Operation Center	
Jon T. Belanger, Logistics Chief	To Serve an Indefinite Term
Sean M. Divoll, Liaison Chief/Operations Chief	To Serve an Indefinite Term
Judith A. Lochner, Planning Chief	To Serve an Indefinite Term
Anthony P. Saad, Safety Chief	To Serve an Indefinite Term
Katherine M. McKenna, Logistics Chief / Public Information Officer	To Serve an Indefinite Term
Patricia A. Arcure, Finance Chief	To Serve an Indefinite Term
Fence Viewer	
Sean M. Divoll	ATE 2020
Finance Committee	
John B. Eul, Jr., Chairman	6/30/2020
Lauren H. O'Neill, Vice Chairman	6/30/2020
Joan P. Mazeika	6/30/2022
Roger D. Bacon, Jr.	6/30/2021
Arthur J. Glispin	6/30/2020
Vacant	6/30/2021
Samantha L. Wozniak	6/30/2022

Finance Director	
Katherine M. McKenna	6/30/2020
Fire Chief/EMS Director	
Laurent R. McDonald	To Serve Until a Successor is Appointed
Board of Health	
Kerri A. Singer, Chairman	ATE 2021
David R. Escobar, Vice Chairman	ATE 2022
Dina Jean Costa	ATE 2020
Clerk- Laureen Gilbert	ATE 2020
Agent for Emergency Situations	
Thomas P. Purcell	ATE 2020
Inspector- Thomas P. Purcell	ATE 2020
Board of Health – Inspectors:	
Paul D. Mazeika, Gas	ATE 2020
John E. Murray, Asst. Gas	ATE 2020
Paul D. Mazeika, Plumbing	ATE 2020
John E. Murray, Asst. Plumbing	ATE 2020
Sean M. Divoll, Sewerage	ATE 2020
Thomas P. Purcell, Asst. Sewerage	ATE 2020
Steven Garabedian, Food	ATE 2020
Historical Commission	
Jean M. O'Reilly, Chairman	9/01/2021
A. Russell Pytko, Vice Chairman	9/01/2022
Terrence A. Cummings	9/01/2022
Howard G. Holbrook	9/01/2020
Carol A. Pytko	9/01/2020
Richard A. Shumway	9/01/2021
Emily F. Thomas	9/01/2020
Inspector of Buildings	
Building Commissioner	
Robert W. Lanciani	ATE 2020
Alternate Inspector of Buildings	
Wesley J. Mroczka	ATE 2020
Local Building Inspector	
Allan B. Fraser	ATE 2020
Inspector of Wires	
Alfred W. Banfill	ATE 2020
Assistant Wire Inspector	
Ronald C. Stevens	ATE 2020
Insurance Advisory Committee	
Dennis L. Fitzgibbons	An Indefinite Term
Scott M. Cheney	An Indefinite Term
Stephanie Latuga	An Indefinite Term
Joseph D. Janericco	An Indefinite Term
Joyce Brescia	An Indefinite Term
Jeffrey A. Wilson	An Indefinite Term
Joseph Colon	An Indefinite Term
Caitlyn Dawe	An Indefinite Term
Susan Davis	An Indefinite Term

Master Plan Implementation Committee	
Jean M. O'Reilly	10/19/2021
Mary A. Perveiler	10/19/2021
Norman J. LeBlanc, Jr.	10/19/2021
Dennis E. Lamarche	10/19/2021
Roger L. McCarthy, Jr	10/19/2021
Paul J. Cunningham	10/19/2021
John B. Eul, Jr.	10/19/2021
Municipal Hearing Officer	
Alfred W. Banfill	6/30/2021
Municipal Liaison to State Ethics Commission	
Lori A. Kelley	Until a Successor is Appointed
Municipal Liaison to U.S. Census Bureau	
Lori A. Kelley	Until a Successor is Appointed
Other Post Employment Benefits Trust Committee	
Katherine M. McKenna, Chairman	---
Dennis E. Lamarche	---
Claire D. Wilson	---
S. Veronica Bachand	---
John B. Eul, Jr.	---
Parking Clerk	
Jillian K. Connor	6/30/2020
Personnel Board	
S. Veronica Bachand, Chairman	6/30/2021
William R. Capers	6/30/2021
Rebecca A. Power	6/30/2021
Kevin R. Mercier	6/30/2022
Mary A. Perveiler	6/30/2020
Planning Board	
Richard A. Escolas, Jr., Chairman	ATE 2021
Jeffrey P. Stafford, Vice Chairman	ATE 2023
Kristine V. Bird, Clerk	ATE 2020
Norman J. LeBlanc, Assistant Clerk	ATE 2022
Dale J. Mahota	ATE 2024
Craig P. Holmberg	ATE 2024
CMRPC-First Delegate	
Dale J. Mahota	ATE 2020
CMRPC-Second Delegate	
Terrence A. Cummings	6/30/2020
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
Daniel P. Fitzpatrick (to fill an unexpired term)	ATE 2020
Gregory G. Gray	ATE 2021
Eric E. Lambert	ATE 2022
Beth A. Buchanan	ATE 2023
Registrars of Voters	
Carol J. Graves, Chairman	ATE 2020
Robert J. Shedd	ATE 2021
John H. Flattery	ATE 2022
Lori A. Kelley, Town Clerk	---
Rep. to Worcester Regional Transit Authority	
Stacy K. Barr	ATE 2020
Sealer of Weights & Measures	
Ronald W. Valinski	ATE 2020
Board of Selectmen Admin. Asst.	
Jennifer E. Warren-Dyment	ATE 2020
Jordan T. Lumpkins	ATE 2020
Emily P. Horan	ATE 2020
Sexual Harassment Grievance Officer	
Joanne F. Frederick	ATE 2020
Superintendent of Schools	
Elizabeth A. Zielinski	---
Superintendent of Sewers	
Sean M. Divoll	ATE 2020
Town Accountant/Budget Director	
Town Accountant	
Katherine M. McKenna	6/30/2020
Assistant Town Accountant/Fund Accountant	
Patricia A. Arcure	6/30/2020
Town Clerk	
Lori A. Kelley	---
Assistant Town Clerk	
Ann D. Morgan	6/30/2021
Town Collector	
Jillian K. Connor	6/30/2021
Assistant Collector	
Town Counsel	
KP Law – Lauren F. Goldberg, Managing Attorney	---

Town Librarian	
Brittany S. McDougal	---
Town Manager	
Jennifer M. Callahan	---
Town Treasurer	
Jillian K. Connor	6/30/2021
Assistant Treasurer	
Tree Warden/Supt. of Insect Control	
Wayne F. Burlock	ATE 2020
Trustees of the Charles Larned Entertainment Fund	
Joseph R. DePasquale, Chairman	ATE 2021
Nancy A. Maki, Treasurer	ATE 2020
Claire D. Wilson, Secretary	ATE 2022
Veteran's Services	
Director	
Agent	
Kerry M. Clark	ATE 2020



Terms Concluded	
Elected	
Alan R. Berthiaume	Board of Selectmen
Cassandra Sue Day	School Committee
Appointed	
James F. Malley, Jr.	Asst Sewerage Inspector/BOH Agent for Emergency
Jennifer A. Woodward	Cultural Council
Paul R. Sepuka	School Department Operational Needs Committee
Deborah A. Castell	HIPPA Policy Committee
Thomas W. Sullivan	North Oxford Sewer Study Committee / Solid Waste
John R. Fortin	North Oxford Sewer Study Committee
John J. O'Connor, Sr.	North Oxford Sewer Study Committee
Robert F. Parker	North Oxford Sewer Study Committee
Carol Ann Esposito	Solid Waste Committee (Adhoc)
Claire D. Wilson	HIPPA Policy Committee / Parking Clerk / Solid
Donald Mosher, Chairman (citizen at large)	Waste Water Mgmt Plan Study Com. (Adhoc to BOS)
George E. Esteves (rep. Conservation Commission)	Waste Water Mgmt Plan Study Com. (Adhoc to BOS)
Ronald C. Rheault (rep. Oxford Business Association)	Waste Water Mgmt Plan Study Com. (Adhoc to BOS)
John M. Doherty	Finance Committee
Adam M. Hashey	Assistant MIS Director
Kristine V. Bird	CMRPC-Alternate Delegate
Jon T. Belanger	Interim Fire Chief / EMS Director
Resignations	
Elected	
Appointed	
Heather Thibeault	Alternate Sexual Harassment Grievance
Lauren H. O'Neill	Cultural Council
Andrew Zawacki	Master Plan Implementation Committee
Elisabeth E. Earle	Oxford Housing Authority, Executive Director
James R. McDonald	Insurance Advisory Committee
Valerie J. Daoust	Insurance Advisory Committee
Diane R. Kaminski	Council On Aging – Associate Member (Non-Voting)
Denise M. Carrier	Finance Committee /DPW Bldg Advisory Committee
Ryan P. Avery	Board of Appeals/Branding and Wayfinding
Carol Ann Esposito	Election Worker
Sheila Latino	Election Worker
Emmon D. Carleton	Planning Board /Branding and Wayfinding Committee
Daniel G. O'Halloran	Veteran's Agent
Claire D. Wilson	Town Treasurer/Town Collector, Parking Clerk,
Deborah A. Castell	Assistant Treasurer/Collector
Donna M. O'Halloran	MIS Director
Mark Twombly Lee, Esquire	Master Plan Implementation Committee, Planning



GENERAL GOVERNMENT

GENERAL GOVERNMENT

SELECTMEN

The Board of Selectmen meets at 7:00 p.m., two Tuesdays a month, in the 2nd floor meeting room of the Town Hall, unless otherwise noted. The Meeting Schedule can be found on the Town website by going to www.oxfordma.us/board-selectmen. Additionally, this same page contains Meeting Agendas, Meeting Minutes, and Announcements from the Board. Board of Selectmen meetings can be viewed either on Charter Communications Cable Bulletin Channel 192 or on YouTube; the link to YouTube can be found on www.oxfordma.us.

The Oxford Board of Selectmen would like to thank all Town employees, Board, Committee and Commission members, local businesses, and residents for their contributions which made 2019 a successful year in Oxford. The Board would like to specifically thank all Town employees who retired in 2019 and welcome the new members of our team who have filled these roles. The Board would also like to acknowledge the efforts and commitment of Town Manager Jennifer Callahan who has worked diligently to ensure the success of Oxford.

Highlights from 2019

In April, Selectmen Alan R. Berthiaume announced he would not run for re-election. As a result of the 2019 Annual Town Election, Michael F. Daniels was elected to fill the empty seat. At their re-organizational meeting, Dennis E. Lamarche was voted Chairman, Cheryll A. LeBlanc as Vice Chairman and Meaghan E. Troiano as Secretary. John G. Saad and Michael F. Daniels currently serve as the two additional members of the Board. In July, Emily Horan and Jordan Lumpkins began working as Administrative Assistants to the Board of Selectmen. These positions were previously held by Karen Crandell, who was promoted to Assistant Town Manager, and Jennifer Warren-Dymant, who now serves as the Executive

Assistant to the Town Manager and Board of Selectmen.

At Selectmen Meetings in 2019, the Board presented Certificates of Appreciation to Selectmen Alan Berthiaume, Officer John Puniskis, Officer James McDonald, Officer Craig Ali, Veteran Agent Dan O'Halloran, and Deputy Chief Jon Belanger, for their service to the Town. The Board also presented Certificates of Recognition to Brielle Macdonald, Randall Young, Matthew Krupsky, and Geoffrey Esper for their contributions to Oxford. In addition, the Board proclaimed August 7, 2019 as Purple Heart day; October 6-12, 2019 as Fire Prevention Week; October 23-31, 2019 as Red Ribbon Week; and December 14, 2019 as WREATHS across AMERICA Day.

The Board of Selectmen is responsible for voting on Warrant items brought before residents at the Annual Town Meeting in May and the Special Town Meeting in October. In May, residents voted to approve a Warrant item allocating funds to repair the Oxford Free Library. The October Town meeting resulted in the establishment of a Commission on Disability. Additionally, residents voted to authorize the Board of Selectmen to acquire a parcel of land adjacent to the Carbuncle Beach House.

The Board of Selectmen is also the executive licensing authority in the Town of Oxford. In 2019 the Board voted to approve of a new Wine and Malt Package Store Liquor License for Oxford Market. The Board also voted to issue a new All-Alcohol Pouring Liquor License and Common Victualler License for The Ox Bar and Grill. In October, the Board approved a Special Permit for Earth Removal to be used on land located at 175 to 191 Southbridge Road, North Oxford by Eastland Partners Inc. In November, the Board approved of a new Class I Dealership License for American Choppers. The following chart indicates the types of licenses issued by the

Board and the revenue received from each type in 2019.

License:	Fees:
Automatic Amusement	\$400
Class I	\$700
Class II	\$1,900
Class III	\$300
Common Victualler	\$1,350
General Licenses	\$0
Hawkers & Peddlers'	\$0
Liquor (All Alcohol)	\$16,875
Liquor (Wine and Malt)	\$5,900
1 AM Closing Privileges	\$0
Misc. Permits (Outdoor Bus.)	\$35
Cable TV Franchise Fee	\$1,847
Seasonal Car Show	\$0
Special Permit for Animals	\$850
Special Permit for Unregistered Vehicles	\$0
Special Pouring Licenses	\$50
Special Permit for Earth Removal	\$2,600
Flammable Storage	\$300
Sunday Entertainment	\$450
Weekday Entertainment	\$175
TOTAL	\$33,797

Once again, the Board of Selectmen wishes to thank all the residents of Oxford for their support and dedication to making Oxford a wonderful place to live. The Board encourages all residents to participate in your Town Government and to exercise your right to vote. If you are interested in joining a Board or Committee, please submit a volunteer form with can be located in the rear of this Town Report or on the Town website.

*Respectfully submitted,
Dennis E. Lamarche, Board of Selectmen,
Chairman*

TOWN MANAGER

It was once said, "*Progress lies not in enhancing what is, but in advancing toward what will be.*" As Oxford's Town Manager, it has been my pleasure to provide leadership by focusing on a number of strategic priorities to move the community forward. I have worked to foster a

collaborative work model to engage all municipal departments, the district and regional schools, boards, committees and commissions and have carefully listened to their goals and objectives. This has allowed for us to find common ground mutually recognize areas for improvement and growth. A major management priority has been investing in infrastructure, pursuing grant funding, preparing for a rainy day and increasing community involvement in town events.

In Oxford, we work every year to make the most of our \$40 plus million operational budget. As Town Manager, I presented a balanced budget which increased both our Reserves and Revenues in a manner which allowed us to focus on appropriations to support major infrastructure projects. These increases were a direct result of focusing our financial team's goals on collecting outstanding monies owed to the Town, including over \$360k in Mass School Building Assistance reimbursements, as well as enhancing our savings by restructuring key departments. This financial strategy provided funding for overdue building repairs, an unprecedented commitment towards fixing our roads and bridges and state-of-the-art technology upgrades to achieve efficiencies.

I committed \$500,000 to road construction within the operating budget. This strategic investment towards improving our road management was coupled with \$514,048 in Chapter 90 appropriations allowing Oxford to invest over a million dollars in fixing neighborhood streets. The Town also approved \$250,000 towards building improvement projects at both School and Town properties. By reorganizing the Facilities division of the Department of Public Works, we have been able to increase work order efficiencies, reduce backlogged maintenance and enhance our custodial workforce. Additionally, I have made decisions intended to move Oxford's technology-based infrastructure into the 21st Century, namely by updating our outdated software and investing in technological consultants. These technological advances aid our Town offices in protecting our assets and enhancing our cybersecurity.

Seeking grant funding assistance to leverage our existing financial resources has been another top management priority. Across all departments, we applied for over \$1.1 million in grant funding in 2019. This is a great accomplishment and led to the funding of vitally important Town projects primarily targeting infrastructure such as our parks and streetscapes, Veterans services and ADA compliance. Some key grants we received this year are the following: 1) a Green Communities Designation grant which funded \$166,000.00 in energy improvements this year and allows the Town to receive future grant funding on an annual basis, 2) a Mass. Dept. of Transportation Mobility Assistance grant of \$51,570 to purchase a new senior passenger van and 3) a Community Compact Information Technology grant of \$24,000 to help purchase both new real estate appraisal software and implement a modern VOIP phone system across all departments. As Town Manager, I plan to continue to enhance Oxford's grant writing efforts to assist us in achieving important capital planning priorities in a timelier manner.

There will always be good, robust economies as well as weak, recessionary ones. Since coming to Oxford I have been laser-focused on preparing for an inevitable "rainy day" period by continuing to build Oxford's reserves. In particular, we have aggressively increased the Stabilization Fund and will soon meet the Dept. of Revenues recommendations. We have also certified an increased amount of Free Cash (\$1.5 million). Due to its low debt burden, the Town also has strong budgetary flexibility. Additionally, the Other Post Employee Benefits (OPEB) Trust Fund is funded in the top 1/3 of Massachusetts municipalities at 8% funding. OPEB describes the benefits that retirees receive other than their pensions. All of these financial indicators are placing Oxford on sound financial footing.

Our Master Plan details the need to bring increased community presence and character to our downtown areas. This year I affirmed my commitment to increase Oxford's community involvement by working to offer a variety of new socio-cultural events and by actively recruiting resident participation. The Ribbon Cutting for the new Carbuncle Beach House was well attended

and celebrated the opening of additional space for children's programming in Town. Movies on Main, a family-friendly movie and food truck event, is another initiative spearheaded by the Manager's Office this year to offer more family-friendly programming. I also coordinated the annual Veterans Luncheon with a record turnout this past November. In the way of staff appreciation, we established an Annual Employee Appreciation Barbeque as well as a Holiday Party which were both well attended and used to highlight the contributions and accomplishments of employees and staff alike.

As Town Manager, I have truly had an open-door policy when it comes to being available to employees, officials, appointees, volunteers and residents. I have made it my priority to be readily onsite, to be communicative and to be supportive to personnel during and after emergency and public safety incidents. Furthermore, I have reached out for community input regarding important projects or problems in an effort to increase community engagement, obtain continuous feedback and enhance government transparency. To that end, I have facilitated very well attended forums to discuss such DPW projects as the Sacarrappa Bridge Reconstruction and the need for a new Public Works Facility. I have directed a much more enhanced social media presence for Town announcements, events and services in a manner that more consistently links Town departments to the community they serve.

Looking back on this year, I would like to sincerely thank the Board of Selectmen for their continued strong support. I would also like to thank all Town employees and volunteers for their hard work this year. Onward Oxford!

*Respectfully submitted,
Jennifer M. Callahan, Oxford Town Manager*

PERSONNEL BOARD

The Personnel Board was organized for the year 2019 as follows:

S. Veronica Bachand, Chair
William R. Capers, Member

Mary A. Perveiler, Member
Rebecca A. Power, Member
Kevin Mercier, Member

In 2019, the Personnel Board met in June to review recommendations and proposals set forth by the new HR Specialist, Joanne Frederick as they relate to the following areas of the Personnel Manual:

- Accrual Allotments: The Personnel Board approved moving from semi-annual accruals to monthly accruals for vacation, personal, and sick time.
- Bereavement Leave: The Personnel Board approved expanding bereavement leave from three to five days for the death of an immediate family member.
- Definitions: A number of changes were made to definitions contained in the Personnel Manual. Changes were made to the following definitions:
 - Accrued vacation
 - Accumulated vacation
 - Benefits
 - Regular full time
 - Regular part time
 - Part time
 - Seasonal
- Jury Duty: The Personnel Board approved paying an employee who serves more than three days on jury duty the difference between the jury duty pay and the employee's regular day's pay for time served.

A Public Hearing was held on June 6, 2019 where all of the above proposed changes were approved by the Personnel Board.

On November 5, 2019, the Personnel Board met again to review recommendations made by the HR Specialist in regards to pay grade positions and level information, and removal of on call/seasonal personnel from the pay plan.

- The Personnel Board approved the new layout of the Personnel Manual.
- The Personnel Board approved removing the on call/seasonal employees from the current Town pay plan and paying them

a set pay rate, effective July 1, 2020. Rates as follows:

- Seasonal Laborer Winter: \$20.00/hour
- Seasonal Laborer Summer I: \$15.00/hour
- Seasonal Laborer Summer II: \$20.00/hour
- On Call Firefighter: \$17.50/hour
- On Call Firefighter EMT: \$20.00/hour
- On Call Firefighter Paramedic: \$24.00/hour

- The Personnel Board also voted to approve a 1% pay increase to the current pay plan as presented by Finance Director, Katie McKenna.

The Personnel Board will continue to provide guidance, oversight and support to Town Management as it reviews and implements changes. The Personnel Board would like to thank the Board of Selectmen, Town Manager, and townspeople for their continued support.

Respectfully submitted,
S. Veronica Bachand, Chairman

BOARD OF ASSESSORS

The Board of Assessors was organized for the calendar year 2019 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 implementation of agricultural, forest and recreational land classifications; certifies

abutters lists and prepares business lists; researches property ownership and assists other Town Departments in the performance of their duties. A computer located outside of the Assessor's Office is available to review property record cards. Assessor's maps and property record cards are available free of charge. The office staff, with the assistance of a private appraisal vendor who specializes in personal property valuation, is dedicated to providing the highest quality of service to the citizens, property owners and businesses 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.

In 2019, the Assessor's Office underwent a most significant change. The thirty-year old mass appraisal software system was abandoned in favor of an upgrade to new Vision software. This conversion necessitated transferring all information on every property in the Town to the new system. In addition, the office staff spent a significant amount of time learning about and adapting to the new software.

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 begun on December 3, 2019, continued to December 17, 2019 and December 26, 2019 (which was cancelled).

The numbers and amounts of statutory exemptions that were approved for FY 2019 were as follows:

Clause 41 C (Elderly)	44	\$28,921.84
Clause 17D (Surviving Spouse)	21	\$4,888.62
Clause 22 (Veteran)	80	\$44,408.66
Clause 22B (Veteran)	1	\$1,818.14
Clause 22D (Veteran)	7	\$23,346.44
Clause 22E (Veteran)	40	\$50,115.08
Clause 22F (Veteran)	1	\$3,908.38
Clause (Blind)	10	\$6,221.10
Totals	204	\$163,628.26

The number and amounts of real estate, personal property and motor vehicle excise tax abatements that were approved and processed during 2019 were as follows:

FY2016 Personal Property	1	\$110.00
FY2018 Real Estate	4	\$24,247.08
FY2019 Personal Property	3	\$3,002.90
FY2019 Real Estate	19	\$31,551.45
Totals	27	\$58,911.43

Motor Vehicle Excise Tax Abatements:

2019	468	\$67,412.85
2018	50	\$6,174.76
2017	17	\$1,872.52
2016	4	\$579.59
Total	539	\$76,039.72

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

*Respectfully submitted,
Christopher T. Pupka, Principal Assessor, Board
of Assessors*



FINANCIAL REPORTS

OXFORD ACCOUNTANT'S REPORT

Balance Sheet

Fiscal Year Ending June 30, 2019

GENERAL FUND

Assets:

Cash	5,227,278
Personal Property Receivable	6,665
Real Estate Receivable	240,626
Allowance Abate/Exempt	(1,198,903)
Tax Liens Receivable	1,054,867
Taxes in Litigation	3,000
Motor Vehicle Excise Receivable	297,596
Tax Foreclosure Receivable	168,345
Other Receivables	143,128
State Receivables	2,673,635
Total General Fund Assets	8,616,237

Liabilities:

Refunds Payable	11,053
Accrued Payroll	190,480
Abandoned Property & Unclaimed Items	31,740
Other Liabilities	545,820
Deferred Revenue – Personal Property/Real Estate	(951,612)
Deferred Revenue - Tax Lien	1,054,867
Deferred Revenue - Motor Vehicle	297,595
Deferred Revenue – Tax Foreclosure	168,345
Deferred Revenue – Taxes in Litigation	3,000
Deferred Revenue – Departmental/Other	143,128
Deferred Revenue - Intergovernmental	1,617,616
Due to other governments	166,083
Total General Fund Liabilities	3,278,115

Fund Balance:

Fund Balance - Reserved for Encumbrance	564,438
Fund Balance - Reserved for Articles	1,535,000
Fund Balance - Reserved for Expenditure	587,405
Undesignated Fund Balance	2,651,279
Total General Fund - Fund Balance	5,338,122

Total General Fund Liabilities & Fund Balance **8,616,237**

NON-SCHOOL FEDERAL GRANTS

Assets:	
Cash	176,885
Other Receivables	40,467
Total Non-School Federal Grant Assets	217,352
Liabilities:	
Accrued Payroll	1,591
Deferred Revenue	40,467
Total Non-School Federal Grant Liabilities	42,058
Fund Balance:	
Undesignated Fund Balance	175,294
Total Non-School Federal Grant Fund Balances	175,294
Total Non-School Federal Grant Liabilities & Fund Balance	217,352

RECEIPTS RESERVED FOR APPROPRIATION

Assets:	
Cash	1,526,912
Other Receivables	342,633
Total Receipts Reserved for Appropriation Assets	1,869,545
Liabilities:	
Deferred Revenue - Other	342,633
Total Receipts Reserved for Appropriation Liabilities	342,633
Fund Balance:	
Undesignated Fund Balance	1,526,912
Total Receipts Reserved for Appropriation Fund Balance	1,526,912
Total Receipts Reserved Liabilities & Fund Balance	1,869,545

NON-SCHOOL REVOLVING

Assets:	
Cash	829,210
Total Non-School Revolving Assets	829,210
Liabilities:	
Accrued Payroll	1,732
Total Non-School Revolving Liabilities	1,732
Fund Balance:	
Undesignated Fund Balance	827,478
Total Non-School Revolving Fund Balance	827,478
Total Non-School Revolving Liabilities & Fund Balance	829,210

NON-SCHOOL DONATIONS

Assets:	
Cash	706,937
	Total Non-School Donation Assets
	706,937
Fund Balance:	
Undesignated Fund Balance	706,937
	Total Non-School Donation Fund Balance
	706,937
	Total Non-School Donation Liabilities & Fund Balance
	706,937

NON-SCHOOL NON-FEDERAL GRANTS

Assets:	
Cash	161,962
	Total Non-School Non-Federal Grant Assets
	161,962
Liabilities:	
Accrued Payroll	367
	Total Non-School Non-Federal Grant Liabilities
	367
Fund Balance:	
Undesignated Fund Balance	161,595
	Total Non-School Non-Federal Grant Fund Balances
	161,595
	Total Non-School Non-Federal Grant Liabilities & Fund Balance
	161,962

SCHOOL-TUITION FOR STATE WARDS

Assets:	
Cash	493
	Total School-Tuition for State Wards Assets
	493
Fund Balance:	
Undesignated Fund Balance	493
	Total School-Tuition for State Wards Fund Balances
	493
	Total School-Tuition for State Wards Liabilities & Fund Balance
	493

SCHOOL FEDERAL GRANTS-DOE

Assets:	
Cash	(71,542)
	Total School-Federal Grants-DOE Assets
	(71,542)
Liabilities:	
Accrued Payroll	2,086
	Total School-Federal Grants-DOE Liabilities
	2,086
Fund Balance:	
Undesignated Fund Balance	(73,628)
	Total School-Federal Grants-DOE Fund Balances
	(73,628)
	Total School-Federal Grants-DOE Liabilities & Fund Balance
	(71,542)

SCHOOL FEDERAL GRANTS-OTHER

Assets:	
Cash	(15,399)
	Total School-Federal Grants-Other Assets
	(15,399)
Fund Balance:	
Undesignated Fund Balance	(15,399)
	Total School-Federal Grants-Other Liabilities & Fund Balances
	(15,399)
	Total School-Federal Grants-Fund Balance
	(15,399)

SCHOOL STATE GRANTS-OTHER

Assets:	
Cash	460
	Total School-State Grants-Other Assets
	460
Fund Balance:	
Undesignated Fund Balance	460
	Total School-State Grants-Other Fund Balances
	460
	Total School-State Grants-Other Liabilities & Fund Balance
	460

SCHOOL PRIVATE GRANTS

Assets:	
Cash	4,974
	Total School-Private Grants Assets
	4,974
Fund Balance:	
Undesignated Fund Balance	4,974
	Total School-Private Grants Fund Balances
	4,974
	Total School-Private Grants Liabilities & Fund Balance
	4,974

SCHOOL CHOICE/TUITION

Assets:	
Cash	900,500
Receivable	144,513
	Total School Choice/Tuition Assets
	1,045,013
Liabilities:	
Accrued Payroll	10,219
	Total School Choice/Tuition Liabilities
	10,219
Fund Balance:	
Undesignated Fund Balance	1,034,794
	Total School Choice/Tuition Fund Balances
	1,034,794
	Total School Choice/Tuition Liabilities & Fund Balance
	1,045,013

SCHOOL ATHLETIC/STUDENT ACTIVITIES

Assets:	
Cash	102,579
	Total School Athletic/Student Activities Assets
	102,579
Liabilities:	
Accrued Payroll	937
	Total School Athletic/Student Activities Liabilities
	937
Fund Balance:	
Undesignated Fund Balance	101,642
	Total School Athletic/Student Activities Fund Balances
	102,579
	Total School Athletic/Student Activities Liabilities & Fund Balance
	102,579

SCHOOL LUNCH

Assets:	
Cash	57,567
	Total School Lunch Assets
	57,567
Liabilities:	
Accrued Payroll	2,253
	Total School Lunch Liabilities
	2,253
Fund Balance:	
Undesignated Fund Balance	55,314
	Total School Lunch Fund Balances
	55,314
	Total School Lunch Liabilities & Fund Balance
	57,567

SCHOOL OTHER LOCAL RECEIPTS

Assets:	
Cash	278,348
	Total School Other Local Receipts Assets
	278,348
Fund Balance:	
Undesignated Fund Balance	278,348
	Total School Other Local Receipts Fund Balances
	278,348
	Total School Other Local Receipts Liabilities & Fund Balance
	278,348

HIGHWAY CHAPTERS:

Assets:	
Cash	52,427
	Total Highway Chapters Fund Assets
	52,427
Fund Balance:	
Undesignated Fund Balance	52,427
	Total Highway Chapters Fund - Fund Balance
	52,427
	Total Highway Chapters Fund Liabilities & Fund Balance
	52,427

CAPITAL PROJECTS FUND

Assets:	
Cash	(88,574)
	Total Capital Projects Fund Assets
	(88,574)
Liabilities:	
BAN'S Payable	1,835,600
	Total Capital Projects Fund Liabilities
	1,835,600
Fund Balance:	
Undesignated Fund Balance	(1,924,174)
	Total Capital Projects Fund - Fund Balance
	(1,924,174)
	Total Capital Projects Fund Liabilities & Fund Balance
	(88,574)

ENTERPRISE FUNDS

Assets:	
Cash	705,381
Other Receivables	710,561
	Total Enterprise Fund Assets
	1,415,942
Liabilities:	
Accrued Payroll	251
Deferred Revenue Other	710,561
	Total Enterprise Fund Liabilities
	710,812
Fund Balance:	
Fund Balance Reserved for Encumbrances	80,438
Fund Balance Reserved for Articles	117,000
Undesignated Fund Balance	507,692
	Total Enterprise Fund - Fund Balance
	705,130
	Total Enterprise Fund Liabilities & Fund Balance
	1,415,942

TRUST FUNDS

Assets:	
Cash	11,287,971
	Total Trust Fund Assets
	11,287,971
Fund Balance:	
Fund Balance Reserved for Encumbrances	
Undesignated Fund Balance	11,287,971
	Total Trust Fund - Fund Balance
	11,287,971
	Total Trust Fund Liabilities & Fund Balance
	11,287,971

UNEMPLOYMENT FUND**Assets:**

Cash

Total Unemployment Fund Assets -**Fund Balance:**

Undesignated Fund Balance

Total Unemployment Fund – Fund Balance -**Total Unemployment Fund Liabilities & Fund Balance** -**PERFORMANCE/AGENCY FUND****Assets:**

Cash

609,853

Other Receivables

74,675

Total Performance/Agency Fund Assets **684,528****Liabilities:**

Accrued Payroll 3,844

Agency Funds 606,009

Other Liabilities 74,675

Total Performance/Agency Fund Liabilities **684,528****Fund Balance:**

Undesignated Fund Balance -

Total Performance/Agency Fund – Fund Balance -**Total Performance/Agency Fund Liabilities & Fund Balance** **684,528****LONG-TERM DEBT****Assets:**

LTD Group – To Be Provided 9,030,000

Vacation and Sick Leave - To Be Provided 273,920

Total Long-Term Debt Assets **9,303,920****Liabilities:**

LTD Group - Payable 9,030,000

Vacation and Sick Leave 273,920

Total Long-Term Debt Liabilities **9,303,920****Total Long-Term Debt Liabilities & Fund Balance** **9,303,920**

Schedule A
Fiscal Year Ending June 30, 2019

REVENUES – GENERAL FUND

Personal Property Taxes	1,262,013
Real Estate Taxes	21,732,715
Motor Vehicle Excise	1,993,795
Penalty and Interest	125,392
In Lieu of Taxes	13,992
Meals Excise	179,615
Other Taxes	34,476
Other Departmental Revenues	331,631
Cannabis Impact Fee	37,549
Licenses and Permits	48,036
State Revenue	13,286,286
Court Fines	56,175
Other Fines	4,190
Miscellaneous Revenue	419,723
Earnings on Investment	111,424
Transfers In From Special Revenue	936,913
Transfers In From Enterprise Funds	38,441
Transfers In From Trust Funds	113,050
TOTAL GENERAL FUND REVENUES	40,725,416

EXPENDITURES - GENERAL FUND

General Government:

Legislative – Salary and Wages	82,372
Legislative – Expenditures	6,800
Executive – Salary and Wages	265,587
Executive – Expenditures	23,009
Accountant/Auditor – Salary and Wages	195,471
Accountant/Auditor – Expenditures	54,642
Treasurer - Salary and Wages	141,088
Treasurer - Expenditures	59,580
Assessors - Salary and Wages	176,114
Assessors - Expenditure	16,137
Operations Support (MIS) - Salary and Wages	131,708
Operations Support (MIS) - Expenditures	414,297
Legal Services – Expenditures	72,679
License and Registration – Salary and Wages	189,795
License and Registration – Expenditures	12,884
Land Use – Salary and Wages	158,184
Land Use – Expenditures	36,717
Public Building Maintenance – Salary and Wages	291,035
Public Building Maintenance – Expenditures	345,356
Public Building Maintenance – Capital Outlay	56,364

Public Safety:

Police – Salary and Wages	2,162,307
Police – Expenditures	138,627
Police – Capital Outlay	81,945
EMS/Fire – Salary and Wages	1,265,678
EMS/Fire – Expenditures	254,679
EMS/Fire – Capital Outlay	58,104
Other – Salary and Wages	46,531
Other – Expenditures	10,020
Other - Capital Outlay	32,000

Education:

Education – Salary and Wages	13,155,872
Education – Expenditures	4,181,964
Education – Capital Outlay	-
Education – Regional School Assessment	1,597,250

Public Works:

DPW – Salary and Wages	1,403,151
DPW – Expenditures	896,366
DPW – Capital Outlay	938,729
Other – Expenditures	362,916
Other - Capital Outlay	5,655

Human Services:

Veterans Services – Salary and Wages	3,946
Veterans Services – Expenditures	149,925
Special Program (COA) – Salary and Wages	84,126
Special Program (COA) – Expenditures	13,793

Culture and Recreation:

Library – Salary and Wages	316,729
Library – Expenditures	130,917
Historical Commission – Salary and Wages	534
Historical Commission – Expenditures	149
Celebrations – Expenditures	8,355
Other (OCC) - Salary and Wages	155,617
Other (OCC) - Salary and Wages	182,248

Debt Service:

Retirement of Debt Principal	976,700
Interest on Long Term Debt	298,236
Interest on Short Term Debt	23,374

Unclassified:

Health Insurance Total	4,311,842
Other Insurance Total	395,255
Unemployment Total	52,363
Intergovernmental Assessments Total	1,152,701
Retirement Total	1,908,644

Transfers Out:

Transfer to Other Funds	373,470
TOTAL GENERAL FUND EXPENDITURES	39,860,537

SPECIAL REVENUE FUNDS - Revenues & Other Financing Sources

Federal Grants	1,250,517
State Grants	320,436
Receipts Reserved for Appropriation	1,147,268
Revolving Funds	2,357,044
Other Special Revenue	1,147,828
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	6,223,093

SPECIAL REVENUE FUNDS - Expenditures & Other Financing Uses

Federal Grants	1,225,187
State Grants	334,615
Receipts Reserved for Appropriation	830,000
Revolving Funds	1,868,221
Other Special Revenue	892,977
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	5,151,000

CAPITAL PROJECTS FUND - Revenues & Other Financing Sources

State Revenue	1,489,191
Transfers From Other Funds	48,000
Other Financing Sources	166,700
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	1,703,891

CAPITAL PROJECT FUND - Expenditures & Other Financing Uses

Expenditures	-
Capital Outlay	1,025,029
Transfers Out	-
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	1,025,029

ENTERPRISE FUNDS - Revenues & Other Financing Source

Sewer – Revenue	441,970
Water – Revenue	73,024
TOTAL Enterprise Funds – Revenue & Other Financing Sources	514,994

ENTERPRISE FUNDS - Expenditures & Other Financing Uses

Sewer – Expenditures	389,496
Water – Expenditures	104,521
TOTAL Enterprise Funds – Expenditures & Other Financing Uses	494,017

TRUST FUNDS - Revenues & Other Financing Source

Miscellaneous Revenue	11,923
Earnings on Investment	1,500,862
Transfers in from Other Funds	577,544
TOTAL Trust Funds – Revenues & Other Financing Sources	2,090,329

TRUST FUNDS - Expenditures & Other Financing Uses

Expenditures	1,087,194
Transfers to Other Funds	575,243
TOTAL Trust Funds – Expenditures & Other Financing Uses	1,662,437

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

Outstanding 7/1/2018	9,990,000
Issued this Fiscal Year	-
Retired this Fiscal Year	960,000
Outstanding 6/30/2019	9,030,000
Interest this Fiscal Year	342,814

Short Term Debt:

Outstanding 7/1/2018	1,590,300
Issued this Fiscal Year	412,000
Retired this Fiscal Year	166,700
Outstanding 6/30/2019	1,835,600
Interest this Fiscal Year	23,374

Town of Oxford
Debt Redemption Schedule
June 30, 2018

Project	Issuance Date	Principal Payment	Maturity Periods	Original Loan	Balance 30-Jun-19	Interest 30-Jun-19
Police Station	8/1/08	215,000 Varies	2019 2020-2028	4,250,000	2,455,000	112,985
Elementary Schools Additions	12/15/03	335,000 Varies	2019 2019-2023	4,900,000	1,200,000	66,079
Middle School Roof	8/15/12	130,000	2019-2033	2,500,000	1,820,000	47,710
OCC improvements	8/15/12	50,000	2019-2033	1,000,000	700,000	18,350
Middle School HVAC improvements	10/15/14	55,000 Varies	2019-2020 2021-2035	1,200,000	980,000	32,806
Fire Truck Remount	10/15/14	25,000	2019-2025	260,000	150,000	5,750
Memorial Hall Clock Tower	10/15/14	10,000	2019-2035	200,000	160,000	5,363
Gas Conversions	10/15/14	20,000 15,000	2019-2025 2026-2035	350,000	270,000	9,194
TOTAL INSIDE DEBT LIMIT				\$ 14,660,000	\$ 7,735,000	\$ 298,236
Thayer Sewer Improvements	8/15/12	20,000	2019-2033	375,000	280,000	7,340
Beverly Street Sewer	8/1/08	8,642 8,644	2019-2027 2028	175,000	77,780	3,662
Sewer Leicester Street	10/15/14	15,000 10,000	2019 2020-2035	220,000	160,000	5,413
Water Tank	8/1/08	11,358 11,356	2019-2027 2028	230,000	102,220	4,813
Water Company Purchase	10/15/14	65,000 60,000	2019-2022 2023-2030	932,100	675,000	23,350
TOTAL OUTSIDE LIMIT				\$ 1,932,100	\$ 1,295,000	\$ 44,578
TOTAL LONG TERM DEBT (PRINCIPAL)				\$ 16,592,100	\$ 9,030,000	\$ 342,814
DEBT AUTHORIZED/UNISSUED		AUTHORIZED	ISSUED	UNISSUED		
Purchase Water Co	5/11/1977	600,000	-	600,000		
Purchase Water Co	5/6/2019	6,700,000	1,000,000	5,700,000		
Middle School Roof	5/4/2011	5,800,000	2,500,000	3,300,000		
Sacarrappa Bridge	5/2/2018	800,000	116,000	684,000		
		\$ 13,900,000.00	\$ 3,616,000.00	\$ 10,284,000.00		

Town of Oxford
Combined Debt Schedule
FY2020-FY2035

WITHIN STATUTORY LIMIT			OUTSIDE STATUTORY LIMIT			TOTAL COMBINED DEBT		
	Prinicpal	Interest		Prinicpal	Interest		Prinicpal	Interest
2020	865,000	266,968	1,131,968	115,000.00	41,527.50	156,527.50	980,000	308,495
2021	820,000	235,193	1,055,193	115,000.00	37,977.50	152,977.50	935,000	273,170
2022	830,000	204,223	1,034,223	115,000.00	33,677.50	148,677.50	945,000	237,900
2023	830,000	173,233	1,003,233	110,000.00	29,557.50	139,557.50	940,000	202,790
2024	565,000	141,868	706,868	110,000.00	25,527.50	135,527.50	675,000	167,395
2025	580,000	122,170	702,170	110,000.00	21,462.50	131,462.50	690,000	143,633
2026	560,000	102,665	662,665	110,000.00	17,732.50	127,732.50	670,000	120,398
2027	575,000	83,347	658,347	110,000.00	14,312.50	124,312.50	685,000	97,659
2028	590,000	63,393	653,393	110,000.00	10,892.50	120,892.50	700,000	74,285
2029	265,000	42,277	307,277	90,000.00	7,422.50	97,422.50	355,000	49,699
2030	265,000	35,138	300,138	90,000.00	4,812.50	94,812.50	355,000	39,950
2031	270,000	27,743	297,743	30,000.00	3,082.50	33,082.50	300,000	30,825
2032	270,000	20,273	290,273	30,000.00	2,252.50	32,252.50	300,000	22,525
2033	270,000	12,386	282,386	30,000.00	1,376.25	31,376.25	300,000	13,763
2034	90,000	4,388	94,388	10,000.00	487.50	10,487.50	100,000	4,875
2035	90,000	1,463	91,463	10,000.00	162.50	10,162.50	100,000	1,625
2036	-	-	-	-	-	-	-	-
2037	-	-	-	-	-	-	-	-
2038	-	-	-	-	-	-	-	-
2039	-	-	-	-	-	-	-	-
2040	-	-	-	-	-	-	-	-
	\$ 7,735,000	\$ 1,536,722	\$ 9,271,722	\$ 1,295,000	\$ 252,264	\$ 1,547,264	\$ 9,030,000	\$ 1,788,986
	\$ 7,735,000	\$ 1,536,722	\$ 9,271,722	\$ 1,295,000	\$ 252,264	\$ 1,547,264	\$ 9,030,000	\$ 1,788,986

CALENDAR YEAR 2019 WAGE REPORT

EMPLOYEE	CLASS	TITLE	GROSS
ABUBAKAR-MWENYE EVELYN A	SCHOOL	ART TEACHER	\$ 76,903.17
ADAMS CAROLYN	TOWN	ELECTION WORKER	\$ 96.00
ADAMS MICHAEL	SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 58,375.81
AJEMIAN BRIANNA	SCHOOL	SPED TEACHER	\$ 72,597.63
AKER MICHELLE M	TOWN	CHILDREN'S CIRCULATION CLERK	\$ 36,022.24
ALBUQUERQUE PAUL	TOWN	BUILDING CUSTODIAN	\$ 15,342.30
ALDRICH DAVID	SCHOOL	ATHLETIC COACH	\$ 5,340.00
ALI CRAIG G	TOWN	PATROL OFFICER	\$ 57,993.47
ALLEN DEBORAH M	SCHOOL	SPED TEACHER	\$ 76,578.11
ALLEN ROSALIE	TOWN	ELECTION WORKER	\$ 69.00
ALLYN SAMANTHA E	SCHOOL	PSYCHOLOGIST	\$ 22,986.36
AMARAL ROBERT	*	PATROL OFFICER	\$ 74,542.69
ANDERSON CRAIG T	SCHOOL	EDUCARE WORKER	\$ 9,895.17
ANDERSON MARK A	SCHOOL	AUTO TECHNOLOGY TEACHER	\$ 16,636.14
ANDERSON STEPHEN C	SCHOOL	CUSTODIAN	\$ 40,231.93
ANDERSON WILLIAM	SCHOOL	EDUCARE WORKER	\$ 3,945.37
ANDEXLER BRANDON M	TOWN	FIREFIGHTER/EMT/PARAMEDIC	\$ 63,200.78
ANDREWS CALLIE	SCHOOL	SUBSTITUTE TEACHER	\$ 400.00
ANIELLO ARIANNA	SCHOOL	INSTRUCTIONAL AIDE	\$ 1,147.50
ARCURE PATRICIA	TOWN	ASSISTANT TOWN ACCOUNTANT	\$ 59,661.25
AROMANDO JEAN E	SCHOOL	SECRETARY	\$ 43,069.70
AUCOIN DENISE M	SCHOOL	DIRECTOR OF EDUCARE	\$ 53,333.15
AUGER AMY	SCHOOL	RECESS AIDE	\$ 3,189.00
AUSMUS JR DANIEL J	*	PATROL OFFICER	\$ 76,402.12
BAKER NORMA	SCHOOL	TITLE I TEACHER	\$ 49,636.67
BANFILL ALFRED W	TOWN	INSPECTOR OF WIRES	\$ 24,423.30
BANSFIELD GEORGE E	TOWN	BUILDING CUSTODIAN	\$ 8,658.68
BARBA ELAINE	SCHOOL	SPEECH PATHOLOGIST	\$ 72,452.26
BARR STACY K	TOWN	REC-DIR OF COMMUNITY PROGRAMS	\$ 76,339.49
BARRIE TYLER	TOWN	PART TIME INTERMITTENT	\$ 10,558.06
BARTKUS MICHAEL C	SCHOOL	COACH	\$ 2,800.00
BARTLETT JORDAN	TOWN	SEASONAL CAMP COUNSELOR	\$ 3,451.50
BATES GARRY F	TOWN	BOARD OF ASSESSORS	\$ 750.00
BATHGATE CYNTHIA	TOWN	ELECTION WORKER	\$ 156.00
BAYLIES WALTER W	TOWN	SKILLED SEASONAL LABORER-DPW	\$ 614.41
BECK NICOLE M	SCHOOL	TITLE I TEACHER	\$ 80,587.23
BEHAN DANTE	TOWN	SEASONAL CAMP COUNSELOR	\$ 4,732.00
BELANGER ASHLEY E	TOWN	FIREFIGHTER/EMT/PARAMEDIC	\$ 66,079.69
BELANGER JON T	TOWN	DEPUTY FIRE CHIEF	\$ 95,011.16
BELHUMEUR AMY J	SCHOOL	PRINCIPAL	\$ 101,430.03
BELVERY JOYCE D	SCHOOL	INSTRUCTIONAL AIDE	\$ 30,404.46
BENNETT ANDREW R	SCHOOL	EDUCARE AIDE	\$ 10,067.67
BENNETT CATHY J	SCHOOL	FOOD SERVICE WORKER	\$ 28,214.02
BENNETT TARA A	SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 77,028.46
BENOIT MATTHEW J	TOWN	DPW-SUPERINTENDENT	\$ 80,387.65
BENT ANNETTE S	SCHOOL	INSTRUCTIONAL AIDE	\$ 27,048.24
BERG JARED	TOWN	SEASONAL LABORER	\$ 7,360.88

BERG MICHAEL C		TOWN	DPW-FLEET SUPERINTENDENT	\$ 86,755.39
BERG THOMAS J		TOWN	DPW-ASSISTANT MECHANIC	\$ 71,176.40
BERGMAN KELLY L		SCHOOL	INSTRUCTIONAL AIDE	\$ 19,742.36
BERNARD ANGELA M		SCHOOL	INSTRUCTIONAL AIDE	\$ 38,035.88
BERTHIAUME ALAN R		TOWN	BOARD OF SELECTMEN	\$ 416.65
BERTHIAUME DEBRA J		SCHOOL	INSTRUCTIONAL AIDE	\$ 27,285.75
BERUBE BRANDY		SCHOOL	SCIENCE TEACHER	\$ 46,696.69
BILIS DEBORAH E		TOWN	CHILDREN'S LIBRARIAN	\$ 45,098.24
BINGHAM CLAUDE R		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$ 11,820.74
BLISS MICHAELA R		SCHOOL	GUIDANCE COUNSELOR	\$ 19,594.11
BLOOD MICHELLE A		SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 80,355.43
BOMBARD KURT J		SCHOOL	CUSTODIAN	\$ 17,576.88
BORDEAUX TIMOTHY		SCHOOL	EDUCARE AIDE	\$ 8,586.00
BORJESON SARA		SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 68,418.61
BOROWKO DEBRA A		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,040.32
BOSS KRISTIE		SCHOOL	ADJUSTMENT COUNSELOR	\$ 84,013.51
BOUCHER DEBORAH P		SCHOOL	SUBSTITUTE TEACHER	\$ 2,400.00
BOUDREAU DEVYNN G		SCHOOL	MUSIC TEACHER	\$ 18,036.72
BOUDREAU MEGAN K		SCHOOL	INSTRUCTIONAL AIDE	\$ 8,855.54
BOULAY BARBARA J		SCHOOL	SUBSTITUTE TEACHER	\$ 1,040.00
BOURQUE SUZANNE		TOWN	ANIMAL CONTROL PT CLERK	\$ 1,138.71
BOUTILETTE EMILY		SCHOOL	ATHLETIC COACH	\$ 3,900.00
BOWES BAILEY		TOWN	LIFEGUARD	\$ 3,566.25
BOWES SEAN T		TOWN	CALL EMT BASIC	\$ 2,609.16
BRASSARD DEBORA L		SCHOOL	REGISTRAR	\$ 25,656.18
BRAY SUSAN		SCHOOL	SUBSTITUTE TEACHER	\$ 1,280.00
BRAZEAU REBECCA		SCHOOL	RECESS AIDE	\$ 4,005.00
BRAZEAU VALERIE		SCHOOL	RECESS AIDE	\$ 3,546.00
BRENNAN CYNTHIA		TOWN	SENIOR WORK OFF	\$ 1,500.00
BRESCIA JOYCE		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,365.63
BRIGGS CARISSA B		SCHOOL	SPEECH LANGUAGE ASSISTANT	\$ 43,790.35
BROCHU LILLY		SCHOOL	EDUCARE AIDE	\$ 10,076.64
BRODEUR MARY M		TOWN	RECREATION CLERK	\$ 3,518.90
BROTHERS KERRI		SCHOOL	SUBSTITUTE TEACHER	\$ 10,880.00
BRUNELL SUSAN		TOWN	ACTIVITY COORDINATOR	\$ 5,237.70
BRYN RICHARD P	*	TOWN	PATROL OFFICER	\$ 70,554.56
BRYTOWSKI CRYSTAL		SCHOOL	SUBSTITUTE TEACHER	\$ 11,433.50
BUCCICO EVELYN		SCHOOL	CROSSING GUARD	\$ 8,086.09
BUNCH GAIL		TOWN	SENIOR WORK OFF	\$ 3,000.00
BURCH JASON A		SCHOOL	SPED TEACHER	\$ 83,727.63
BURDETT JASON E	*	TOWN	POLICE SERGEANT	\$ 106,268.87
BURKE JOHN H		TOWN	WRTA VAN DRIVER	\$ 2,556.97
BURKE MARY JANE		SCHOOL	SPED TEACHER	\$ 54,242.41
BURLOCK LAURIE A		TOWN	ADMINISTRATIVE ASSISTANT FIRE	\$ 56,055.90
BURLOCK WAYNE F		TOWN	DPW-TREE WARDEN	\$ 82,927.41
BURSELL JANICE C		SCHOOL	INSTRUCTIONAL AIDE	\$ 30,091.93
BURTON ERIC J		SCHOOL	SUBSTITUTE TEACHER	\$ 1,890.00
BUTTON PATRICK T		SCHOOL	ENGLISH TEACHER	\$ 21,646.50
BUXTON HANNAH		SCHOOL	EDUCARE WORKER	\$ 3,399.00

BUXTON ISABELLA M		SCHOOL	EDUCARE WORKER	\$ 822.00
CADAVID MICHELLE M		SCHOOL	PSYCHOLOGIST	\$ 86,878.11
CADY MARTHA A		TOWN	ELECTION WORKER	\$ 240.00
CALLAHAN JENNIFER M		TOWN	TOWN MANAGER	\$ 150,052.88
CAMERON JAMES L		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 7,009.65
CAMERON KATIE		SCHOOL	HISTORY TEACHER	\$ 17,907.21
CAMPBELL DEBORAH J		SCHOOL	INSTRUCTIONAL AIDE	\$ 27,840.20
CAPLETTE MICHELLE L		SCHOOL	TEACHING ASSISTANT	\$ 5,222.81
CARLSON BETTIE		TOWN	ELECTION WORKER	\$ 153.00
CARPENTER CRAIG B		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 54,009.51
CARR WILLIAM		SCHOOL	MUSIC TEACHER	\$ 75,378.21
CASAGRANDA RICHARD		TOWN	OPD- TRAFFIC CONTROLLER	\$ 2,200.00
CASILLO LISA		SCHOOL	SPECIALTY TEACHER	\$ 30,729.86
CASTELL DEBORAH A		TOWN	ASSISTANT TREASURER/COLLECTOR	\$ 64,576.45
CASTILLO MANDY		SCHOOL	SPED TEACHER	\$ 18,713.07
CASTONGUAY LINDSAY S		SCHOOL	LIBRARIAN	\$ 67,560.49
CEPPETELLI WENDY		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,154.74
CHAMPAGNE JASON D		TOWN	SEASONAL LABORER	\$ 1,015.75
CHARRON CHERIE		SCHOOL	OCCUPATIONAL THERAPIST	\$ 38,434.43
CHENEY SCOTT M		SCHOOL	CUSTODIAN	\$ 53,315.85
CHESLEY MICHELLE		TOWN	SENIOR CLERK	\$ 9,910.78
CHRISLER MARY L		SCHOOL	SUBSTITUTE TEACHER	\$ 2,880.00
CLARK KERRY		TOWN	VETERAN'S AGENT	\$ 2,415.00
CLARK-CAHILL DIANNE T		TOWN	ELECTION WORKER	\$ 156.00
CLARKSON JEFFREY		SCHOOL	SUBSTITUTE TEACHER	\$ 5,850.00
COFFEY MELISSA		SCHOOL	SUBSTITUTE TEACHER	\$ 1,640.00
COFFIN HELEN M		SCHOOL	EXECUTIVE ASSISTANT	\$ 65,774.60
COFSKY JILL M		SCHOOL	TITLE I TEACHER	\$ 79,010.43
COGHLAN MARK		SCHOOL	LONG-TERM SUB CUSTODIAN	\$ 13,519.20
COLLETTE JENNIFER		SCHOOL	TEACHING ASSISTANT	\$ 362.70
CONLON JOSEPH P	*	TOWN	POLICE SERGEANT	\$ 126,190.38
CONNOLLY LORI M		SCHOOL	OCCUPATIONAL THERAPIST	\$ 77,132.40
CONNOR JILLIAN		TOWN	TOWN TREASURER	\$ 10,635.56
COONAN DANIEL		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 700.00
COREY AMY B		SCHOOL	HISTORY TEACHER	\$ 74,958.23
CORMIER JOANNE		SCHOOL	ENGLISH TEACHER	\$ 77,255.47
CORNACCHIOLI DAVID P		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 380.00
COSTA DINA		TOWN	BOH MEMBER	\$ 500.00
COSWAY JR EDWARD		TOWN	COUNCIL ON AGING VAN DRIVER	\$ 13,023.75
COULSON JOSHUA		SCHOOL	SCIENCE TEACHER	\$ 55,699.29
COVE MARK		TOWN	CALL FF/EMT/PARAMEDIC	\$ 3,959.98
CRAIG TIMOTHY L		SCHOOL	MATH TEACHER	\$ 78,750.94
CRANDELL KAREN A		TOWN	ASSISTANT TOWN MANAGER	\$ 76,747.97
CRUTCHER KARALYN		SCHOOL	ART TEACHER	\$ 55,299.09
CUGINI SHARON		SCHOOL	SUMMER SCHOOL	\$ 1,147.50
CUNNINGHAM PHYLLIS M		SCHOOL	INSTRUCTIONAL AIDE	\$ 27,940.20
CURTIS KATHI		SCHOOL	HISTORY TEACHER	\$ 85,352.67
CURVING PRISCILLA A		SCHOOL	SUBSTITUTE TEACHER	\$ 160.00
CUSSON JOSEPH E		TOWN	SEWER ENTERPRISE FOREMAN	\$ 7,411.01

CUTRONI ALEKSANDRA		TOWN	SEASONAL CAMP COUNSELOR	\$ 5,096.00
CUTRONI CINDI		SCHOOL	INSTRUCTIONAL AIDE	\$ 24,291.94
DADAH CHRISTINE L		SCHOOL	SUBSTITUTE FOOD SERVICE	\$ 2,823.75
DAIGE KATHLEEN		TOWN	ADMINISTRATIVE ASSISTANT DPW	\$ 49,310.97
DANIELS MICHAEL F		TOWN	BOARD OF SELECTMEN	\$ 1,083.35
DAOUST VALERIE J		SCHOOL	SUBSTITUTE SECRETARY	\$ 2,079.00
DAVIS ANGELIQUE		SCHOOL	EDUCARE AIDE	\$ 2,565.00
DAVIS CAROL A		SCHOOL	GRADE 1 TEACHER	\$ 73,050.82
DAVIS JANE E		TOWN	CEMETERY COMMISSIONER	\$ 500.00
DAVIS KIMBERLY A		SCHOOL	GRADE 1 TEACHER	\$ 69,713.26
DAVIS SUSAN A		SCHOOL	BOOKKEEPER	\$ 49,988.25
DAWE CAITLYN BARBARA		SCHOOL	HUMAN RESOURCES COORDINATOR	\$ 45,500.07
DAY CASSANDRA S		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 270.00
DE FAYS MYRIAM A		SCHOOL	SUBSTITUTE TEACHER	\$ 10,440.00
DECELLES SARAH A		TOWN	CALL FF/EMT-BASIC	\$ 3,038.58
DECKER JENNIFER		SCHOOL	SUBSTITUTE TEACHER	\$ 80.00
DECKER STACEY M		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,158.81
DELGADO KELLY		SCHOOL	TITLE I TEACHER	\$ 58,139.34
DELL'AQUILA BREA		SCHOOL	SUBSTITUTE RECESS AIDE	\$ 351.00
DELL'AQUILA LYSA V		SCHOOL	SECRETARY	\$ 24,617.53
DEMERS CHRISTINE		TOWN	PT CUSTODIAN	\$ 1,575.09
DESAUTELS TYLER		TOWN	CALL FIREFIGHTER	\$ 713.78
DESNOYERS BROOKE A		SCHOOL	SUBSTITUTE TEACHER	\$ 13,852.60
DIDONATO RACHEL L		SCHOOL	GRADE 2 TEACHER	\$ 62,202.98
DIGIOIA SARAH L		SCHOOL	SPED TEACHER	\$ 75,852.30
DIVOLL SEAN M		TOWN	DPW DIRECTOR	\$ 102,377.60
DOEG CHRISTOPHER W		TOWN	CALL FF/EMT BASIC	\$ 6,544.16
DONAHUE TIMOTHY M		SCHOOL	ADJUSTMENT COUNSELOR	\$ 82,078.20
DONEY RHONDA L		SCHOOL	CUSTODIAN	\$ 37,365.75
DONNELLY KENNETH B		TOWN	MAINTENANCE TECHNICIAN	\$ 60,074.75
DORAY LOIS M		SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 86,027.69
DOUGHERTY JOSHUA		TOWN	LIBRARY PAGE	\$ 5,832.00
DOUKA BARBARA		SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 86,699.41
DOWD STEPHEN P		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$ 52,050.97
DOWNING DEENA		SCHOOL	INSTRUCTIONAL AIDE	\$ 24,326.59
DRISCOLL BARBARA J		SCHOOL	FOOD SERVICE WORKER	\$ 6,118.96
DUBE RICHARD		SCHOOL	FACILITIES MAINTENANCE TEACHER	\$ 68,820.20
DUMOUCHEL KERRY M		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,431.68
DUNLAVEY KRISTINA H		SCHOOL	SUBSTITUTE TEACHER	\$ 720.00
DUSSAULT AVA R		SCHOOL	EDUCARE WORKER	\$ 1,539.00
DUVAL KEITH		SCHOOL	SUMMER SPORTS CAMP COACH	\$ 3,160.00
DVARECKAS STEPHANIE R		TOWN	OPD-RADIO DISPATCHER	\$ 56,022.22
DWYER JULIE		TOWN	SEASONAL CAMP COUNSELORS	\$ 2,671.50
DZIEDZINSKI KORI		SCHOOL	SUMMER SCHOOL	\$ 1,126.25
DZIEMBOWSKI HEATHER L		SCHOOL	TEACHING ASSISTANT	\$ 8,937.80
ELLIOTT NANCY K		TOWN	ELECTION WORKER	\$ 156.00
ELWOOD KAILI		SCHOOL	EDUCARE WORKER	\$ 5,133.00
ELWOOD KRISTI		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,012.77
ENNIS MOLLY		TOWN	BEACH MONITOR	\$ 1,924.00

ERSKINE THOMAS E		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 175.61
ESCOBAR DAVID R		TOWN	BOH MEMBER	\$ 500.00
ESPOSITO JAMES G		TOWN	DPW - WORKING FOREMAN	\$ 76,722.82
ESPOSITO STEPHEN F		TOWN	DPW-OPERATIONS MANAGER	\$ 98,314.32
ETHIER THOMAS M		SCHOOL	HISTORY TEACHER	\$ 80,355.43
FAFORD MEGAN		SCHOOL	RECESS AIDE	\$ 3,294.00
FAHY SUSAN		SCHOOL	SUBSTITUTE NURSE	\$ 1,312.50
FAIRBANKS RICHARD H	*	TOWN	PATROL OFFICER	\$ 126,978.10
FALLAVOLLITA JOSEPH V		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 60,644.13
FALLAVOLLITA VINCENT T		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 27,338.50
FARRAND KAITLYN H		SCHOOL	SPED TEACHER	\$ 13,796.22
FEGREUS CAROLE A		TOWN	ELECTION WORKER	\$ 156.00
FEIGE NICOLE A		TOWN	LIBRARY PAGE	\$ 9,825.00
FERDELLA PATRICIA L		TOWN	ELECTION WORKER	\$ 156.00
FERLAND FAY Y		TOWN	ADULT SERVICES LIBRARIAN	\$ 30,876.86
FERSCHKE ERIN		SCHOOL	FOOD SERVICE WORKER	\$ 12,693.63
FERSCHKE-FAGANT MELISSA		SCHOOL	SUBSTITUTE FOOD SERVICE	\$ 504.00
FIKE ROBERT W		TOWN	BOARD OF ASSESSORS	\$ 750.00
FINKEL AMY		TOWN	LIBRARY- HIGH SCHOOL PAGE- PART	\$ 1,362.00
FISHER DONNA M		TOWN	ELECTION WORKER	\$ 246.00
FITZGIBBONS DENNIS L		TOWN	LIEUTENANT/EMT/PARAMEDIC	\$ 83,617.40
FLATTERY JOHN H		TOWN	BOARD OF REGISTRARS	\$ 500.00
FLORES CLAUDETTE M		TOWN	ELECTION WORKER	\$ 249.00
FLYNN KATHLEEN		TOWN	ANIMAL CONTROL OFFICER	\$ 41,263.22
FOLEY SARA		TOWN	SEASONAL CAMP COUNSELORS	\$ 4,010.50
FORBES SEPTEMBER		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 975.00
FORGIONE ELSA		SCHOOL	RECESS AIDE	\$ 2,280.00
FORTE LINDA J		SCHOOL	ADJUSTMENT COUNSELOR	\$ 86,227.57
FOURNIER JOSEPH G		TOWN	PART TIME DISPATCHER	\$ 804.00
FOURNIER MICHAEL R	*	TOWN	PATROL OFFICER	\$ 112,812.26
FOURNIER SARAH		SCHOOL	SECRETARY	\$ 30,605.23
FOURNIER TAMMY L		SCHOOL	KINDERGARTEN TEACHER	\$ 73,139.64
FRASER ALLAN B		TOWN	BUILDING COMMISSIONER	\$ 5,876.58
FREDERICK JOANNE F		TOWN	HUMAN RESOURCE SPECIALIST	\$ 68,393.51
FREEDMAN SHARON A		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,684.18
FRESOLO NICHOLAS		TOWN	CALL FIREFIGHTER	\$ 864.00
FREUDENTHAL MARY L		SCHOOL	GRADE 4 TEACHER	\$ 80,370.49
FRYKBERG PAUL		SCHOOL	ENGLISH TEACHER	\$ 61,687.50
GABRENAS PAUL D		SCHOOL	SPED TEACHER	\$ 61,574.89
GAGNER CRAIG R	*	TOWN	PERMANENT INTERMITTENT	\$ 33,797.73
GALLANT MICHAEL J		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 715.52
GAUCHER NICHOLAS		TOWN	CIVIL ENGINEER	\$ 21,164.43
GAWRONSKI TERRYANN		SCHOOL	SOCIALWORKER	\$ 65,001.91
GEBO AMY E		SCHOOL	SUBSTITUTE RECESS AIDE	\$ 225.00
GENATOSSIO ANTHONY C		SCHOOL	SUBSTITUTE TEACHER	\$ 5,960.00
GIARD KEITH J		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$ 5,574.93
GIBBONS KYLE W		TOWN	CALL FIREFIGHTER	\$ 77.94
GIFFORD MICHAEL A	*	TOWN	POLICE SERGEANT	\$ 99,867.44
GILBERT LAUREEN		TOWN	ADMINISTRATIVE ASSISTANT BOH	\$ 45,681.46

GILES MARK D		SCHOOL	CUSTODIAN	\$ 50,620.68
GILLIGAN BONNIE A		SCHOOL	GRADE 3 TEACHER	\$ 72,400.88
GILMETE NEIDA E		SCHOOL	COUNSELOR	\$ 40,337.09
GIVNER BRYAN J		TOWN	CALL FIREFIGHTER	\$ 149.67
GIVNER EVA		TOWN	CALL FF/EMT BASIC	\$ 5,685.63
GIVNER EVA		SCHOOL	SUBSTITUTE TEACHER	\$ 1,600.00
GIVNER KATHLEEN		SCHOOL	RECESS AIDE	\$ 3,068.92
GOMES JAMES L		SCHOOL	COACH	\$ 2,800.00
GONYEA ISABELLA M		SCHOOL	EDUCARE WORKER	\$ 1,518.00
GONYEA JACQUELYN		SCHOOL	GRADE 3 TEACHER	\$ 62,652.95
GORDON DANYELLE		SCHOOL	EDUCARE	\$ 762.00
GORODECKAS LAUREN		SCHOOL	SUBSTITUTE TEACHER	\$ 80.00
GOULAS ELAINE M		SCHOOL	MATH & SCIENCE TEACHER	\$ 83,596.90
GRADY NICOLE		SCHOOL	SUMMER SPORTS CAMP COACH	\$ 200.00
GRANAHAN SANDRA S		SCHOOL	SUBSTITUTE TEACHER	\$ 78,816.78
GRANGER COURTNEY		SCHOOL	INSTRUCTIONAL AIDE	\$ 26,186.98
GRASSESCI TAMMY M		SCHOOL	INSTRUCTIONAL AIDE	\$ 24,598.58
GRAVES CAROL J		TOWN	BOARD OF REGISTRARS	\$ 500.00
GRAY ANDREW T	*	TOWN	PATROL OFFICER	\$ 73,732.02
GREEN DIANE		TOWN	SENIOR CLERK	\$ 43,896.40
GREEN ROBERT M		TOWN	OPD- TRAFFIC CONTROLLER	\$ 2,060.00
GREENE AUSTIN		SCHOOL	EDUCARE	\$ 2,130.00
GREENE LISA J		SCHOOL	INSTRUCTIONAL AIDE	\$ 32,678.85
GREENLAW MONICA S		SCHOOL	SUMMER SCHOOL	\$ 765.00
GREENOUGH DONNA M		SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 77,528.11
GRENIER PATRICIA		SCHOOL	PHYSICAL THERAPIST	\$ 74,438.21
GRENIER SUSAN M		SCHOOL	SECRETARY	\$ 48,025.44
GRICE ANDREA		SCHOOL	SUBSTITUTE NURSE	\$ 650.00
GRiffin PALMINA		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 650.00
GRNIET AMY		SCHOOL	NURSE	\$ 69,332.47
GRNIET JEROMY		SCHOOL	SCHOOL RESOURCE OFFICER	\$ 4,428.82
GRNIET JEROMY T	*	TOWN	POLICE SERGEANT	\$ 129,047.35
GRYNCEWICZ ROBERT A		TOWN	FIREFIGHTER/EMT BASIC	\$ 52,842.95
GRZEMBSKI JOANNE B		SCHOOL	MATH TEACHER	\$ 76,382.17
GUARENTE KELSIE		SCHOOL	EDUCARE WORKER	\$ 2,214.00
GULINO KIMBERLY M		SCHOOL	SUMMER SCHOOL	\$ 935.00
GUNDERMAN JULIA E		SCHOOL	SECRETARY	\$ 42,460.21
GUZMAN KRISTY L		SCHOOL	SECRETARY	\$ 6,119.18
HAGAN THOMAS C		SCHOOL	SUB CUSTODIAN	\$ 13.76
HALL JR RICCI W		TOWN	PERMANENT INTERMITTENT/ CALL EMT	\$ 21,371.91
HAMEL STACEY M		TOWN	ELECTION WORKER	\$ 156.00
HAMMOND CHARLENE		SCHOOL	SPED TEACHER	\$ 70,866.22
HAMMOND NORA A		SCHOOL	INSTRUCTIONAL AIDE	\$ 32,285.31
HANKEY ROBERT C		SCHOOL	SPED TEACHER	\$ 72,200.94
HANLAN ROBIN E		SCHOOL	FOOD SERVICE WORKER	\$ 16,370.07
HARACKIEWICZ TERESA M		TOWN	SENIOR WORK OFF	\$ 1,500.00
HARNOIS CONNOR		SCHOOL	SUBSTITUTE TEACHER	\$ 8,862.80
HARRINGTON CLAIRE J		SCHOOL	FOOD SERVICE WORKER	\$ 28,526.24
HARRIS VICKI L		SCHOOL	LIBRARY AIDE	\$ 10,150.66

HART EDWARD		TOWN	ANIMAL CONTROL PART TIME OFFIC	\$ 5,053.00
HARVEY COLBY		SCHOOL	MATH TEACHER	\$ 68,895.78
HASHEY ADAM M		TOWN	ASSISTANT MIS DIRECTOR	\$ 36,959.15
HASSETT MICHAEL C		TOWN	OPD- TRAFFIC CONTROLLER	\$ 19,180.00
HEBERT MARIA S		SCHOOL	SUMMER SCHOOL	\$ 1,890.00
HENRICHON SUSAN		SCHOOL	ASSISTANT SUPERINTENDENT	\$ 112,846.51
HERRIAGE MARY F		TOWN	LAND MANAGEMENT OFFICE MANAGER	\$ 51,819.32
HERRICK CATHERINE J		SCHOOL	PRESCHOOL TEACHER	\$ 60,388.28
HERSEY SCOTT W		SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 74,878.23
HETHERMAN CHERYL A		SCHOOL	SUBSTITUTE TEACHER	\$ 16,341.60
HETHERMAN JAMES M		SCHOOL	CUSTODIAN	\$ 61,728.35
HETHERMAN TUCKER		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 3,673.92
HIGGINS BRIANNA		SCHOOL	SUB EDUCARE AIDE	\$ 1,389.00
HIGGINS CONOR P		SCHOOL	SUB EDUCARE AIDE	\$ 2,949.00
HIGGINS HALEY		SCHOOL	EDUCARE AIDE	\$ 2,502.00
HIGGINS STEPHANIE M		SCHOOL	KINDERGARTEN TEACHER	\$ 59,400.88
HILNER ANA L		SCHOOL	SUBSTITUTE TEACHER	\$ 11,200.00
HITCHINGS LISA M		TOWN	OCC - PROGRAM MANAGER	\$ 26,087.70
HODGERNEY JUDY		TOWN	ELECTION WORKER	\$ 156.00
HODGERNEY JUDY A		SCHOOL	TITLE I TEACHER	\$ 26,395.76
HOKANSON PATRICIA A		SCHOOL	DIRECTOR OF FOOD SERVICE	\$ 48,564.62
HOLSTROM KEVIN		TOWN	FIREFIGHTER/EMT BASIC	\$ 50,883.21
HOPE REBECCA		SCHOOL	EDUCARE WORKER	\$ 642.00
HORAN EMILY		TOWN	ADMINISTRATIVE ASSISTANT BOS	\$ 23,808.97
HORNBAKER ROBIN		SCHOOL	MATH & SCIENCE TEACHER	\$ 60,874.84
HUDON MICHAEL P		TOWN	LIEUTENANT/EMT PARAMEDIC	\$ 83,558.56
HUDSON RICHARD		SCHOOL	COURIER	\$ 6,579.37
HULTGREN SHELLEY E		TOWN	CIVIL ENGINEER	\$ 3,105.52
HUTCHINSON CHRISTEN J		SCHOOL	ASSISTANT PRINCIPAL	\$ 28,557.72
HYNES BRITTANY		SCHOOL	INSTRUCTIONAL AIDE	\$ 3,558.10
IBRAHIM BISHOY R	*	TOWN	PATROL OFFICER	\$ 75,980.89
IOTT TONI L		SCHOOL	LICENSED PRACTICAL NURSE	\$ 39,632.50
IWANSKI KAREN M		SCHOOL	SPED TEACHER	\$ 60,394.84
JACKSON SANDRA M		SCHOOL	GRADE 4 TEACHER	\$ 72,200.94
JANERICO JOSEPH D		SCHOOL	INDUSTRIAL ARTS TEACHER	\$ 74,113.38
JENKINS ERIC D		SCHOOL	HISTORY TEACHER	\$ 75,078.17
JOHNS JULIE A		SCHOOL	SPED TEACHER	\$ 74,947.44
JOHNSON KAREN A		SCHOOL	SPED TEACHER	\$ 76,703.21
JOYCE PAUL W		SCHOOL	SUBSTITUTE TEACHER	\$ 20,657.67
KABALA MARIA		SCHOOL	ENG LANG LEARN TEACH	\$ 47,274.54
KARNES KIMBERLY A		TOWN	COUNCIL ON AGING VAN DRIVER	\$ 1,016.17
KARSOKE MARY E		SCHOOL	ADJUSTMENT COUNSELOR	\$ 87,486.96
KASIK RYAN	*	TOWN	PATROL OFFICER	\$ 75,137.60
KEELER BARBARA J		SCHOOL	FOOD SERVICE WORKER	\$ 4,725.89
KELLER JILLIAN N		SCHOOL	GRADE 1 TEACHER	\$ 69,689.43
KELLEY JENNIFER		SCHOOL	SUBSTITUTE TEACHER	\$ 9,000.00
KELLEY LORI A		TOWN	TOWN CLERK	\$ 90,105.66
KELLY JASON J		TOWN	FIREFIGHTER/BASIC	\$ 31,165.79
KENNEN AUDREY L		SCHOOL	LIBRARY AIDE	\$ 34,918.67

KEOHANE HOLLY L	SCHOOL	INSTRUCTIONAL AIDE	\$ 28,987.70
KEOHANE SARAH	SCHOOL	EDUCARE	\$ 1,466.25
KERSTING-MUMM NOAH	TOWN	BEACH MONITOR	\$ 646.75
KERSTING-MUMM SARAH A	TOWN	LIFEGUARD	\$ 3,744.69
KERTYZAK CHRISTOPHER	SCHOOL	PHYSICS TEACHER	\$ 74,199.45
KIM MATTHEW	SCHOOL	MUSIC TEACHER	\$ 63,154.79
KING DEBRA	TOWN	COUNCIL ON AGING VAN DRIVER	\$ 3,401.25
KING MIRIAM T	SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 74,878.23
KNEELAND RICHARD	TOWN	BEACH MONITOR	\$ 1,352.00
KNEELAND RICHARD M	TOWN	OPD- TRAFFIC CONTROLLER	\$ 18,690.00
KNIGHT RUSSELL L	SCHOOL	NJROTC	\$ 65,354.80
KNISKERN ASHLIE	SCHOOL	SCIENCE TEACHER	\$ 57,772.99
KRASINSKAS ROBERT W	TOWN	ELECTION WORKER	\$ 246.00
KRUPSKY MATTHEW J	TOWN	DPW LIGHT EQUIPMENT OPERATOR	\$ 47,115.05
LABELLE APRIL A	TOWN	SENIOR CLERK	\$ 36,695.60
LABELLE DYLAN	TOWN	PART TIME BUILDING CUSTODIAN	\$ 14,006.58
LACKI MARY ANN	SCHOOL	SPANISH TEACHER	\$ 52,562.64
LADD CASSANDRA	SCHOOL	MATH TEACHER	\$ 68,418.61
LAL PATRICIA H	SCHOOL	FRENCH & SPANISH TEACHER	\$ 83,004.60
LAMARCHE DENNIS E	TOWN	BOARD OF SELECTMEN CHAIRMAN	\$ 1,799.94
LAMBERT NICHOLAS J	TOWN	LIEUTENANT/EMT/PARAMEDIC	\$ 100,613.68
LAMBERT ROGER D	TOWN	CAPTAIN/EMT/PARAMEDIC	\$ 106,500.22
LAMBERT RUESS R	TOWN	FIREFIGHTER/EMT/PARAMEDIC	\$ 56,848.19
LAMBERT SHELLEY L	TOWN	OCC - PROGRAM MANAGER	\$ 20,175.74
LAMBERT SUZANNAH	TOWN	HIGH SCHOOL PAGE	\$ 6,771.00
LANCIANI ROBERT W	TOWN	BUILDING COMMISSIONER	\$ 31,023.20
LAPLANTE JOAN E	TOWN	PART TIME DISPATCHER	\$ 2,563.75
LAPOMARDO STEPHEN	TOWN	CONSTABLE	\$ 126.00
LAREAU PATRICIA C	TOWN	ADULT CIRCULATION CLERK	\$ 37,802.10
LARSON KIMBERLY H	SCHOOL	GRADE 1 TEACHER	\$ 80,807.47
LATUGA STEPHANIE	SCHOOL	INSTRUCTIONAL AIDE	\$ 26,517.24
LAVACHE MASON K	SCHOOL	SUB EDUCARE AIDE	\$ 3,489.00
LAVALLEE JILL C	SCHOOL	GRADE 2 TEACHER	\$ 83,266.26
LAVELLE MICHAEL	SCHOOL	ASSISTANT PRINCIPAL	\$ 85,850.05
LAVIGNE STACEY	SCHOOL	KINDERGARTEN TEACHER	\$ 63,561.73
LEBLANC CHERYLL A	TOWN	BOARD OF SELECTMEN	\$ 1,500.00
LEBLANC PHILIP	SCHOOL	BIOLOGY AND ROBOTICS TEACHER	\$ 54,469.32
LEBRETON KEVIN R	TOWN	DETECTIVE	\$ 85,075.49
LEBRETON LAURA B	TOWN	SR. CLERK/TOWN CLERK	\$ 34,443.47
LEDUC JUSTIN M	SCHOOL	SCHOOL BUSINESS ADMINISTRATOR	\$ 95,950.14
LEIGHER LYNN A	SCHOOL	GRADE 4 TEACHER	\$ 78,666.28
LEMBERGER JOANNE	SCHOOL	INSTRUCTIONAL AIDE	\$ 13,790.58
LEPORE NAIDA	SCHOOL	BUDGET SPECIALIST	\$ 53,855.88
LEWIS BENJAMIN	TOWN	FIREFIGHTER/EMT BASIC	\$ 54,499.47
LEWIS PETER	SCHOOL	COACH	\$ 3,100.00
LIGHT DEBRA J	TOWN	ADMINISTRATIVE ASSISTANT POLICE	\$ 66,894.66
LINDGREN SHARON	SCHOOL	INSTRUCTIONAL AIDE	\$ 1,126.33
LINEHAN JOYCE D	SCHOOL	SUBSTITUTE TEACHER	\$ 17,054.40
LIRANGE CANDACE L	SCHOOL	SPANISH TEACHER	\$ 78,374.64

LOCHNER JUDITH A		TOWN	CONSERVATION AGENT/GIS TECH	\$ 59,196.83
LOGAN CHRISTOPHER		SCHOOL	SPED TEACHER	\$ 63,844.84
LOOBY EMILY		SCHOOL	ENGLISH TEACHER	\$ 56,937.81
LOONEY CATHERINE L		SCHOOL	MATH TEACHER	\$ 77,653.11
LOSEE ZACHARY	*	TOWN	PATROL OFFICER	\$ 34,979.82
LOTTER JACOB E		TOWN	LIBRARY INTERN	\$ 1,372.00
LUBECKI LINDSAY		SCHOOL	INSTRUCTIONAL AIDE	\$ 24,291.94
LUMPKINS JORDAN		TOWN	ADMINISTRATIVE ASSISTANT BOS	\$ 23,815.40
LUPIS MICHAEL S		TOWN	FACILITIES MAINTENANCE DIRECTOR	\$ 83,356.00
MACGREGOR ROSEANNE		SCHOOL	FOOD SERVICE WORKER	\$ 20,691.09
MACKOWIAK JACOB M		TOWN	DPW LIGHT EQUIPMENT OPERATOR	\$ 43,253.82
MACPHERSON JACK W		SCHOOL	EDUCARE WORKER	\$ 1,812.00
MACPHERSON SAWYER A		SCHOOL	SUB EDUCARE AIDE	\$ 2,406.00
MADAIO LISA M		SCHOOL	EDUCARE WORKER	\$ 5,586.00
MALIFF RICHARD F		SCHOOL	EVALUATION TEAM LEADER	\$ 79,176.47
MALLEY JR JAMES F		TOWN	BOARD OF HEALTH INSPECTOR	\$ 5,283.94
MANSEAU SONIA M		TOWN	PT CLERK/BOARD OF SELECTMEN	\$ 2,918.84
MANZI SUSAN M		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 1,953.92
MARCELONIS WILLIAM C		TOWN	POLICE LIEUTENANT	\$ 100,534.40
MARINI MARY ELLEN		SCHOOL	SUBSTITUTE TEACHER	\$ 3,160.00
MARKOPOULOS JENNIFER L		SCHOOL	COUNSELOR	\$ 62,904.79
MARTINEZ ANA M		TOWN	BUILDING CUSTODIAN	\$ 404.73
MARZEC JAMES R		SCHOOL	BIOLOGY TEACHER	\$ 83,586.44
MASIELLO MATTHEW B		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 51,586.58
MASSONI LAURIE		TOWN	DPW LIGHT EQUIPMENT OPERATOR	\$ 46,672.46
MASTROIANNI TORRE		TOWN	CALL FF/EMT	\$ 317.32
MASTROMATTEO RYAN R		TOWN	CALL EMT/PARAMEDIC	\$ 2,538.15
MAXWELL ELIZABETH R		SCHOOL	SUBSTITUTE RECESS AIDE	\$ 246.00
MAY KEVIN M		SCHOOL	SCIENCE TEACHER	\$ 93,157.47
MAYO KIMBERLY		SCHOOL	LIBRARY AIDE	\$ 11,215.54
MAZEIKA PAUL D		TOWN	PLUMBING INSPECTOR	\$ 21,847.00
MCCAMBRIDGE LORI J		SCHOOL	INSTRUCTIONAL AIDE	\$ 30,470.08
MCCARTHY KELLY L		SCHOOL	INSTRUCTIONAL AIDE	\$ 34,551.70
MCCARTHY LEDA A		SCHOOL	FOOD SERVICE WORKER	\$ 13,460.23
MCCARTHY MEAGHAN		SCHOOL	EDUCARE AIDE	\$ 312.00
MCCARTHY SHAUN		SCHOOL	EDUCARE WORKER	\$ 2,523.00
MCCONNELL MELISSA E		SCHOOL	INSTRUCTIONAL AIDE	\$ 30,603.82
MCCULLOUGH SANDRA		SCHOOL	RECESS AIDE	\$ 3,912.00
MCDONALD DEBRA R		SCHOOL	SUBSTITUTE SECRETARY	\$ 35,632.40
MCDONALD JAMES R		TOWN	PATRIOL OFFICER / OPD- TRAFFIC	\$ 79,288.61
MCDONALD LAURENT R		TOWN	FIRE CHIEF	\$ 9,828.21
MCDOUGAL BRITTANY		TOWN	LIBRARY DIRECTOR	\$ 70,712.17
MCGOWN CORINA L		SCHOOL	SECRETARY	\$ 26,174.96
MCGRATH KATHLEEN A		TOWN	PART TIME CHILDREN'S SERVICE	\$ 14,891.04
MCKAY ROBERTA F		SCHOOL	RECESS AIDE	\$ 3,060.00
MCKENNA KATHERINE M		TOWN	FINANCE DIRECTOR	\$ 97,510.41
MCKINNON DONALD J		SCHOOL	SUBSTITUTE TEACHER	\$ 5,586.40
MCLAUGHLIN VICTORIA R		TOWN	ASSISTANT ASSESSOR	\$ 47,064.81
MEAD JR KENNETH C	*	TOWN	PATROL OFFICER	\$ 89,700.29

MENARD DIANE L		SCHOOL	GRADE 3 TEACHER	\$ 75,078.17
MENEGUZZO JULIE M		SCHOOL	GRADE 4 TEACHER	\$ 79,316.28
MERCIER KEVIN	*	TOWN	PATROL OFFICER	\$ 104,014.69
MILLER KRISTIN		SCHOOL	EVALUATION TEAM LEADER	\$ 92,112.52
MILLER RALPH W		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 12,733.68
MONETTE VICTORIA D		SCHOOL	BIOLOGY TEACHER	\$ 21,554.85
MOODY EMILY		SCHOOL	EDUCARE WORKER	\$ 7,224.00
MORELLO LYNDSAY		SCHOOL	RECESS AIDE	\$ 420.00
MORGAN ANN D		TOWN	ASSISTANT TOWN CLERK	\$ 50,485.98
MORGAN BRITTANY		SCHOOL	ATHLETIC COACH	\$ 1,000.00
MORGAN BRITTANY R	*	TOWN	OPD-RADIO DISPATCHER	\$ 59,450.58
MORGAN SYDNIE A		TOWN	LIBRARY PAGE	\$ 10,056.00
MORIARTY SHAUN		SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 21,509.29
MORRIS JEFFREY S		TOWN	FIREFIGHTER-EMT-PARAMEDIC	\$ 36,309.23
MORRISON SANDRA J		SCHOOL	SUBSTITUTE TEACHER	\$ 800.00
MURPHY JACOB E		SCHOOL	ATHLETIC COACH	\$ 200.00
MURPHY KARA J		SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 77,655.40
MURPHY LISA M		SCHOOL	GRADE 2 TEACHER	\$ 80,738.26
MURPHY-DOW ROBIN L		SCHOOL	SCIENCE TEACHER	\$ 50,429.14
MURRAY JANICE M		SCHOOL	GRADE 2 TEACHER	\$ 80,607.53
MYHAVER DANNY A		TOWN	CALL FIREFIGHTER	\$ 54.74
NAGLE LUCINDA B		TOWN	COUNCIL ON AGING OUTREACH PT	\$ 13,627.46
NASH CLAUDIA R		SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 46,887.36
NEDOROSCIK ANASTASIA L		SCHOOL	SUBSTITUTE TEACHER	\$ 160.00
NELLIS PATRICIA		SCHOOL	INSTRUCTIONAL AIDE	\$ 18,761.16
NELSON JO ANN E		TOWN	ELECTION WORKER	\$ 156.00
NICHOLSON CHRISTINA M		SCHOOL	INSTRUCTIONAL AIDE	\$ 21,722.18
NOTE CHRISTINE		SCHOOL	RECESS AIDE	\$ 4,794.00
NUGENT COURTNEY		SCHOOL	ENGLISH TEACHER	\$ 84,232.17
NUGENT DAVID M		SCHOOL	PRINCIPAL	\$ 111,479.87
O'BRIEN FRANCIS R		SCHOOL	CARPENTRY TEACHER	\$ 74,220.20
O'BRIEN JAMES E		SCHOOL	SUBSTITUTE TEACHER	\$ 320.00
O'BRIEN MICHAEL J		SCHOOL	INSTRUCTIONAL AIDE	\$ 30,873.80
O'HALLORAN DONNA M		TOWN	MIS DIRECTOR	\$ 83,543.20
O'HEARN KEVIN M		TOWN	BASKETBALL/BASEBALL COACH	\$ 667.73
O'LEARY BONNIE		TOWN	JUNIOR CLERK-POLICE	\$ 5,794.64
OLLIS GERALD		SCHOOL	MATH TEACHER	\$ 46,947.96
O'MALLEY-BOISCLAIR DENISE		SCHOOL	SUBSTITUTE RECESS AIDE	\$ 2,310.00
O'NEILL SHAWN D		TOWN	CALL FF/EMT/PARAMEDIC	\$ 18,702.47
ORNELL KRISTIN H		SCHOOL	GRADE 2 TEACHER	\$ 77,724.70
OSBORNE KRISTIN L		SCHOOL	TITLE I TEACHER	\$ 32,231.66
PACKARD NICHOLAS		SCHOOL	REGISTRAR	\$ 31,801.61
PAINCHAUD JAMES P		SCHOOL	COMPUTER SCIENCE TEACHER	\$ 28,910.87
PAJALA VIRGINIA		SCHOOL	RECESS AIDE	\$ 216.00
PAPAGNI STEVEN		TOWN	FACILITIES SUPERINTENDENT	\$ 76,629.13
PARCHER CHRISTINE M		SCHOOL	ATHLETIC COACH	\$ 2,800.00
PARISEAU JENNIFER L		SCHOOL	GRADE 4 TEACHER	\$ 71,260.95
PARKER RUSSELL W		SCHOOL	SUBSTITUTE TEACHER	\$ 80.00
PARKINSON JEREMY		TOWN	CALL FF/EMT/PARAMEDIC	\$ 628.06

PARMENTER KARLIE		SCHOOL	COACH	\$ 175.00
PARSONS JESSICA L		SCHOOL	MUSIC TEACHER	\$ 42,456.82
PASTIER VERONICA R		SCHOOL	FOOD SERVICE WORKER	\$ 26,368.09
PECK AMY		SCHOOL	SUBSTITUTE TEACHER	\$ 6,400.00
PELCZARSKI ROBERT J		SCHOOL	PRINCIPAL	\$ 102,454.56
PERVEILER MARY		SCHOOL	HEALTH TEACHER	\$ 80.00
PHILLIPS II JOHN A		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 13,104.29
PHILLIPS KADION		SCHOOL	DIRECTOR OF INSTRUCTIONAL	\$ 98,043.80
PICARD JR ROBERT W	*	TOWN	PATROL OFFICER	\$ 92,501.87
PICKING HEATHER	*	TOWN	PATROL OFFICER	\$ 73,189.37
PIERCE JENNIFER L		SCHOOL	MATH & SCIENCE TEACHER	\$ 77,855.43
PIETRO CHRISTOPHER J		SCHOOL	SPED TEACHER	\$ 87,765.23
PIETRO LAUREN		SCHOOL	HISTORY TEACHER	\$ 62,699.09
PIETRZAK JOSEPH		SCHOOL	SUMMER SPORTS CAMP COACH	\$ 5,300.00
PIETTE RACHEL A		SCHOOL	SPED TEACHER	\$ 58,836.37
PIKE ERIC J		TOWN	PART TIME DISPATCHER	\$ 6,637.35
PIMENTEL KIMBERLY A		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,875.94
PLANTE BEVERLY A		TOWN	ELECTION WORKER	\$ 156.00
PLANTE JEFFREY		TOWN	BUILDING CUSTODIAN	\$ 17,502.69
PLANTE MICHAEL C		TOWN	CONSTABLE	\$ 192.00
PLATEK KIM L		SCHOOL	RECESS AIDE	\$ 1,093.08
PODEDWORNY JULIA		TOWN	SEASONAL CAMP COUNSELORS	\$ 4,000.75
PODEDWORNY MADISON		TOWN	LIFEGUARD	\$ 4,054.51
PREFONTAINE JESSICA M		TOWN	FIREFIGHTER/EMT/PARAMEDIC	\$ 73,808.54
PREFONTAINE REBECCA L		TOWN	PART TIME DISPATCHER	\$ 1,029.21
PROPHET JESSICA A		SCHOOL	NURSE	\$ 60,824.89
PROVENZANO KRISTINA M		SCHOOL	SPANISH TEACHER	\$ 21,509.28
PRUNIER ELLEN K		SCHOOL	MATH & SCIENCE TEACHER	\$ 83,796.84
PUNISKIS JOHN G	*	TOWN	PATRIOL OFFICER / OPD- TRAFFIC	\$ 67,164.40
PUPKA CHRISTOPHER T		TOWN	ASSESSOR	\$ 78,909.20
PURCELL KATHLEEN E		TOWN	ELECTION WORKER	\$ 156.00
QUINN JOHN		SCHOOL	PRINCIPAL	\$ 106,050.10
RACICOT JESSICA L		SCHOOL	MATH & SCIENCE TEACHER	\$ 77,855.43
RACICOT MARY JANE		TOWN	ELECTION WORKER	\$ 156.00
RAYMOND HILARY		TOWN	PART TIME CHILDREN'S CLERK	\$ 9,649.20
RAYMOND JOSHUA S		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 52,196.73
RAYMOND MICHELE M		SCHOOL	SECRETARY	\$ 50,407.11
REYNOLDS JOHN		SCHOOL	TECHNICIAN	\$ 40,879.30
RHEAULT RUSSELL C		TOWN	MODERATOR	\$ 200.00
RICHARDS JUSTIN		SCHOOL	COMPUTER SCIENCE TEACHER	\$ 31,391.93
RICHARDSON ANDREW J		TOWN	SEASONAL LABORER	\$ 1,122.00
RIPLEY STEPHANIE		SCHOOL	MATH TEACHER	\$ 60,877.73
RODGERS JESSICA L		SCHOOL	SUBSTITUTE TEACHER	\$ 816.19
RODIER JUDY A		SCHOOL	FOOD SERVICE WORKER	\$ 10,349.50
RODIER PATRICIA C		SCHOOL	GRADE 1 TEACHER	\$ 72,200.94
RODRIGUEZ JUSTIN A		TOWN	PT CUSTODIAN	\$ 14,518.69
ROEMER MICHELLE E		SCHOOL	GRADE 2 TEACHER	\$ 83,596.90
ROLAND MELODY G		TOWN	COUNCIL ON AGING CLERK	\$ 12,900.74
ROOD MARION I		TOWN	SENIOR WORK OFF	\$ 1,500.00

ROSS JEANNINE A		TOWN	ASSISTANT ASSESSOR	\$ 53,041.74
ROYSTER JAMES		SCHOOL	SUBSTITUTE TEACHER	\$ 14,150.00
RUDMAN SCOTT P		TOWN	FIREFIGHTER/EMT ADVANCED	\$ 65,059.03
RUIZ KAREN H		SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 83,527.69
RUSSO AIMEE L		SCHOOL	ENGLISH TEACHER	\$ 68,282.98
RUTKIEWICZ SARAH L		SCHOOL	MUSIC TEACHER	\$ 78,747.53
SAAD ANTHONY P		TOWN	CHIEF OF POLICE	\$ 124,117.60
SAAD CYNTHIA E		TOWN	ELECTION WORKER	\$ 84.00
SAAD JOHN G		TOWN	BOARD OF SELECTMEN	\$ 1,500.00
SALONICH LISA		SCHOOL	TEACHING ASSISTANT	\$ 18,337.94
SANTANA MARTINEZ JUAN		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$ 42,144.97
SANTOS ADAM A		TOWN	SEASONAL LABORER	\$ 200.45
SCHOEMER KATHLEEN		SCHOOL	NURSE	\$ 62,423.67
SCHOLL KRISTEN E		SCHOOL	ENGLISH & SOCIAL STUDIES TEACHER	\$ 74,947.44
SCIARAFFA MARISA A		SCHOOL	SCIENCE TEACHER	\$ 25,117.54
SELLERS KENNETH J		TOWN	CAPTAIN/EMT/PARAMEDIC	\$ 73,798.29
SHADIS ALEXANDER	*	TOWN	PATROL OFFICER	\$ 48,551.65
SHANNON IRENE M		SCHOOL	SPED TEACHER	\$ 83,596.90
SHARRY PEYTON E		SCHOOL	EDUCARE WORKER	\$ 1,758.00
SHELDON SELENA M		TOWN	LIBRARY PAGE	\$ 498.00
SHEPARD MARY B		SCHOOL	SUB NURSE	\$ 225.00
SHERIDAN DAVID M		TOWN	CALL FF/EMT BASIC	\$ 6,499.45
SHINSKEY DANIEL		TOWN	MAINTENANCE TECHNICIAN	\$ 32,191.93
SIEKIERSKI DANIELLE		TOWN	RADIO DISPATCHER IN TRAINING	\$ 139.20
SILVA KLAYTIN B		SCHOOL	ATHLETIC COACH	\$ 150.00
SIMKUS JOHANNA Z		SCHOOL	LIBRARY AIDE	\$ 27,940.20
SIMPSON MATALYN K		SCHOOL	SCIENCE TEACHER	\$ 2,350.80
SIMS PATRICIA A		SCHOOL	ART TEACHER	\$ 60,388.28
SINGER KERRIE		TOWN	BOH MEMBER	\$ 500.00
SITKO ELIZABETH		SCHOOL	SPED TEACHER	\$ 71,178.61
SKEATES NANCY J		SCHOOL	INSTRUCTIONAL AIDE	\$ 31,274.39
SMALL JAQUI		SCHOOL	ATHLETIC COACH	\$ 4,000.00
SNEED QUION		SCHOOL	COACH	\$ 1,600.00
SOMERS JOANN	*	TOWN	OPD-RADIO DISPATCHER	\$ 73,591.30
SOTO MAUREEN		SCHOOL	BCBA	\$ 73,297.63
SOTO TALISHA M		TOWN	OPD-RADIO DISPATCHER	\$ 52,865.76
SPITZ PATRICIA I		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,728.34
SPITZ WILLIAM		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 700.00
SPOONER CAROL A		TOWN	ELECTION WORKER	\$ 153.00
SPURR KYLE		TOWN	BEACH MONITOR	\$ 991.25
ST. GERMAIN DAWN M		SCHOOL	GRADE 4 TEACHER	\$ 84,127.69
ST. HILAIRE-BODREAU DENDRA L		SCHOOL	KINDERGARTEN TEACHER	\$ 75,078.17
STACY TESSA		SCHOOL	SPED TEACHER	\$ 20,573.35
STALTARE ELLA M		SCHOOL	EDUCARE	\$ 1,062.00
STEVENS RONALD C		TOWN	ASSISTANT INSPECTOR OF WIRES	\$ 9,385.10
STOCKHAUS KARA D		SCHOOL	HISTORY TEACHER	\$ 78,535.37
STOICA JANET E		TOWN	WRTA VAN DRIVER	\$ 7,488.75
STONE KEVIN P		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 11,235.04
SULLIVAN CATHLEEN M		TOWN	ASSISTANT LIBRARY DIRECTOR	\$ 41,349.36

SULLIVAN ERIN R		TOWN	ELECTION WORKER	\$ 156.00
SULLIVAN KYLE		TOWN	LIFEGUARD	\$ 4,184.56
SULLIVAN LESLIE		SCHOOL	SECRETARY	\$ 38,754.41
SULLIVAN THOMAS		TOWN	ELECTION WORKER	\$ 153.00
SUMNER SEAN		SCHOOL	TECHNICIAN	\$ 18,291.09
SUTHERLAND AMY		TOWN	ADMINISTRATIVE ASSISTANT	\$ 18,158.14
SZAMOCKI GERRI-LYNN		SCHOOL	SUBSTITUTE NURSE	\$ 1,290.00
SZELA JOSEPH		SCHOOL	COACH	\$ 3,100.00
TABORDA JAIMEE L		SCHOOL	ART TEACHER	\$ 80,810.47
TERRERO YAMARIS		TOWN	JR. CIVIL ENGINEER	\$ 24,455.25
TETREAULT ABBY		SCHOOL	GRADE 3 TEACHER	\$ 48,067.78
THIBEAULT HEATHER		TOWN	HR/PAYROLL DIRECTOR	\$ 7,563.94
THORNTON LYNN A		SCHOOL	ADJUSTMENT COUNSELOR	\$ 83,727.63
THYDEN SHARON		SCHOOL	SECRETARY	\$ 14,429.05
TORTESON-ALLEN JESSICA		SCHOOL	GRADE 3 TEACHER	\$ 56,619.75
TORTI REBECCA L		SCHOOL	GRADE 3 TEACHER	\$ 71,677.85
TREMBLAY DEBRA J		SCHOOL	EXECUTIVE ASSISTANT	\$ 53,855.88
TREMBLAY JULIE		SCHOOL	SPED TEACHER	\$ 22,170.87
TROIANO ANDREW R		TOWN	FIREFIGHTER/EMT ADVANCED	\$ 77,173.70
TROIANO MEAGHAN E		TOWN	BOARD OF SELECTMEN	\$ 1,500.00
TRUAX ROBERT L		SCHOOL	ASSISTANT PRINCIPAL	\$ 90,900.03
TRUE ALISON		SCHOOL	INSTRUCTIONAL AIDE	\$ 12,461.40
TURNER ALYSIA D		TOWN	JUNIOR CLERK - DPW	\$ 22,852.07
TURNER DONNA M		SCHOOL	EDUCARE AIDE	\$ 7,710.50
TURNER KAYLA		SCHOOL	INSTRUCTIONAL AIDE	\$ 18,997.99
UGRINOW JENNIFER M		SCHOOL	KINDERGARTEN TEACHER	\$ 69,620.22
URENA SHERRIE		SCHOOL	SUBSTITUTE NURSE	\$ 125.00
VALENTINO BARBARA J		TOWN	WRTA VAN DRIVER	\$ 11,168.99
VALINSKI RONALD W		TOWN	SEALER OF WEIGHTS & MEASURES	\$ 6,875.40
VIEL DANIEL J		TOWN	CEMETERY COMMISSIONER	\$ 500.00
VINCENT RICHARD J		SCHOOL	CUSTODIAN	\$ 53,436.68
VINCENT TINA		SCHOOL	CUSTODIAN	\$ 48,310.08
VINZI R STEVEN		SCHOOL	MATH TEACHER	\$ 66,422.07
VOUGHT OLIVIA		SCHOOL	SUBSTITUTE TEACHER	\$ 720.00
WAGNER JENNIFER		SCHOOL	SCIENCE & MATH TEACHER	\$ 59,524.84
WALIA RHEA		SCHOOL	SCIENCE TEACHER	\$ 88,117.63
WALSH KEVIN E		TOWN	BUILDING CUSTODIAN	\$ 14,354.03
WALSH THOMAS F		TOWN	CALL FF/EMT BASIC	\$ 710.94
WARD ALYSSA		TOWN	SEASONAL CAMP COUNSELORS	\$ 4,318.99
WARD THOMAS M		SCHOOL	SUBSTITUTE TEACHER	\$ 14,909.20
WARREN JOEL		TOWN	MAINTENANCE TECHNICIAN	\$ 29,779.69
WARREN-DYMENT JENNIFER		TOWN	TOWN MANAGER'S SECRETARY	\$ 62,441.71
WEBSTER JR DANIEL G		TOWN	OPD-RADIO DISPATCHER	\$ 64,853.92
WELSH MATTHEW		SCHOOL	SUBSTITUTE TEACHER	\$ 42,842.23
WHEELER NATHEN		SCHOOL	LONG-TERM SUB TEACHER	\$ 27,206.20
WHITAKER JOSHUA M		SCHOOL	HISTORY TEACHER	\$ 72,400.88
WHITE JESSICA L		SCHOOL	SPED TEACHER	\$ 82,105.67
WHITE MARY J		SCHOOL	RECESS AIDE	\$ 3,864.00
WHITE ROGER		TOWN	SEASONAL LABORER	\$ 61.01

WHITE STACY E		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$ 10,107.97
WIELAND KATHERINE N		SCHOOL	ADJUSTMENT COUNSELOR	\$ 78,055.37
WILLIAMS MARK		TOWN	FIREFIGHTER/EMT/PARAMEDIC	\$ 61,001.45
WILSON CLAIRE D		TOWN	TOWN TREASURER	\$ 84,857.16
WING JEFFREY		SCHOOL	SUBSTITUTE TEACHER	\$ 28,705.00
WING JESSICA		SCHOOL	SUBSTITUTE NURSE	\$ 707.50
WING ROSEMARY J		TOWN	ELECTION WORKER	\$ 156.00
WINKELMANN AMY		SCHOOL	SECRETARY	\$ 9,846.45
WINSKY JOHN M		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 57,092.44
YORK TARRY A		SCHOOL	FOOD SERVICE WORKER	\$ 23,750.05
YORK TRISHA		SCHOOL	LONG-TERM SUB CUSTODIAN	\$ 12,638.56
YOUNG RANDALL		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$ 47,172.75
YOUNGSMAN DAVID		SCHOOL	NJROTC	\$ 84,932.42
ZIELINSKI ELIZABETH		SCHOOL	SUPERINTENDENT OF SCHOOLS	\$ 160,300.64
ZIEMBA ELAINE M		SCHOOL	NURSE	\$ 71,942.66
ZIFCAK NICOLE R		SCHOOL	GRADE 2 TEACHER	\$ 80,452.28
ZUIDEMA VALERIE J		SCHOOL	SPEECH PATHOLOGIST	\$ 54,373.14

*** 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 1/1/2019	COMMITMENTS REFUNDS	ADJUSTMENTS ABATEMENTS	TRANSFERS TT & TAX POSS	LESS COLLECTIONS	UNCOLLECTED 12/31/2019
TAX TITLE	848,769.91	346,777.56	34,909.12	0.00	127,467.76	1,033,170.59
REAL ESTATE						
2020 RE	11,271,651.00	1,677.50	0.00	0.00	10,964,793.02	308,535.48
2019 RE	11,548,091.72	73,518.41	260,048.30	71,838.74	11,289,723.09	0.00
2018 RE	51,258.96	24,241.90	24,247.08	30,964.45	20,289.33	0.00
PERSONAL PROPERTY						
2020 PP	646,799.05	0.00	0.00	0.00	643,001.13	3,797.92
2019 PP	642,178.57	4,650.22	3,002.90	0.00	642,655.93	1,169.96
2018 PP	3,276.96	0.00	1,606.11	0.00	200.33	1,470.52
2017 PP	1,701.86	0.00	647.05	0.00	195.46	859.35
2016 PP	3,315.66	110.00	2,203.36	0.00	308.08	914.22
MOTOR VEHICLE EXCISE						
2019 MVE	0.00	2,149,486.18	88,302.85	0.00	1,964,062.79	97,120.54
2018 MVE	107,961.61	20,852.62	6,421.53	0.00	96,422.60	25,970.10
2017 MVE	26,928.51	1,450.12	1,872.52	0.00	11,337.92	15,168.19
2016 MVE	10,485.37	579.59	579.59	0.00	1,865.13	8,620.24
2015 MVE	9,064.52	0.00	0.00	0.00	1,995.51	7,069.01
2014 MVE	5,464.93	0.00	0.00	0.00	700.00	4,764.93
SEWER & WATER						
WATER BETTERMENT 19RE	34,956.91	0.00	0.00	0.00	34,956.91	0.00
WATER COMM INT 19RE	15,730.61	0.00	0.00	0.00	15,730.61	0.00
CHERRY VALLEY WATER 19RE	5,549.70	0.00	0.00	5,549.70	0.00	0.00
UTILITY BILLING	24,879.19	404,837.78	2,657.96	0.00	408,364.48	18,694.53
OXFORD-ROCHDALE 19RE	12,018.04	0.00	0.00	4,045.00	7,973.04	0.00
SEWER ENT USR CHG 19RE	10,086.14	0.00	997.42	75.88	9,012.84	0.00
BEVERLY BETTERMENT 19RE	5,739.70	0.00	0.00	0.00	5,739.70	0.00
BEVERLY COMM INT 19RE	2,869.85	0.00	0.00	0.00	2,869.85	0.00
LEICESTER BETTERMENT 19RE	9,844.88	0.00	1,007.30	0.00	8,837.58	0.00
LEICESTER COMM INT 19RE	8,368.10	0.00	856.20	0.00	7,511.90	0.00
OXFORD-ROCHDALE 18RE	1,025.00	0.00	1,025.00	0.00	0.00	0.00
SEWER ENT USR CHG 18RE	1,200.16	0.00	1,200.16	0.00	0.00	0.00
MISCELLANEOUS COLLECTIONS						
PENALTIES & INTEREST	175,834.72					
CERT OF MUNICIPAL LIENS	17,275.00					

TRUST FUND REPORT as of December 31, 2019

Cemetery Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
North Cemetery	28,441.08
South Cemetery	8,333.59
Gore Cemetery	13,904.36
J. Larned Combined	16,391.39
Perpetual Care	122,276.72
TOTAL	\$189,347.14

TOTAL CEMETERY FUNDS \$519,590.25

Cemetery Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
North Cemetery	15,090.14
South Cemetery	2,000.00
Gore Cemetery	4,800.00
J. Larned Combined	19,511.74
Perpetual Care	288,841.23
TOTAL	\$330,243.11

CEMETERY TRUST BENEFACTORS

North Cemetery Trust

Clara Barton	Jeremiah Larned
Gladys W. Edwards	Alfred Moffitt
Glass/Appleby Family	Pottle Family
Joslin Family	Soltys Family
Harlan Kidder	Wilmarth

South Cemetery Trust

Sarah M. Lilley	Caroline L. Newcomb
First Congreagational Church	

Gore Cemetery Trust

Carleton Family	Gore Family
Mary A. Carleton	Gore / Phalen Family

TRUST FUND REPORT as of December 31, 2019

<u>Library Expendable Balances</u>		<u>Library Non-Expendable Balances</u>	
ACCOUNT <u>Assets</u>	BALANCE	ACCOUNT <u>Assets</u>	BALANCE
<i>Cash and Bank Accounts</i>			
Oxford Library Trust	24,761.79	Oxford Library Trust	53,834.82
Oxford Library Book Trust	8,002.15	Oxford Library Book Trust	9,200.00
Oxford Library Childrens Trust	2,304.66	Oxford Library Childrens Trust	6,522.29
Oxford Lions Club	744.57	Oxford Lions Club	3,203.02
Patrons of the Library	2,091.99	Patrons of the Library	500.00
Grace Flynn	2,491.83	Grace Flynn	500.00
TOTAL	\$40,396.99	TOTAL	\$73,760.13
TOTAL LIBRARY FUNDS		\$114,157.12	

LIBRARY TRUST BENEFACTORS

Oxford Library Trust

James F. Butler	Caroline L. Newcomb
Nettie M.F. Chaffee	Oxford Rotary Club
Ruth W. M. Daigneau	D. Russell Taft
Ada L. Joslin	Eleanor C. Walker
Louie W. Mayall	Marie T. Wessell

Oxford Library Book Trust

Moses Buffum	Mattie E. Sawtelle
Colonel Nelson Davis	Maude R. Taft
Wilson Olney	

Oxford Library Childrens Trust

Constance Croteau	Sarah P. Joslin
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TRUST FUND REPORT as of December 31, 2019

Scholarship Expendable Balances		Scholarship Non-Expendable Balances	
ACCOUNT <u>Assets</u>	BALANCE	ACCOUNT <u>Assets</u>	BALANCE
<i>Cash and Bank Accounts</i>			
Oxford High School Family	3,496.48	Oxford High School Family	72,869.50
Oxford Educators	431.73	Oxford Educators	12,666.49
Pottle Family	27,782.03	Pottle Family	41,356.54
Oxford District Nursing	8,146.08	Oxford District Nursing	3,861.98
Eugene McKenney	80.04	Eugene McKenney	5,000.00
Wayne Westall	1,073.36	Wayne Westall	9,725.00
Jeffrey Fallavollita	1,161.51	Jeffrey Fallavollita	3,384.40
F. Duncan Wilson	1,000.96	Lyman & Violet Rosebrooks	23,852.97
Elsie Moscoffian	994.74	TOTAL	172,716.88
Daniel Clem	1,345.51		
Susan Kirk	3,514.48		
OHS Scholarship	7,649.43		
Lyman & Violet Rosebrooks	665.52		
TOTAL	57,341.87	TOTAL SCHOLARSHIP FUNDS	230,058.75

SCHOLARSHIP TRUST BENEFACTORS

Oxford Educators Scholarship

Doris Boyle	Dorothy Schofield
Walter M. Dimock	Jean Shea
H. Ellsworth Hobbs	F. Duncan Wilson
Frank Sannella	

Pottle Family Scholarship

Glenn E. Pottle	Lillian Pottle
Irwin D. Pottle	

OHS Family Scholarship

Nancy J. Bennett	Elizabeth A. Gomes
Chaffee Brothers	Steven B. Hull
Mark D. Carey	Jeremiah Moffitt
John B. Chaffee	Lynne A. Reilly
Leslie J. & Edith H. Chaffee	David J. Richards
Mary DeWitt	Freeman & Phebe Rosebrooks
James E. Eastman	Laura Shepardson
Cathy Evans	

TRUST FUND REPORT as of December 31, 2019

Miscellaneous Expendable Balances		Miscellaneous Non-Expendable Balances	
ACCOUNT	BALANCE	ACCOUNT	BALANCE
<u>Assets</u>		<u>Assets</u>	
<i>Cash and Bank Accounts</i>		<i>Cash and Bank Accounts</i>	
Charles Larned Entertainment	217.78	Charles Larned Entertainment	10,000.00
Elizabeth Copp	4,580.47	Elizabeth Copp	2,000.00
Hannah Harwood	17,892.35	Hannah Harwood	3,000.00
Oxford Home for Aged People	24,101.99	Oxford Home for Aged People	99,055.75
Charles Wellington	19,091.33		
Celebration Stabilization	9,240.45		
American Revolution	1,321.92		
Stabilization Fund	1,021,705.13	TOTAL	\$114,055.75
Sewer Stabilization	100,583.77		
Conservation Fund	19,227.74		
Municipal Building Trust	80,061.47		
SPED Stabilization	467.85		
TOTAL	\$1,298,492.25	TOTAL MISCELLANEOUS FUNDS	\$1,412,548.00

SPECIALIZED TRUST FUNDS

Ending Market Values as of December 31, 2019

FUND	BALANCE
Cecilia J. Smolenski/Millette Charitable Trust Fund I	\$2,492,550.94
Cecilia J. Smolenski/Millette Charitable Trust Fund II	\$1,814,917.06
Gahagan Family Scholarship Fund	\$628,033.85
George A. Pytko And Paul P. Pytko Scholarship Fund	\$62,223.60
Founders Day	\$6,341.09
George A. Morin Library Trust	\$158,479.56
Irwin and Lillian Pottle Scholarship	\$233,845.00
OPEB Liability Trust	\$4,505,323.36
TOTAL SPECIALIZED TRUST FUNDS	\$9,901,714.46



PUBLIC SAFETY

PUBLIC SAFETY

ANIMAL CONTROL

The Department of Animal Control falls directly 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 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 email acontrol@town.oxford.ma.us.



This year Animal Control inspected 45 barns and 14 kennels and responded to 1,698 animal-related calls. Animal Control also investigated 30 bites to humans/pets and issued 36 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 30 and your 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 proof of a current rabies vaccination from a licensed veterinarian. Dog and cat licenses can be obtained at the Town Clerk's Office or by mailing the appropriate fee and rabies certificate. The license will then be issued and both the original rabies certificate and the current license document will be mailed back. In 2019, 1947 dogs and 608 cats were licensed. Other domestic farm animals or 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 provided a safe, sanitary environment for the 79 stray animals of Oxford until they were returned to their owners or adopted to a suitable home. Staff and volunteers strive to provide enrichment to the animals that are not returned to their owners. Our wonderful volunteers groom, walk and play with the animals to help prepare them for success in their new homes. A special thanks goes out to our fantastic volunteer crew; Barbara Lempicki, Michelle Esposito, Jack Carroll, Ali Poutre, Laura Bass, and Lisa Sheppard.



*Respectfully submitted,
Kathleen "Kelly" Flynn, Oxford 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's 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.

The Board of Health includes Kerrie Singer – Chairman, David Escobar – Vice Chairman and Dina Costa – Member. Board of Health staff include Laureen A. Gilbert – Administrative Assistant, Julie Vanarsdalen – Interim Board of Health Inspector (January – May 2019), Thomas Purcell – Board of Health Inspector, Paul D. Mazeika – Plumbing/Gas Inspector and Steven Garabedian – Food Inspector.

The Board continues to educate the public and update their own knowledge regarding new developments in State laws and regulations.

The Board continues to work on Emergency Preparedness and would like to thank the Fire Department, Police Department, Town Manager and the Oxford High School Principal for their constant support and help with the Emergency Preparedness Plan.



Permits:	Number Issued:
Percolation Tests and Deep Hole Observations	43
Septic Permits	66
Wells	12
Food Permits	87
Installer's Licenses	37
Hauler's Permits	28
Plumbing Permits	157
Gas Permits	88
Body Art Practitioner Permits	2
Bi-annual	
Body Art Facility Permits	2
Body Work Practitioner Permits	0
Body Work Facility Permits	0
Tobacco Permits	18

Body Work Regulations were implemented on February 4, 2019.

Amendments to the Donation Bin Regulations were completed on April 1, 2019.

Eastern Equine Encephalitis (EEE) was an issue with the Town of Oxford during the summer and fall months. The BOH Administrative Assistant followed the guidance from the Department of Public Health to get the word out to the public and the Town Manager's Office assisted in putting a town wide notification on the Town website for residents to review.

The Board continues to work with the Department of Public Health to update and/or modify tobacco regulations as required. The termination of the grant with the Worcester Tobacco Coalition has required the Oxford Board of Health to hire a new tobacco inspector and compliance checker; therefore, the annual tobacco permit fee was increased to \$150.00 at a Board of Health meeting on December 2, 2019.

It is with great sadness that we lost our dedicated Board of Health Inspector, Mr. James Malley. He is and will always be greatly missed. He was an

asset to the Town of Oxford Board of Health with a wealth of knowledge.

On May 21, 2019, Thomas Purcell, RS began work with our Office as the Board of Health Inspector.

The Administrative Assistant maintains the Board of Health Office on a daily basis. The Board of Health Staff works in close cooperation with the Building, Gas, Electrical and Plumbing Inspector, DPW, Planning Board, Conservation Commission, Fire Department, Police Department and 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 with Town and State rules and regulations.

Following is a list indicating the number of permits issued by the office of the Building Commissioner during 2019:

Permits:	Number Issued:
Above Ground Pools	8
Additions/Dormers	8
Accessory/In-Law Apartments	2
Garages/Barns – Residential	10
Garages/Barns – Commercial	4
Chimneys	3
Demolition	9
Commercial – New Buildings	6
Commercial	–
Remodels/Repairs	10
Enclosed Porch	1
In-ground pools	3
New House Single Family	11
Porches/Decks – Residential	33
Porches/Decks – Commercial	1
Pellet/Wood/Gas Stove	17
Public Utility	1
Remodel – Residential	43
Roof/Siding/Windows	–
Residential	149
Roof/Siding/Windows	–
Commercial	9
Sheds	3
Sheetmetal – Residential	20
Sheetmetal – Commercial	7
Signs	6
Solar Panels – Residential	29
Solar Panels – Commercial	1
Temporary Trailers	8
Weatherization	41
Total Permits Issued	443

The total value of building construction for 2019 is estimated to be \$38,012,779.00 and fees collected were approximately \$272,193.00

Noteworthy building permits issued in 2019 were IPG's Building #7 at its world headquarters on Old Webster Road, a large scale solar project on Town owned property off of Hawksley Road, and the remodel of the remainder of the building at 425 Main Street to be occupied by Curaleaf Massachusetts.

In 2019, 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, responded to numerous complaints and violations, and conducted required inspections for places of assembly.

There were approximately 357 electrical permits issued in 2019 and the fees collected totaled approximately \$83,562.00.

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.

The Building Department consists of Robert Lanciani - Building Commissioner, Allan Fraser - Building Inspector, Alfred Banfill - Electrical Inspector and Ronald Stevens - Asst. Electrical Inspector.

*Respectfully submitted
Robert Lanciani, Commissioner of Buildings*

OXFORD FIRE AND EMS

On behalf of the men and women of the Oxford Fire and Emergency Services Department, I am pleased to present our Annual Report for Calendar Year 2019.

Mission

The Oxford Fire and Emergency Services Department is an all hazards, comprehensive emergency service agency that provides the following programs and services to our community:

- Community Risk Reduction and Fire Prevention Inspections
- Engineering and Site Plan Review
- Public Education and Awareness
- Fire Suppression
- Emergency Medical Services
- Hazardous Materials Mitigation
- Emergency Preparedness, Response, Recovery and Mitigation Services

Our overall mission is to protect life and property from fire or the risk of fire, prevent fires from occurring in our community, control and extinguish fires when they occur, provide for emergency medical service, and protect life, property and the environment from the detrimental effects of hazardous materials. We accomplish our mission through training, preparedness, education, fire suppression, medical service, hazard mitigation and other related activities.

Organization

The department provided real property protection to 5,584 residential, commercial, industrial and agricultural facilities valued at approximately \$1.5 billion. In 2019, the Oxford Fire and Emergency Services responded to 2,550 calls for fire and Emergency Medical Service incidents. The total property loss from structure, forest, motor vehicle and miscellaneous type emergencies was \$479,670.00 with a pre-incident value of approximately \$40,000,000.00. There were 3 civilian fire injuries and 0 fire fatalities in 2019.

The Fire and Emergency Services Department is currently comprised of 18 full-time personnel consisting of 7 full-time officers (2 EMTs and 5 Paramedics), 4 full-time firefighter/paramedics, 2 full-time firefighter/AEMTs, 5 full-time firefighter/EMTs, and a full-time Administrative Assistant. There are currently 18 on-call personnel consisting of 2 firefighter/paramedics, 3 firefighter/EMTs, 6 firefighters, 4 EMTs, 2 paramedics and 1 Chaplain.

The Oxford Fire and Emergency Services secured the following grants in 2019:

- Staffing for Adequate Fire and Emergency Response (SAFER) Grant - \$80,000.00
- Commonwealth of Massachusetts Student Awareness of Fire Education (S.A.F.E.) and Senior (S.A.F.E.) Grants - \$6,154.00
- Commonwealth of Massachusetts Emergency Management Program Grant - \$3,000.00

- The Walmart Community Grant - \$2,500.00

Total Grants Received - \$91,654.00

Operations

Emergency Service Operations are broken down into two major areas, Fire Suppression and Emergency Medical Services.

Fire Suppression

Fire suppression consists of the operational force trained, equipped, and staffed to provide for extinguishing fires when they occur. In addition to fighting the community's fires, we also respond to other emergency situations including, automobile accidents, hazardous materials incidents, unsafe conditions, requests for assistance by adjacent communities, and a host of other calls for service.

Fire and emergency Services personnel responded to 640 calls for fire suppression services in calendar year 2019.



Emergency Medical Service

The Oxford Fire and Emergency Services Department provides emergency medical service at the Advanced Life Support level. ALS is defined as the functional provision of advanced airway management including intubation, advanced cardiac monitoring, manual defibrillation, establishment and maintenance of intravenous access.

We also provide for Basic Life Support (BLS) care. BLS is defined as the functional provision of patient assessment; basic airway management; oxygen therapy; stabilization of spinal, musculoskeletal, soft tissue; and shock injuries; stabilization of bleeding; stabilization and intervention for sudden illness, poisoning and heat/cold injuries, childbirth, CPR and automatic external defibrillator (AED) capability.



Fire and Emergency Services personnel responded to 1910 Emergency Medical Service calls in 2019.

FY 2019 Emergency Response Statistics

Fire Responses: 640 - 10% from 2018
 EMS Responses: 1910 +2.9% from 2018

Total Emergency Incidents:
 2550 -.005% overall from 2018

Training

The most important aspect of our duty is training to provide top-notch service to our fellow citizens as well as limiting liability under the Occupational Safety and Health Act Standards. Training is broken down into five general types, Recruit, Line, Driver/Operator, Emergency Medical Service, and Fire Officer Training. Personnel also attend formal training sessions conducted by the Massachusetts Firefighting Academy and third party vendors. Lieutenant Nicholas Lambert serves as the department training officer.

Recruit Training

Recruit Training is conducted by the Massachusetts Firefighting Academy at various times each year depending on recruitment volume. This training is mandatory prior to any Fire and Emergency Services member being able to respond to any fire emergency call. Under Federal Occupational Safety and Health Act (OSHA) and National Fire Protection Association (NFPA) consensus standards, firefighters must have this training prior to being assigned to fire suppression duties.

Recurring Proficiency Training

OSHA and NFPA standards also require each firefighter and fire officer to undergo a specific regimen of training designed to maintain their level of skill throughout the life cycle of their career. This type of training is referred to as recurring proficiency training and it is accomplished through line, driver/operator, emergency medical service, and officer training sessions.

Line training is accomplished various times each month. Emphasis is placed on tactical level skills such as fire attack, ladder placement, ventilation activities, auto extrication and other similar subject matter. Other examples of line training are familiarization of target hazard facilities (manufacturing plants, chemical processing facilities etc.), live fire evolutions, and mass casualty incidents.



Emergency Medical Service training also occurs at various times every month. Knowledge and skills center on the National Core Competency Requirements of the National Registry of Emergency Medical Technicians. Driver/Operator training focuses on keeping the driving and pump operation skills of our driving cadre honed and sharp. Officer training focuses on tactics, strategy, command and control, familiarization of department rules, regulations, and policies. Table 4 shows the number and types of training sessions conducted during 2019.

TRAINING SESSION STATISTICS	Number of Sessions
MFA Call/Volunteer and Recruit Training	3
EMS Training	24
On-Duty Career Personnel Training	42
On-Call Fire Training	18
Explorer Training	8
CERT Training	8
Regional Technical Rescue Team Training	7
Total Training Sessions for 2019	110

Community Risk Reduction: Fire Prevention, Inspection, and Public Education

The Community Risk Reduction mission of the department is under the supervision of Captain Kenneth J. Sellers. The primary mission of our department is to prevent fires from occurring. The businesses, people, and organizations of our community face the possibility of loss by fire every day. Your Fire and Emergency Services Department is organized, trained, and equipped to either prevent or reduce the frequency or severity of the perils of fire. Our first preferred method is to prevent fires rather than fight them. We accomplish this task through a combination of “The Three Es” Engineering, Enforcement, and Education.

Engineering

Engineering is the concept of ensuring contractors construct buildings in our community in accordance with current codes and regulations. We do this by working with other agencies such as the planning board, Land Management, Building Official, and contractors. We review site plans and technical drawings for all new developments, construction sites, and renovations to ensure they meet current codes and standards.

Enforcement

Enforcement involves conducting fire inspection visits to ensure that the proper ignition-resistant materials are used and ensuring sound housekeeping techniques are employed to stop or reduce the spread of fire and eliminate ignition sources. Another aspect of enforcement is issuing burn permits, conducting purchase and sale inspections to ensure compliance with state building and fire safety codes, inspecting propane transportation vehicles, underground storage tanks, and oil burners or other hazardous processes.

Education

Education has two important components. The first is informing the members of our community on the local hazards they may expect to find in their homes and how to eliminate them. The second involves teaching our citizens, young children especially, on which behaviors to avoid, such as playing with lighters, or which behaviors to practice, such as Exit Drills in The Home.

Our Fire Prevention and Public Education program reaches out to nearly 2200 school age children and 300 seniors every year. The heart of this effort is the Massachusetts Department of Fire Services sponsored Student Awareness of Fire Education (S.A.F.E.) and Senior S.A.F.E. Programs. Through these programs, we are able to make school visits, conduct tours of the fire station, install smoke detectors in the homes of seniors and conduct blood pressure and senior safety clinics periodically at the Senior Center. These valuable public education programs also involve briefings to various civic organizations.

Community Risk Reduction Statistics

Inspections/Complaints: 509

Permits: 442

Burn Permits: 212

Total Permits/Inspections: 1,163

Safety/Education Programs: 2200 students

Senior Education: 300 seniors

Total Students Reached: 2500

EMS Revenue: \$892,582

Permit/Inspections Revenue \$19,475

INSPECTIONS		2019	
		Quantity	FEES
26F ½ Smoke/Carbon Monoxide alarm inspections		202	\$10,100
Annual inspections		8	N/A
Cargo tanks		7	\$200
Fire Alarms		22	\$1,100
Fire Safety		18	N/A
Oil Burners		71	\$2,375
Occupancy		26	\$1,070
Propane		56	\$2,800
Suppression system		3	\$150
Underground storage		21	\$1,300
Photovoltaic Arrays		11	N/A
Total		445	\$19,475

New Fire Chief

On November 21, 2019, I was honored to be sworn in as Fire Chief for the wonderful community of Oxford. I was deeply humbled by the outpouring of support and gracious welcome extended to my family and me by the Board of Selectmen, Town Manager, citizens and the members of the department. I am truly grateful for the opportunity to serve you and the dedicated men and women of the Oxford Fire and Emergency Services.

On behalf of the men and women of your Fire and Emergency Services Department I want to thank

you, the citizens, our elected and appointed officials, and the other town departments for your dedicated and continued support in helping us keep our community safe. Your support serves to sustain our desire to serve, our ability to perform, and our courage to act.

Respectfully submitted,
Laurent R. McDonald, Fire Chief, Emergency Management, and EMS Director

POLICE DEPARTMENT

As I write this report for the year ending 2019, I am reminded of the fine efforts that are put forth every day by your police department staff as they work diligently to keep our community safe. The challenges facing all of law enforcement personnel across the Commonwealth and this country are numerous and they appear to be on the rise. The support that you have shown this department has not gone unnoticed. Every member of this department extends our genuine gratitude to you, the citizens of Oxford.

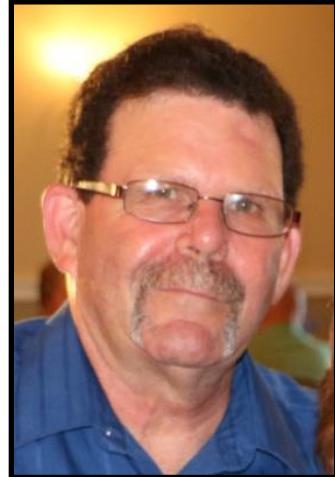
In 2019 we lost 84 years of veteran experience. The majority of you reading this report have met these officers at some point in time during the course of their careers. Hopefully in a good way!

In April, Officer John Puniskis retired after 33 years of service. For many years, John did a great job managing the police department fleet of vehicles. It was his responsibility to make sure the cars received the attention they deserved by way of repairs & service schedules. John also assisted in setting up new cruisers as they were introduced to the fleet. We all wish John & his wife Tanya well.



In July, Officer Jim McDonald retired after 33 years of service. 'Mac', as he is known, was our

long time Court Officer representing the department in an exemplary fashion in the Dudley District Court, the East Brookfield Court & the Worcester Court Divisions. Jim's wife Deb also retired in 2019 after just over 25 years of service with the School Department. Congratulations Jim & Deb!



In October, Officer Craig Ali retired after 18 years of service. Craig's passion was realized when he had the opportunity to become one of our firearm instructors. Craig was responsible for assuring that all officers were proficient in the use of handgun and rifle. He also administered certifications and qualifications to ensure compliance with training standards. While with OPD, Craig was able to obtain his armorer



certificate on the Glock handgun. This certification allowed him to maintain and repair the department issued weapons. We all wish Craig and his wife Lisa nothing but the best as they enter the next phase of their lives.

In April, Officer Michael Gifford was promoted to the rank of Sergeant. Sergeant Gifford became a member of the department in 2011. In his short time with us he has attained several letters of commendation and has completed many specialized training courses. Prior to arriving at OPD, Sergeant Gifford served a distinguished 10 year career with the US Navy attaining the rank

of Chief Petty Officer. Sergeant Gifford is currently assigned to the overnight shift.



Town Manager Callahan welcomes Sgt. Gifford as Lt. Marcelonis, Sgt. Grniet, and Sgt. Conlon look on.

On November 8, 2019, Officer Zachary Losee and Officer Alex Shadis graduated from the Western Massachusetts Police Academy in Springfield. Both officers did very well in the academy and have now assumed their full duties upon completion of field training. They are a welcome addition to our team. I would encourage you to please make a point to introduce yourself to them and any of the officers that you encounter in your travels.



Officer Zachary Losee and Officer Alexander Shadis

In 1962, President John F. Kennedy signed a proclamation which designated May 15th as Peace Officers Memorial Day and the week in which that date falls as police week. Tens of thousands of law enforcement officers from around the world converge on Washington, DC during this time to participate in a number of

planned events which honor those that have paid the ultimate sacrifice in the line of duty.



National Police Week Ceremony held at Oxford Police Department on May 18, 2019

The memorial service began in 1982 as a gathering in Senate Park of approximately 120 survivors and supporters of law enforcement. Decades later, the event, more commonly known as National Police Week, has grown to a series of events which attracts thousands of survivors and law enforcement officers to our nation's capital each year.

On May 18th, the department held a ceremony during Police Week to honor our officers and police personnel whose names are listed on the Chief Harold J. Hartland Memorial. We also took the opportunity to honor all Oxford Officers, past & present, for the sacrifices they have made, and continue to make in order to ensure that Oxford remains a safe community to live in. I am extremely proud of the officers and staff of this department. They rise to meet this challenge everyday by putting their best effort forward with competence and compassion as they support the citizens of Oxford.

On May 25th at 4:29pm, a shooting occurred on Main Street in front of the Saint Roch's Rectory. The swift actions of all responding public safety personnel resulted in a successful conclusion to a situation that could have had devastating consequences. In reacting to this volatile incident, one of your officers used exceptional judgment. By obtaining information from officers at the scene, Officer Craig Gagner was able to determine a possible escape route of the suspect.

As he was posted in a predetermined area approximately 1/2 mile away, he was able to confront and secure the suspect on his own at gunpoint. Officer Gagner received a Class A Commendation. It was later determined that the suspect had discarded his firearm along the railroad tracks just South of Officer Gagner. This firearm was subsequently located by K9 Bandit and Officer Suss of the Webster Police Department. All of the first responders on that incident are to be commended!



Officer Gagner with Selectmen John Saad and Meaghan Troiano and Town Manager Callahan.



Lt. Marcelonis, Chief Shaw, Officer Suss, Chief Saad, and K9 Bandit

On July 15th, the regional CEMLEC (Central Massachusetts Law Enforcement Council) Drone Team officially launched. By the end of the year, the team had responded to 16 callouts ranging from fatal motor vehicle accidents to aerial searches for suspects and missing persons. Currently we have drone pilots on the team from Oxford, Auburn, Douglas, Grafton, Leicester, Uxbridge and Westborough. Oxford is the

Operations Center for the program. The picture below shows just one of many hazards the team must avoid!



Photo Credit: Koen Van Weel

In 2017, the police department, in conjunction with the District Attorney's office, began tracking the number of drug related overdoses, specifically as they relate to the opioid epidemic. Unfortunately, many of us may be directly or indirectly affected by this crisis which has swept across our country and has affected our local communities. In 2017, we documented ten (10) cases resulting in two (2) deaths. In 2018, we documented fifteen (15) cases. No casualties were documented in the year 2018 that were brought to our attention. In 2019, we documented twenty six (26) cases resulting in five (5) deaths.

In an effort to assist with this crisis, your police officers have been trained in the use and deployment of Narcan. Many drug users have had their lives saved by an opioid reversal drug such as Narcan, also called Naloxone. It's one of the few drugs available to first responders, and the public, capable of reversing the symptoms of an opioid overdose, potentially saving the victim's life. As of February of 2019, it is carried in their medical bags. Often times, officers are the first on scene to a drug overdose.

Your dispatch center continues to be extremely active in addressing the needs of Police, Fire, EMS, DPW, Animal Control and any other issue that walks through the front door of the

Department! The job of a public safety dispatcher is more demanding than ever before as it has evolved into a true profession. The dispatchers are required to maintain numerous annual certifications and complete 16 hours of continuing education. I am proud of the job that they do in making sure that our public safety officers receive the dispatched resources needed as they operate in the field. As in years past, we are fortunate to receive grant funding for Fiscal Year 2020. \$51,000.00 has been awarded by State E-911 to supplement personnel needs. We also obtained an additional \$12,000.00 to defray the costs of training and continuing education for the E-911 staff. The supplemental funds allow us to place a second dispatcher on shift during peak periods of activity. Thank you to all of our dispatchers!



Dispatcher Ricci Hall

We are continually amazed by the strong support that the Oxford community demonstrates around Christmas time for the Police Department Operation Santa Program. This year the venue for the event was changed to the Oxford Middle School. We want to thank Principal Amy Belhumeur for assisting us in the transition from the Community Center. In addition, we would like to extend a word of thanks to Stacy Barr for all of her support over the years in hosting the program. Santa was able to provide gifts for 110 children and 15 families. A very strong supporter of Mr. & Mrs. Claus is our Administrative Assistant Deb Light and her helpers. Thank you to all who contribute to this fabulous event.



Santa and his helpers!

District Attorney Joseph Early Jr. presented a \$7,500.00 check to the Town in order to enhance public safety by way of security cameras in the center recreational area.



Picture Left to Right: Officer Dan Ausmus, Sergeant Jeremy Grniet, Chief Saad, District Attorney Joseph Early, and Detective Kevin Lebreton

2019 Statistics

As of December 31, 2019 the police department is comprised of 21 full time officers, 2 part time officers, 5 full time emergency dispatchers, 5 part time emergency dispatchers and an administrative assistant to the Chief. Following is a list indicating the 2019 statistics recorded by the Oxford Police Department:

Arson	0
Assaults (To include Domestic Violence)	83
B&E	16
Counterfeit & Forgery	36
Embezzlement	1
Drug Violations	22
Drunk Driving/Impaired operation	35
Drunkenness (P/C)	10
Kidnapping (Domestic Related)	1
Liquor Law Violations	23
Motor Vehicle Theft	7
Property Destruction	62
Rape	22
Thefts	172
Robbery	1
Weapons Violation	8
<u>TOTALS</u>	
Arrests	541
Incidents	707
Citations	1,440
Parking Violations	119
Accidents Investigated	337
Calls for Service	31,873
Orders Served	94

Should you be interested in a firearms license, please stop by the PD and pick up an application in the main foyer. You can also get an application on our website. If you are a first time applicant, you will need to take a firearms safety course. A significant number of Firearms Licenses were processed in 2019. The department processed 435 firearms licenses. This number includes new applications and renewals. A total of \$36,150.00 was generated from licensing fees. \$27,050.00 was forwarded to the Commonwealth and \$9,100.00 was retained here in Oxford for the general fund.



Officers Picard, Mercier and Sgt. Grniet find a lemonade stand! Thank you girls!



PUBLIC SERVICE

PUBLIC SERVICE

BANDSTAND COMMITTEE

The Bandstand Committee includes the following members:

- Tony Troiano, President
- Carole Fegreus, Treasurer
- Connie Tagg, Clerk
- Rose Wing
- Robert Krasinskas

Our summer season began in July with the first of five concerts:

- July 28th – Throwback to the Sixties
- August 4th – Tommy Rull
- August 11th – Mychael Rull
- August 18th – RAM
- August 25th – Dan Gabel

All concerts were on Sunday from 3:30 to 5:30 p.m.

The Bandstand Committee worked with the Town Manager's Office to bring Movies on Main Street to the Bandstand this year.

Our Annual Tree Lighting Ceremony on December 8th from 3:30 to 5:30 p.m. was a success. The Bandstand Committee donated the tree, Troop 147 Boy Scouts decorated the tree, Oxford Fire Department delivered Santa and hot cocoa to the event, and Oxford High School and Bass D.J. provided Christmas music.

This year's activities were sponsored by Cecelia J. Smolenski-Millette Charitable Trust and the Oxford Lions Club.

I would like to thank all volunteers who participated in the pageant.

*Respectfully submitted,
Tony Troiano, President, Oxford Bandstand
Committee*

OXFORD COMMUNITY CENTER

The Oxford Community Center (OCC) is a publicly owned facility whose mission is to provide an 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 Administrative offices of the Oxford Public Schools, the Oxford Ecumenical Food Shelf, and Access Oxford. All are located at 4 Maple Road. The Community Center also operates the splash pad at Carbuncle Pond. Oxford's splash pad continues to be popular and this past summer over \$12,000 was raised in pass fees to pay for the water and staff. This was a substantial increase from the prior summer and is attributed to the new beach house that was finally completed in time for the 2019 summer season.



Throughout early 2019 the anticipated grand opening/ribbon cutting for the beach house was first and foremost a priority for several departments as diligent work continued to complete the project. A hardy thank you to the Bay Path students and staff who all spent time constructing the building and a huge thank you to the Department of Public Works staff, Town Manager Callahan, Smolenski/Millette Trust/Trustees and Selectman Lamarche who all made sure it was complete on time for the beginning of the summer season. The ribbon

cutting occurred on a most perfect sunny day and many townspeople came out to help celebrate the day.

Children's Programming

We had an exciting year of children's programs in 2019. Our Winter Basketball League, for children in grades 1-12 is growing. We offered a Full & Half day summer program for students in grades 1 through 6. Swimming lessons were offered at Carbuncle Pond to children ages 3 and up who live in Oxford and surrounding communities. Children that attended our Full & Half day program also received swim lessons on a daily basis. Eight field trips were offered to children who attended the full day program, including mini golfing, summer tubing and ultimate obstacles course. A 5 week Kid Zone summer program was offered at the community center to children aged 3-6. We also tied swim lessons into Kid Zone so parents could choose either just a Kid Zone week or Kid Zone with swim lessons. Each week offered a different theme and ran 4 days a week, 2 ½ hours per day. Again, we offered our In-house Summer Basketball League for children aged 6-16 along with a Basketball Skills & Drills clinic for children aged 6-8. Both the basketball league and skills & drills clinic were held on our outdoor basketball courts a few nights per week for 7 weeks. Archery and two different Mad Science classes for grades 1-5 were offered. Our school-year Children's Programs, including all of our long-standing classes/clinics took place this year as well- from our ever popular cooking classes to the Start Smart Basketball & Soccer programs. Our biggest attractions were our All Day Summer Program, In-house winter/summer Basketball Leagues and the Softball/Baseball Hitting & Fielding Clinics.



Fitness Center

Our Fitness Center continues to offer high-quality programming to our very loyal members. The Group Fitness schedule offers morning and evening classes to all ages – teenaged through our eldest class participant who is currently 94 years young. Classes include Group Power® (full body weight lifting), GEAR Indoor Cycling, Zumba®, PIYO®, 3 varieties of Yoga, Tabata (high intensity intervals for short durations), Guided Meditation, and SilverSneakers Classic®, CardioCircuit®, and YogaStretch®, as well as Barre for Balance, Barre Above®, and other freestyle cardio and strength/endurance based classes. The cardio room is enjoyed by members ranging in age from 18 to 90! In that room we have treadmills, elliptical and elliptimill machines, a recumbent bike, as well as weight machines and a free-weight room. In total, we enjoyed over 16,000 visits to our Fitness Program in 2019. Our SilverSneakers classes have led the way in participation. Congratulations to all of our members who consistently make their health and well-being a priority.

The Fitness Manager and our Certified Instructor/Personal Training 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 their 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 appreciate the continued support of this community – there are many more local options for fitness than when the OCC Fitness Center journey began, and we appreciate every time you choose us.

This year, OCC was fortunate to receive a \$2,100 grant from The Home Depot Foundation, in partnership with our local Oxford Home Depot. Air conditioning upgrades, painting of lockers, and exterior door weather-stripping was provided and a team of volunteers assisted with

these various projects. OCC was also selected by the LifeSong Church Community Outreach Program again this year on their Day of Service. A team of volunteers came in and assisted with cleaning out several years' worth of accumulated, obsolete items. We would like to thank both volunteer teams for their service and assistance to OCC. Also special thanks to the Smolenski/Millette Trust for funding program scholarships for children's programs, funding the First Annual Smolenski/Millette Day at Carbuncle Pond and funding to help pay for both programming at the Carbuncle Pond Beach House and soon to be installed swings and slide structure.



Program registrations have now become easier with the introduction of MyRec on-line registration that began in the new fiscal year. Families may now register for programs in the comfort of their own home. During the month of November the Oxford Community Center had a new boiler installed. The previous boiler was over 70 years old. Thanks to all those who endured the conversion and thanks to the Town for an emergency appropriation to fix it before the cold winter months.

Non-Profit Groups

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 & Registration)
- Pink Hippies (free yoga classes for breast cancer patients) – weekly/Saturday am

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

*Respectfully submitted,
Stacy K. Barr, Director of Community Programs
Program Staff: Keith Giard, Mary Brodeur,
Shelley Lambert, Fitness Program Manager,
2019 summer staff and fitness instructors,
Claude Bingham, Stacy White and the 2019
summer staff and fitness instructors*

CONSERVATION COMMISSION

The Oxford Conservation Commission administers the Wetlands Protection Act and permits projects in or near wetlands and streams. The Commission spent most of its time in 2019 reviewing site plans and conducting inspections for new and ongoing projects. Permitting for the year consisted of New Houses (2), Garage (1), Addition on a House (1), Septic Repairs (2), Commercial Building and Parking Lots (3), Dog Park (1), Roadwork (1) Miscellaneous Site Work (6) and Vegetation Control (1). The Commission also issued 15 Certificates of Compliance and one Enforcement Order. In processing these permits and orders, the Commission held 21 public meetings.

The Greenbriar Osprey WebCam captured the activities of a pair of osprey and their three chicks in their nest perched up high next to the baseball field at Greenbriar. Unfortunately one did not survive. This is the fourth year of watching the birds and they were a successful brood. The two chicks that did survive were fed well and grew to almost full size before flying south for the winter. The WebCam will be turned back on in April 2020 for viewing another season of the birds. Funding for this

project was provided by the Cecelia J. Smolenski/Millette Charitable Trust.

In May, the Commission once again co-sponsored the Family Fishing Festival at Carbuncle Pond with the Massachusetts Division of Fisheries and Wildlife. Over a hundred people attended the event and worked side by side with experienced volunteers. They were taught basic fishing skills, such as baiting and casting to those new to the sport. The Commission hopes to continue offering this fun event annually.

At the end of 2019, membership on the Commission included Robert Manuel (Chairperson), Paul Cunningham (Vice Chairperson), Arthur Firl, William Zoldak, Albert Shahnarian and Edward Stuczko. Staff includes Judy Lochner, Conservation Agent and Alycia Turner, Clerk.

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 works with many other Town Boards and Departments and wishes to thank them all for their assistance during the year.

*Respectfully submitted,
Robert Manuel, Chairman*

COUNCIL ON AGING/SOCIAL CENTER

Seniors now have a vast variety of needs that range in over a forty- year age span. Centers today need to become many things to many people ranging from the frailest of our seniors to those who are very active. Measurable outcomes for seniors to remain healthy include offering opportunities for them to retain a social network, reducing their isolation and offering ways for them to improve their strength and balance. Programs that help retain cognitive health and create a positive nutritional status are vital for seniors. Health promotion and chronic disease management programs are also key elements in keeping seniors healthy.

During 2019 the Council on Aging Board voted to change the name of the Oxford Senior Center to the Oxford Social Center. The goal was to communicate that the Social Center is a place to engage in community involvement and social activities. After searching for an appropriate name change they determined that the word "social" was what the senior center is all about. The Board of Selectmen and Town Manager supported their wishes.

The Social Center is retaining its original mission of providing services so that seniors may maintain their independence for as long as possible. The center offers ways to access senior services; provides transportation to various in-town and out-of-town locations such as doctors offices, grocery shopping and pharmacy pick-ups; provides counseling regarding insurance/Medicare. Our Outreach worker is available to assist in applying for food assistance/fuel assistance. Help with family matters and housing alternatives, opportunities to participate in exercise classes, congregate meal opportunities coupled with entertainment and other social and educational programs are also offered.



In May of 2019 Tri-Valley decided to move the Meals on Wheels Program out of the Social Center and go over to a space located at Liberty Lane. Tri-Valley's congregate meal numbers were dwindling and our occasional higher priced meals from an independent provider were drawing a larger meal crowd. The Town was also working on a plan to convert the kitchen to be able to prepare our own meals to improve on the quality of food our seniors were consuming. Plans are underway to meet Board of Health

regulations and eventually hire a chef. All present staff became certified in ServSafe.

In 2019 the Social Center provided over 3,000 van rides, 819 units of outreach contacts, over 4,129 congregate meals, over 3,321 Meals on Wheels and over 5,321 people attending events. Oxford has 2,411 seniors identified in the 2010 Census. The Oxford Social Center has provided services for close to one-third of this population. The year ended with notification that the Oxford Social Center will be receiving a brand new 14 passenger van from MassDOT. The Town of Oxford Council on Aging applied for a MassDOT grant this past summer.

*Respectfully Submitted,
Executive Director Stacy K. Barr, COA Board
and staff*

OXFORD CULTURAL COUNCIL

The Oxford Cultural Council (OCC) was allotted \$8,761 in funding from the Massachusetts Cultural Council. Eighteen applications were submitted, all via the online application option, and sixteen applications received either full or partial funding. The Oxford Cultural Council receives its funding from the Massachusetts Cultural Council (MCC). The OCC directs funds to individuals and organizations who are dedicated to productive and creative efforts in the arts, humanities and interpretive sciences.

Funding was provided for the Oxford Senior Center including: Music Is Love - Music, Magic and Comedy, a general variety musical concert, A Musical Journey Through the Years, A Cultural and Historical Reflection of the 1960s through the Music of the Beatles, Thanksgiving Harvest and a holiday concert for seniors. Library funding included: Tower Hill Botanical Garden and Worcester Art Museum Library Pass Program, a presentation on Attracting Birds, Butterflies, and Other Beneficials, a writing workshop, and the Art in the Yard Exhibit. Funding for community events included: Cultural Access for the Visually Impaired and a Worcester State University Chorale concert at Zion. Oxford

Public Schools received funding for a spring field trip to the Boston Aquarium, the Magic of Communication' Assembly, a 5th grade field trip to Southwick's Zoo and an African Art in Education program.

During 2019, the Oxford Cultural Council advocated for MCC funding to our state delegation. The Oxford Cultural Council also discussed and tabled a proposal to merge with the Charlton Cultural Council.

The Oxford Cultural Council has eight members including Sarah Rulnick (Chair), Sarah Champagne (Secretary), Victoria Rulnick (Treasurer), Susan Grenier, Amanda Luisa Nicastro, Patti Rodier, Alice Walker and Jennifer Woodward. New members are welcome. The Council holds four meetings per year. If you are interested in joining, contact the Oxford Cultural Council at oxfordculturalcouncil@gmail.com. You can also find us on Facebook, where we post information about the events we sponsor. Applications may be found online at <http://www.mass-culture.org/Oxford>.

*Respectfully submitted,
Sarah Rulnick, Chair*

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

Local historical commissions in the Commonwealth of Massachusetts serve as the official agents of municipal government responsible for the preservation of historic resources in that community. The Oxford Historical Commission (OHC) takes the trust

that Oxford's town government places in it seriously. Since 1973 when it was formed, the OHC has identified, documented and urged the preservation of significant historical resources in Oxford. Long time residents and new residents, together with the OHC, share the responsibility to respect the historic resources preserved by previous generations. One Commission cannot do that alone. With a wealth of historical data about Oxford available to all, this town should be prepared to meet the challenges of future preservation as well as the challenges of growth and development.

Meetings of the OHC are posted and open to the public. Seven town residents are appointed to serve on the Commission. A few other people attend meetings regularly and work with the Commission on various projects. The chairman may be contacted directly by phone with questions or comments. Volunteers and the Dept. of Public Works provide ongoing care at the Huguenot Fort and the School House on Joslin Park. Many other people also provide invaluable assistance to the Commission.

Dorothy Taft Barre is one of those people who is always willing to share her knowledge of the town with others as her roots run deep in her hometown with names such as Taft, Adams, Tyler and Buffum in her ancestry. In addition, she has donated several documents to the OHC archives.



This year, Mrs. Barre was named as Guest of Honor at the annual Oxford Veteran's Day Luncheon. This very successful event was held at the new Carbuncle Pavilion. Many years ago she received the French Legion of Honor Medal which is France's highest award.

During World War 11, Lieutenant Dorothy Barre served as a registered nurse with the 16th General Hospital of the U. S. Army which was a medical facility at the Battle of the Bulge. After returning to Oxford, Mrs. Barre became very involved with several veteran's organizations that brought care and comfort to

veterans throughout the area. She also joined other dedicated town residents to form the Oxford District Nursing Program before government assistance replaced this non-profit. In addition, her dedication to the First Congregational Church moved her and a friend to organize their extensive collection of historical items. Interestingly, this Congregation will celebrate its 300th Anniversary in 2021.

The town's collection of historical memorabilia and documentation exists due to the thoughtfulness of many individuals who recognized the value of saving those items, and then took the time to donate those items to the OHC. So many times, a donation is accompanied by the message that the donation was really to be discarded, but then people wondered if the town might like it. Please know that all such donations are greatly appreciated because when put together with others they tell the story of life in Oxford. There would be no story without them. Donations can be sent directly to the OHC at Memorial Hall, 325 Main Street, or dropped off at Memorial Hall.

The OHC welcomed Third Grade students to the one room School House on Joslin Park during their annual Tour of Oxford. This visit gives students the opportunity to experience education of more than 140 years ago. The District Eight North Gore School was built by the town in 1872 in Merriam District for a total cost, including furnishings, of \$1,376.00. It has had a long and varied history since the early 1900's when it was replaced by a larger school built to meet the needs of more students whose parents moved to North Oxford as the mill industry expanded.

In 1981 the school was donated to the OHC by the person who had come to own it. Members of the OHC then raised the funds needed to move it across the road onto town property. When the decision was reached to move it once again, the Oxford Historical Society was re-established in 1994 in order to raise the monies required to move it to Joslin Park and restore it. Many people and businesses responded enthusiastically and generously donated financially and volunteered their time to bring

about the completion of that work in 1998. After a couple of years, leadership and membership in the Society gradually became inactive. In 2019 four very well-advertised attempts were made to re-establish the Society. While many people showed a definite interest in participating in an Oxford Historical Society, the necessary leadership to carry out this effort did not emerge at that time. However, anyone willing to put forth the time and effort necessary to re-activate the Society at this time is invited to contact the OHC. The OHC continues to oversee the care of the school. A Historical Society is a private, non-profit organization which focuses on local history and has a membership which is open to everyone. Oxford definitely has the local history.

The OHC also oversees the care and use of the Huguenot Fort historic site. The Huguenot Memorial Society of Oxford, Inc and the OHC presented another program at the Fort in September and conducted a Narrated Walk there as one of the more than 200 Walks sponsored by The Last Green Valley. This interactive event offered another way to share the history of the town.

In 2019 the OHC lost a long time member. Elwood "Woody" Johnson served on the Commission for many years. He continued to attend meetings and participate in projects as an Associate Member even after he moved more than one hour away. We are grateful for his presence, and for all that he contributed to the work of the Commission. He is missed.

The Branding and Wayfinding Committee emerged out of the Updated Master Plan accepted by the Town. This committee is charged with identifying Oxford's unique qualities in order to develop a comprehensive theme which would become evident in such things as uniform signage. A representative of the OHC is a member of that committee.

The OHC has been involved in a number of additional projects during the year. The OHC along with the Huguenot Memorial Society presented an interesting program by a noted historian on "Ice Harvesting." Several people

have inquired about the small oval signs with a date carved into them on homes in Oxford. A list of area wood carving craftsmen has now been compiled and is available to homeowners who wish to acquire wooden signs which provide the date of a home. These oval signs would be similar to those signs provided to owners many years ago through a special program. Another ongoing project is to utilize some of the original blackboards removed from Woodward School before it was demolished. The OHC looks forward to continuing projects and initiating new ones as the need arises.

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

OXFORD FREE PUBLIC LIBRARY **REPORT OF THE DIRECTOR**

It's hard to believe another year has come to a close at the Oxford Free Public Library, but time sure flies when you're having fun and what a wonderful year it has been at the Library!

The funding of our budget has allowed us to continue to present a range of informative and entertaining programs for adults. This past year, we have been able to offer multiple concerts, book talks, cooking classes, a soap making program, a jewelry making class, monthly movie showings, a beekeeping program, a program on the history of the Woodstock Music Festival, and much more! We plan to continue offering a wide array of programs, so please stay tuned! To see what we have scheduled, be sure to visit our website (<https://oxfordmapubliclibrary.org>) for a list of upcoming programs.

Our public computers with internet access continue to be one of our more popular services, along with the Wi-Fi we have available. We were fortunate to be able to purchase all new computers for our patrons this past year, which have allowed us to keep up with the high-demand. This is something we know our faithful patrons have been waiting for, so we were thrilled to be able to provide this important upgrade to them this year.

The Children's Room is ever busy with programs, storytimes and clubs! Children's Librarian, Deborah Bilis continues to present a vast array of events for Oxford's youth which include STEM programs, books talks, painting programs, music & movement classes, many crafty make-and-take programs, puppet shows, and more! Our Children's Services Assistant, Kathleen McGrath, has been doing a splendid job with story times for different age groups and has even added a new storytime for newborns to help accommodate the demand. Our Early Learning Center is constantly used, along with the Discovery Room which Ms. Bilis changes the theme of each month – the children of Oxford are always learning something new at the Library!

We have a new addition in our Early Learning Center – “Connie’s Corner”. This space was made possible by a very generous donation from Constance “Connie” Croteau and her family. Mrs. Croteau, who served in the Oxford Public School system for 38 years, always believed in the power of play. Her family felt it would be appropriate to dedicate an area in her memory that would specifically encourage play and imagination to the children of Oxford. A dedication ceremony was held in November to honor Mrs. Croteau and the opening of the new area. Numerous children have been enjoying this special space and we are thrilled to see it be used so often. We are grateful for Mrs. Croteau’s generosity and we thank her loving family for helping put together such an exceptional space.



Many gracious thank yous to those who contributed to our Library Pass Program this past year: the Friends of the Library funded passes to Davis Farmland and the Roger Williams Park Zoo. The Oxford Woman's Club and the Friends of the Library jointly provided passes to the Children's Museum in Boston. The Smolenski-Millette Trust funded trips to 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 to the Tower Hill Botanical Garden as well as the Worcester Art Museum. The Taft Fund provided museum passes to the Ecotarium and the New England Aquarium. The Library Pass Program continues to be a huge hit!

The Friends of the Library, with President Jan Chesties, Treasurer Laura Kneeland, and Secretary Leanne Jezerski, have been able to keep the group active and strong as they 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 the little extras that are included in our storytimes and the many other programs that are offered to the children of Oxford throughout the year. We are incredibly thankful for our dedicated group of Friends! If you would like to become 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 their time over the year to help us at the Library. We are especially grateful to those who volunteer on a regular basis. I want to take a moment to acknowledge Sarah Mills, one of our long-time volunteers who passed away this year. She filled our Library with her contagious laughter, along with her humor each week, and we were lucky to have her be a part of our library family. We were devastated by this loss and she will be missed dearly by everyone here at the library.

Additionally, I would like to thank those who have donated many books and materials throughout the year and who have also made

donations in memory of loved ones – we are incredibly grateful for your kindness!

Finally, I would like to thank my exceedingly dedicated and hard-working staff, the Board of Trustees, all Town departments, and our ever faithful patrons – without all of you, none of this would be possible!

We are looking forward to another wonderful and successful year at the OXPL – I hope to see you soon!

Respectfully submitted,
Brittany McDougal, Library Director

OXFORD FREE PUBLIC LIBRARY **REPORT OF THE BOARD OF TRUSTEES**

The library is your place to find the information you seek and the recreational reading, listening, and viewing that you enjoy. We provide internet accessible computers, those of which have all been updated this past year, along with wireless internet that you may use on your own personal laptop, tablet or smart phone. We are proud of the “free” in Oxford Free Public Library. Our goal is to ensure every Oxford resident has free and equal access to all library services, which range from historical archives to current technology and databases; recreational materials including the latest book releases in print, digital, and audio to our new addition of ukuleles and a violin, all of which can be checked out and brought home. Our collection is always changing and growing to fit the needs of our community.



Our annual Art in the Yard exhibit ran for its fourth year in 2019. We were able to bring six new art pieces into the community to liven up the library landscape and to provide art for residents to enjoy. We would like to thank bankHometown for being one of 2019’s sponsors, along with the Oxford Cultural Council. We would also like to extend a big thank you to the Oxford DPW for assisting with the installation of the art pieces – it couldn’t have come together without your help. We look forward to continuing this joyful exhibit and plans for 2020 are already underway.

To tie-in with this year’s Art in the Yard exhibit, we held an Art in the Yard Photo Contest for our young patrons. While it was a difficult decision to make with the many talented submissions, this year’s winner was Andrew MacDonald who submitted a beautiful series of photos which were displayed in the library this past fall. Congratulations, Andrew and thanks to all who participated.

The Children’s Room continues to offer a wide array of programs and services, which include storytime and an abundant amount of educational programs and presentations for our young residents. This year we are especially grateful for Mrs. Constance “Connie” Croteau’s generous donation to the library and we are thankful for her family for collaborating with our Director and Children’s Librarian in creating a special space in memory of Mrs. Croteau. The special space titled “Connie’s Corner” opened to the public in November and it has shown to be quite successful in bringing joy to the children who visit.

The Board is 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 greatly appreciated and help secure the future of your Library.

Thank you to the Town Administration for working with us to see that the Library budget is at a level the people of Oxford deserve, which meets the State level requirements. This allows us to maintain our accreditation with the State,

which in turn provides even more resources to our patrons by allowing Oxford residents access to all libraries, along with their services, throughout the State.

We are thankful to all the staff and volunteers, including the Friends of the Library, who keep the Library running so smoothly – providing excellent customer service to our patrons day-to-day, as well as offering special events for that “extra something” reason to return to the Library.

We thank you for your continued patronage and support. We look forward to another year of success.

Respectfully submitted,

John J. Bowes, Chair

John I. Flynn

Carole A. Steina

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 Kristine Bird, Norman LeBlanc, Dale Mahota, Craig Holmberg, and Roger McCarthy. Members Mark Lee and Eammon Carleton tendered their resignations in 2019. Additional staff consisted of Mary Herriage, Planning Assistant.

The Planning Board held twenty-two (22) meetings during the year 2019. During those meetings, the Board considered Approval Not Required (ANR) plans, site plan approval applications, special permit applications, stormwater management applications, land disturbance permit applications, and proposed

Zoning By-Law amendments. The Definitive Subdivision Plan previously approved for Cathy Way, originally approved in 2014 for an 8 lot subdivision was granted an extension for the commencement of construction.

The Board endorsed ten (10) ANR plans showing lots with frontage on existing roads, resulting in lot line changes, easements, and/or the creation of new lots.

Six (6) Special Permit Applications were filed. Five were approved and the approval of the sixth application was still pending at the end of the year. The approved special permits included a common driveway, accessory/in-law apartments, modification to solar farms, and retail sales of adult use marijuana.

Nine (9) Site Plan Review Applications were received. Eight were approved and the approval of the ninth application was still pending at the end of the year. The approved plans included new or expanded uses on existing sites, alterations, and new commercial buildings.

Ten (10) stormwater management and land disturbance permits were received. Seven were approved for single family homes and two were approved for commercial sites. One project is pending approval for modification.

The Board considered and made recommendations at the May Annual Town Meeting on warrant articles to amend several chapters of the Zoning By-Law which included the establishment of building permit fees, imposing daily fines to persons placing or maintaining signs in violation of the sign by-law, the creation of a Housing Opportunity Overlay Zone written with the intention to create additional multi-family housing opportunities within Oxford while promoting the appropriate development of Oxford’s historic town center, and a Temporary Moratorium on Large Scale Ground Mounted Solar Energy Systems to allow the town sufficient time to engage in a planning process to address the effects of such structures and uses in the Town and to enact by-laws in a manner consistent with sound land use planning goals and objectives. All of the Zoning By-Law

amendments were approved at the Annual Town Meeting. The Board also recommended favorable action on warrant articles to authorize the Board of Selectmen to acquire land for permanent utility easements. At the October Special Town Meeting, the Board recommended favorable action on warrant articles to amend the Zoning By-Law to allow the imposition of fines for zoning by-law violations without a conviction and for the costs of designing a new Public Works Facility, neither of which warrant articles passed, and recommended favorable action to amend the General By-Law to require registration and maintenance of vacant and foreclosing properties and the purchase of land adjacent to Carbuncle Beach, both of which articles passed.

Notable approvals or events were the commencement of retail sales of adult use or recreational marijuana at 425 Main Street which, with the assistance of the Police Department, had little impact to the Town. IPG Photonics continues to expand and has commenced construction of its newest campus building. Additional Oxford businesses proposing expansions are Swissturn USA and Eagle Leasing. The Board approved a commercial “pad-ready site” on Route 20 to allow for land clearing and site work for future commercial development. The Oxford Community Solar project at Hawksley Road was essentially completed by the end of the year and is awaiting requisite testing by National Grid in order to energize the facility.

The Board continues to work on implementing the strategies of the Master Plan. The creation of the aforementioned Housing Opportunity Overlay district was a recommendation of the Master Plan. In the next year, the Board hopes to adopt a policy for architectural design guidelines in the downtown area with the goal of preserving the unique historical character of the area and will continue to work on writing a comprehensive by-law for large scale solar energy systems.

The Board continues to express its' thanks to the Town Hall staff, DPW staff, and the other Boards, Commissions, and Departments for their

assistance and consideration of the many applications that are submitted for review.

Respectfully Submitted

*Richard A. Escolas, Jr., Planning Board
Chairman*

MASTER PLAN **IMPLEMENTATION COMMITTEE**

The Master Plan Implementation Committee was formed in 2017 upon the adoption of the 2017-2027 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. The Implementation Committee is tasked with implementing the recommendations of the Master Plan. The members of the Committee consist of volunteer representatives from various Boards and residents interested in guiding the future of the community.

In 2019, the Committee met several times through the year to discuss goals and priorities for implementing the recommendations of the Master Plan. Several recommendations came to fruition including the adoption of the Housing Opportunity Overlay Zone, a Zoning By-Law amendment intended to create additional multi-family housing opportunities within Oxford while promoting the appropriate development of Oxford's historic town center. Also approved at the Annual Town Meeting was a one year Moratorium on large scale ground mounted solar energy systems. Many solar projects involve large scale clear cutting of trees and ground vegetation. A Master Plan recommendation is the preservation of open space. The Moratorium will allow the Town to write a comprehensive by-law to ensure that such uses and development will be consistent with the Town's long term planning interests and Master Plan. Other recommendations of the Plan, to address community facility needs, were not so well received by the townspeople. A proposal for the design of a new Department of Public Works Headquarters to replace the aging current buildings did not pass at the October Special Town Meeting.

The DPW and the Town Manager continue to implement recommendations of the Master Plan, including feasibility studies to address community facility needs, branding and wayfinding for a cohesive look in Town and addressing downtown traffic issues. The Committee thanks all Town Boards and Departments for their contributions to implement strategies of the Plan that can make Oxford a better place in the future and a better community for all.

A copy of the Master Plan can be viewed on the Town's website at www.town.oxford.ma.us. Current members of the Master Plan Implementation Committee include Roger McCarthy (Chair), Norman J. LeBlanc, Dennis E. Lamarche, Jean M. O'Reilly, Mary A. Perveiler, Paul Cunningham and John Eul.

*Respectfully submitted
Roger McCarthy, Chairperson, Master Plan
Implementation Committee*

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 2019, the Board acted on two (2) Special Permit requests and three (3) Variance requests.

At the close of the year, membership consisted of Peter Laflash - Chairman, Stephen Balcunas - Clerk, and members Alfred St. Germain and David Silverman. Alternate members are Michael Camosse and Thomas Purcell. Ryan Avery, who served as Vice Chairman, tendered his resignation in 2019.

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

*Respectfully Submitted,
Peter Laflash, Zoning Board of Appeals
Chairman*

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 Authority's Office

Office: 23 Wheelock Street, Oxford, MA 01540

Board members include Karen M. Erickson (Chairman and State Appointee), Patricia L. Ferdella (Vice Chairman term to expire May 2020), Arthur C. Degon, Jr. (Treasurer term to expire when Successor is qualified), Ernest A. White, Jr. (Assistant Treasurer term to expire when Successor is qualified) and Dale J. Mahota (Member term to expire when Successor is qualified).

The Oxford Housing Authority personnel includes Barry J. Nadon, Jr. - Executive Director, Cathleen M. Donovan - Tenant Coordinator/Admin. Asst., Deborah B. Noble - Section 8 Coordinator, Ronald Dranginis - Maintenance Supervisor, Joshua Dulmaine - Maintenance Mechanic, Craig Erickson - Maintenance Laborer, Karen Ahlers - Attorney and 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 186 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 1997 for the construction of 48 units of elderly/handicap, 16 units of family, and 4 units of special needs. The Housing Authority also administers 149 units of the Federal Section 8 Rental Assistance Program (plus a number of portability units).

*Respectfully submitted,
Barry J. Nadon, Jr.
Executive Director*

RECREATION COMMISSION

The year 2019 was very busy for the Recreation Committee. Completion of Construction, grand openings, and future planning including upgrades on recreational properties took up most of the Commissions time.

At Ruel Field, work on the bathroom and concession building were completed and the building is now ready for use.



The Ruel Field playing areas showed continued gains in the quality of field conditions due to a wet summer along with planned and scheduled maintenance that included fertilizer, aerating, and the rotation of playing fields. Matt Benoit continues as the DPW point person for Ruel Field and oversaw all the maintenance and planned improvements. Safety netting was discussed and plans to add to existing netting continues to be planned. The net height needs to be increased between Field 1 and Field 3 to inhibit softballs from entering playing fields. This fall a small area that was used as an open

area to store goals was excavated, new loam added and was hydro seeded and will add to existing practice areas. Discussion and potential paving of the parking areas has been documented in the Recreation Commission's Capital planning and was presented to the finance committee in the fall.



Greenbriar baseball area (Horgan Field) was used by Oxford baseball leagues and the High School baseball team for their night games. The Baseball league was also instrumental with a major clean up of brush and debris within the playing and parking areas. A volunteer group lead by Glenn Krevosky began clearing invasive trees and vines along the western side of Greenbriar. This clearing has opened the view of the wetlands area and greatly enhanced the beauty of the park. Discussion continues with the DPW regarding moving the gate for Greenbriar closer to the park entrance so the area can be closed during the winter months.

Carbuncle saw the completion of the new beach house and the grand opening celebration at the beach. The beach soil was removed and replaced with new sand. Swings were purchased and funded by the Smolenski-Millette Trust and will be installed near the beach in the spring. Many visitors continue to enjoy the park and splash pad and the summer programs of Swim Classes and Daily Fun Club were again offered by O.C.C. and very well attended. Staffing for Fun Club and life guards for the splash pad and the beach were also managed by O.C.C. This summer there was a trial of utilizing a beach monitor to help oversee the park and maintain that proper beach passes were purchased. The past discussion regarding the purchase of a private parcel of land that abuts Carbuncle Park

became reality when the purchase of the parcel was placed on the October town meeting warrant and voters approved the purchase. State trout stocking of Carbuncle took place again in the spring with the help of the NJROTC. A mix of rainbow and brook trout that totaled four hundred fish were placed. The parking area is slated to be repaired. The tall pines located near the south side of the parking lot near the beach house are to be removed and a portion of the parking area is to be excavated, leveled and paved.



Treasure Land Playground area continues to see much activity. New toddler swings and a special needs swing chair along with a new swing set is slated for installation in Spring of 2020. The new equipment was funded by the Smolenski-Millette Trust.

The Joslin Fields are in very good shape due to a maintenance program and watering 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 also located in this area saw constant use and over the summer the basketball league was well attended.



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 and offer programs with the outlook/focus on the Oxford community's health and wellbeing. The commission would like to thank the Oxford DPW crew for their continued support to help provide safe, attractive and maintained recreation areas.

Respectfully submitted

*Joel P. Masley, Chairman
Roger McCarthy, Vice-Chair
Beth Buchanan
Daniel Fitzpatrick
Greg Gray
Eric Lambert*

*Stacy Barr, Advisor
Mary M. Brodeur, Clerk*

2019 TOWN CLERK STATISTICS & REVENUE

Vital Statistics

	<u>Births</u>	<u>Marriages</u>	<u>Deaths</u>
2018	104	61	116
2019	115*	59*	110*

* Incomplete

Birth Certificates	\$ 4,170.00
Marriage Intentions	1,600.00
Marriage Certificates	2,880.00
Death Certificates	<u>4,850.00</u>
Total Vital Statistics Receipts	\$13,500.00

Miscellaneous Receipts

Business Certificates	\$ 2,770.00
Miscellaneous	247.42
Photostat Copies	.00
Raffles and Bazaars	100.00
List of Residents	140.00
Pole Locations	240.00
Registration of Flammables	1,440.00
Certificate of Residency	20.00
General By-Laws	.00
Zoning By-Laws	.00
Zoning Maps	.00
Sub-Division Control Laws	.00
Charter	.00
Municipal Legislation	.00
Notary Fees	87.50
Fines – Non-criminal Disposition (Bd of Health)	300.00
Marijuana Tickets	3,600.00
Yard Sale Permits	<u>726.00</u>
Total Miscellaneous Receipts	\$ 9,670.92

Animal Control

Dog & Kennel Licenses & Late Charges	\$11,238.00
Cat Licenses & Late Charges	3,210.00
Duplicate Dog/Cat Tags & Transfers	8.00
Fines Non-criminal Disposition (Animal Control)	<u>8,950.00</u>
Total Animal Control Receipts	\$23,406.00

Receipts by Debit/Credit/Electronic Check

Birth/Marriage/Death Certificates	2,030.00
Dog Licenses & Late Charges	4,102.00
Cat Licenses & Late Charges	624.00
Fines Non-criminal Disposition (Animal Control)	<u>700.00</u>

Total Electronic Receipts	\$ 7,456.00
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Total Receipts by Town Clerk paid to Town Treasurer	<u>\$54,032.92</u>
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PUBLIC WORKS

PUBLIC WORKS

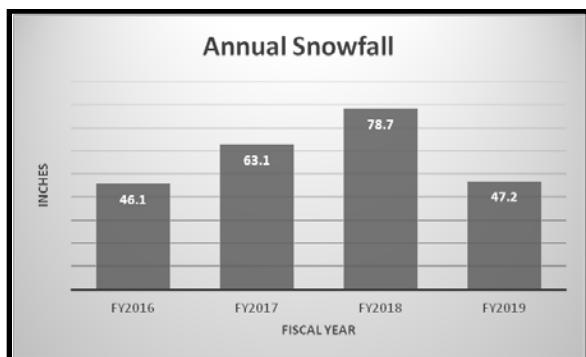
DEPARTMENT OF PUBLIC WORKS

“It is the mission of the Oxford Department of Public Works to provide dependable, responsive, innovative, and high quality public works, facilities, 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 DPW responded to 13 measurable snow and/or ice events requiring deicing and/or plowing of roadways in Fiscal Year 2019. The DPW responded to 13 unmeasurable events/needs such as black ice, intersection clearing, and removal of snow piles. The season started on November 15, 2018 with 7.5 inches of snow and ended on March 23, 2019 with 2.0 inches of snow. The highest snowfall event occurred on March 3-4, 2019 with 10.5 inches. Officially, 47.2 inches of snow fell on the Town of Oxford. (Source: Town Contract Meteorologist: Precision Weather Forecasting/New England Weather Science)



On October 9, 2019 DPW sent a team to represent the Town of Oxford in a regional snow plow safety training event. The event is coordinated by the New England Chapter of the American Public Works Association. Twenty-six public works teams from all around New England competed in a friendly test of

snowplow and truck safety knowledge. The competition culminated with a test of each driver's skill in maneuvering a large truck and plow in an obstacle course of cones and barrels representing parked cars, pedestrians, and other road obstructions. The DPW is proud to announce that the Oxford team of Randy Young and Matt Krupsky finished in first place! As the first place winners, the APWA is sending the team to compete at the National Finals in Colorado. The department is very pleased with team's outstanding representation of the Town and its commitment to safety in public works.

Organizational Structure

The DPW is organized into seven divisions: Administration/Engineering, Highway, Parks & Cemetery, Forestry, Facilities Maintenance, Fleet Maintenance, and Sewer. A total of 27 full time employees and numerous part time employees dutifully carry out the work of the DPW.

Administration/Engineering

Administration is tasked with all personnel management, payroll management, and fiscal management. Engineering is tasked with design and construction management, technical review of most development proposals within the Town, and provides support to other Town departments. Considerable overlap occurs between administration and engineering.

Notable Construction Projects

- Installation of a new traffic control signal and roadway improvements at Main Street (Route 12) and Harwood Street was started. The project is funded through a grant from IPG Corporation and a MassWorks grant from the Commonwealth of Massachusetts. Total cost: \$2.5M.

- Reconstruction of Charlton Street between Main Street and Dudley Road was completed. The completion marked a multiyear project involving water main replacement and total reconstruction of the entire street and sidewalks and all underground drainage. Total construction cost: \$3.9M.
- Recycling in place Leicester Street between Route 20 and Comins Road was completed. Total cost: \$134,000.
- Paving of Leicester Street between Route 20 and Comins Road was completed. Total cost: \$300,000.
- Paving of Mt. Pleasant Street 50% complete. Anticipated total cost: \$132,000.
- Construction of a dog park at the former Woodward School site was completed. The project is funded through a grant from the Stanton Foundation. Total construction cost: \$221,000.
- Conversion of all streetlight high pressure sodium (HPS) to efficient LED fixtures was completed. A total of 950 fixtures were converted at a cost of \$348,000. Through incentives from National Grid and through rebates by the Metropolitan Area Planning Council the cost to the Town is reduced by nearly \$100,000. The simple payback for the total construction cost by way of savings from the reduced energy cost of the high efficiency LED is approximately 2.5 years



Notable Engineering Projects

- Design of improvements to the Sacarrappa Road Bridge (culvert, dam) was completed. Permitting and public outreach remains. The field stone structure, circa 1800, was built as a bridge, dam, and culvert to harness waterpower for a small factory immediately downstream. 200 years of wear and tear caused the DPW to close the structure to vehicles in 2015 as a safety precaution. The May 2, 2018 Annual Town Meeting appropriated \$800,000 for its repair. DPW analyzed several design alternatives and presented the alternatives at a public meeting on September 23, 2019. With the input of the neighborhood and with consent of the Board of Selectman, the DPW with its consultant completed the design.
- Design of improvements to the Leicester Street Bridge over the French River near the Leicester/Oxford Town line was advanced. Significant deterioration of the beam ends and deck has caused MassDOT to alert the Town to undertake improvements to the structure. Construction funding is not yet identified.
- Design of drainage improvements on Rawson Avenue and Corbin Road was advanced to 75%. Persistent flooding in the area is being addressed by the design and construction of new underground drainage.
- Design and construction of Phase I improvements to the Carbuncle Beach House parking lot was advanced to 50%. The May 1, 2019 Annual Town Meeting appropriated \$100,000 for the work.
- Design of drainage improvements is ongoing near 198 Old Webster Road in the vicinity of Oxford Asphalt. The area is low lying and is adjacent to a small pond that is routinely inundated with beavers. The proposed work includes adding drainage, replacing a culvert, and restoring impacted wetlands.

- Master planning and Transportation Improvement Program pre-submittal design work started for the Main Street corridor reimagining. The project area is from Fairlawn Avenue to Front Street. The goal of the project is to engage with the community to reimagine what Main Street could look like and how it could better function with multi-modal transportation goals (safer pedestrian crossings, bike lanes, etc.).
- Design of improvements to McKinstry Pond Dam was completed in 2018. In 2019 DPW submitted a grant application for construction funding to the Executive Office of Energy and Environmental Affairs in the amount of \$515,000. The application was not successful.
- Design of sewer expansion on Route 20 from Route 56 to Oxbow Road was completed in 2018. In 2019 DPW submitted a grant application for MassWorks grant funding for construction. The Town awaits approval or denial of the application.
- Master planning and studying the feasibility of consolidating public works under one roof in a new garage was completed. The option to rehabilitate or build new was explored. Ultimately the DPW Building Feasibility Committee working with the DPW Director and Town Manager recommended to Town Meeting that demolishing all buildings at the current site at 34 Charlton Street and building a new structure was in the Town's best interest. An article to fund the design and bidding for the new building failed at Town Meeting by six votes.

HIGHWAY DIVISION

The Highway Division is responsible for maintaining over 90 miles of public roads, eight bridges, two dams, a sprawling drainage system, and approximately 13 miles of sidewalks. The Division also performs basic maintenance on approximately 5 miles of private ways in

Oxford. The Highway Division also functions as the Town's construction crew and is tasked with construction work across all DPW Divisions. The work is coordinated by the Operations Manager and the Highway Working Foreman.

Projects & Maintenance

- Swept all streets.
- Cleaned over 2,000 catch basins.
- Repaired 12 catch basins.
- Slip-lined a culvert on Wallace Court.
- Finished punch list construction items at the Carbuncle Beach House including stairs, decks, and accessible ramps
- Replaced beach sand at the Carbuncle Beach and landscaped the area.
- Filled basement of the former Woodward School to make way for dog park construction.
- Removed 58 loads of leaf and yard waste and 719 tons of street sweepings and catch basin cleanings from the Rocky Hill Road yard waste drop off site.



PARKS & CEMETERY DIVISION

The Cemetery & Grounds Division is tasked with expertly maintaining over 100 acres of grounds including school fields and grounds; Ruel Fields; basketball courts; playgrounds; tennis courts; skate parks; memorial sites; the Town Common (Joslin Park); and the South, North, and Gore Cemeteries. The work is led by our Parks & Cemetery Superintendent.

Work includes regular mowing and trimming; infield grooming; field aeration; over seeding; flower planting and weeding; and cemetery cleanups. The men and women assigned to parks and cemeteries take great pride in how the public green spaces and cemeteries look after a hard day's work. This is especially true on Memorial Day when the spring sprint to get everything done results in beautiful Town properties. The DPW takes great pride in the level of professional and compassionate care provided to grieving families.

Division personnel interred a total of 39 in Oxford Cemeteries. Of the total, 15 were full burials and 24 were cremation burials. A total of 26 graves were sold.



FORESTRY DIVISION

The Forestry Division is responsible for the care and maintenance of all trees belonging to the Town along public roadways and on public grounds under the leadership of the Tree Warden.

Maintenance

- Responded to 9 emergency tree calls.
- Removed a record number of 81 high risk trees from public roadways with in-house and contracted help.
- Performed the Town's most aggressive brush mowing yet with a large rented brush mower.
- Planted 5 maple trees in the Water street area.
- Distributed 200 lilac seedlings at Bulk Item Drop off in honor of Arbor Day with the help of the Boy Scouts.
- Installed Emerald Ash Borer traps in the Brown Road & Dana Road area – nothing detected.
- Cleared small area of Ruel Field for an expansion area for football practice.
- Collected 75 Christmas trees.

FACILITIES DIVISION

The Facilities Division is responsible for providing maintenance and management of all public buildings owned by the Town including school buildings under the leadership of the Facilities Director. The mission is to effectively and efficiently manage structures and building systems equipment in order to achieve maximum return on investment and to provide safe and functional spaces for the public, students, and employees.

Notable Facilities Projects

- Completed 1,450 repair and preventative work orders.
- Replaced three portico ceilings at High School. The existing material was not suited stand up to harsh weather. The

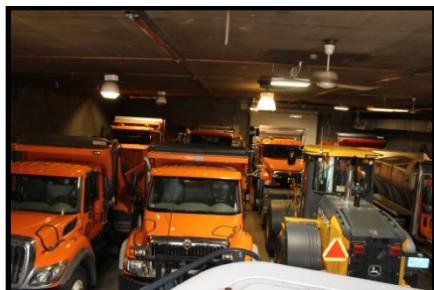
chosen material is rated for wet exterior environments. Total cost: \$152,000

- Replaced a 72 year old boiler at the Community Center. The existing boiler failed a state mandated inspection and required immediate replacement as cold weather set in. Total cost: \$180,300
- Replaced one of the three boilers at the Middle School due to age and use. Total cost: \$61,700
- Replaced leaking roof at the Town Hall over the storage area in the rear of the building. Total cost: \$23,600
- Replaced old and worn carpets at the Middle School. Total cost: \$8,500
- Demolished the badly deteriorated Woodward School to make way for dog park construction. Total cost: \$57,000

FLEET MAINTENANCE DIVISION

The Fleet Maintenance Division is responsible for maintaining the fleets of the DPW, Fire-EMS Department, Police Department, Animal Control, and the Council on Aging through the leadership of our Fleet Superintendent. Responsibilities include preventative maintenance and repair. Most repair and maintenance is completed in-house saving the Town thousands of dollars every year in avoided contract work.

In 2019, the DPW took delivery of two Ford Escape SUV's for use by Administration/Engineering. One of the two Escapes was an insurance replacement. An F550 dump truck was also delivered.



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 surrounding area north of the Oxford High School) and the Southwest Service Area (Old Webster Road). The Fiscal Year 2019 annual average daily flow of the North Service Area was 56,988 gallons per day. The Fiscal Year 2019 annual average daily flow of the Southwest Service Area was 16,840 gallons per day. The North Service Area usage charge was increased to \$12.35 per 1,000 gallons effective July 1, 2019. The Southwest Service Area usage charge was unchanged \$16.86 per 1,000 gallons.

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., Department of Public
Works Director*



SCHOOLS

OXFORD PUBLIC SCHOOLS

ADMINISTRATIVE STAFF LISTING

SCHOOL COMMITTEE

William C. Spitz, Chairman
Daniel P. Coonan, Vice Chairman
Cassandra Sue Day, Secretary
Palmina E. Griffin, Member
September Forbes, Member
Helen Coffin, Recording Secretary

TECHNOLOGY DEPARTMENT

Kadion Phillips, Director
Debora Brassard, Data Coordinator/Registrar
John Reynolds, Computer Technician
Sean Sumner, Computer Technician

FOOD SERVICES DEPARTMENT

Patricia Hokanson, Director
Julia Gunderman, Office Secretary

OXFORD HIGH SCHOOL

David Nugent, Interim Principal
Robert Truax, Assistant Principal
Leslie Sullivan, Office Secretary

COFFEE

David Nugent, Director
Sarah Fournier, Office Secretary

CHAFFEE ELEMENTARY SCHOOL

Robert Pelczarski, Principal
Susan Grenier, Office Secretary

CENTRAL ADMINISTRATION OFFICE

Dr. Elizabeth Zielinski, Superintendent
Helen Coffin, Executive Assistant
Justin Leduc, School Business Administrator
Caitlyn Dawe, Human Resources Specialist
Naida Lepore, Budget Specialist
Susan Davis, Bookkeeper
Denise Aucoin, Director of Educare

STUDENT SERVICES DEPARTMENT

Dr. Susan Henrichon, Assistant Superintendent
Debra Tremblay, Executive Assistant
Michele Raymond, Office Secretary
Richard Maliff, Evaluation Team Leader
Kristin Miller, Evaluation Team Leader
Terry Gawronski, Social Worker
Michelle Cadavid, Psychologist
Maureen Soto, Behavior Analyst

OXFORD MIDDLE SCHOOL

Amy Belhumeur, Principal
Michael Lavelle, Assistant Principal
Jean Aromando, Office Secretary

BARTON ELEMENTARY SCHOOL

John Quinn, Principal
Lysa Dell'Aquila, Office Secretary

A complete list of all School Department personnel can be found on our District website- www.oxps.org.

SCHOOL COMMITTEE

Honorable Board of Selectmen and Residents of Oxford:

The Oxford School Committee, in accordance with the Oxford Town Charter, consists of 5 individuals elected to 3-year staggered terms of office. As a result of the 2019 Annual Town Election, we bid farewell to Mrs. Casandra Day who chose not to seek a second term, and we welcomed Mr. David Cornacchioli to our Committee. In reorganizing the Committee, former Chairman William Spitz nominated Mr. Daniel Coonan to succeed him as Chairman. Mr. Cornacchioli was elected as Vice Chairman, and Mrs. September Forbes continues in her role as Secretary and “Authorized Signer” for warrants. Membership also includes Mrs. Palmina Griffin and Mr. William Spitz rounding out the 5-person board. Ms. Rachel Storey, President of the Oxford High School Student Council, continues to serve as the Student Representative.

The Committee meets on the 2nd and 4th Mondays of the month, unless otherwise noted. All meetings are duly posted with the Town Clerk’s Office in accordance with the Open Meeting Laws. Superintendent of Schools, Dr. Elizabeth Zielinski, is present for all meetings, as is School Business Administrator and Director of Operations, Mr. Justin Leduc, and meeting minutes are taken and prepared by Executive Assistant and Recording Secretary, Mrs. Helen Coffin. Work outside of regular meetings comes through workshops and subcommittees; most active being the Policy Subcommittee chaired by Mrs. Griffin with the assistance of Mr. Cornacchioli and numerous citizen volunteers. Mr. Coonan and Mrs. Griffin work with the District Accountability and Curriculum Subcommittee along with District employees and citizens of the Town. The District’s annual operating budget is prepared based upon feedback from workshops with District administrators.

The Committee continues to broaden its agendas with reports and presentations from various District departments and schools. Volunteers are recognized on a quarterly basis based upon

nominations and vote of the Committee. The Committee would like to recognize all recipients and individuals who continue to give back to the Oxford Public School District through volunteerism and community service. Your efforts and dedication are truly appreciated.

Other School Committee business includes evaluating the Superintendent and implementation of the annual operating budget as voted at the Annual Town Meeting. Invited guests at School Committee meetings include monthly updates from students of the Middle School, and various special presentations from both the Clara Barton and Alfred M. Chaffee Elementary Schools.

The School Committee would like to thank the Town Manager and her office, the Department of Public Works, the Police Department, and the Fire/EMS Department for their endless efforts supporting the District and all endeavors in making the Oxford Public Schools the choice of students, parents, and educators. Without these efforts our schools could not be what they are today in developing college and career ready students in a safe and supportive atmosphere.

*Respectfully submitted,
Daniel Coonan, Chairman
Oxford School Committee*

STUDENT SERVICES AND SPECIAL EDUCATION DEPARTMENT

The Oxford Public Schools Department of Student Services and Special Education serves students from age 3 to 22, as required by state regulation 603CMR 28.00 and federal regulation 603 CFR 300. The Department encompasses Civil Rights, English Language Learners, Title I, Section 504, McKinney-Vento homeless students, foster care students, nursing, guidance, and special education. The Department is responsible for the screening and evaluation of children between the ages of 3 and 21 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 and 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 Appropriate Public Education). While students suspected of having a disability may be considered for referral through a building-based team 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 Education Department.

Oxford Public Schools provided a variety of special education services to 287 students during the 2018-2019 school year. This shows an increase of 3 students from the previous school year. 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 provided Section 504 supports and services to 73 students, which is a decrease of 9 students from the previous school year. Additionally, the District provided English Language Learner support to 8 students, which is consistent with the previous year.

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

Personnel Changes

New Hires: Karen Johnson, Special Education Teacher, OHS

Retirements: Rachael Piette, Special Education Teacher - OHS; Valeria Zuidema, Districtwide Speech/Language Pathologist; Robin Murphy-Dow, Special Education Teacher - COFFEE

Special Education

The Special Education 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/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.

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, a research-based, multisensory structured literacy curriculum 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 are trained and continue to 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 (LEP) students 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 students; therefore, in order to accomplish these goals, students will receive Sheltered English Immersion (SEI) in classrooms in accordance with state and federal laws. This 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 (Assessing Comprehension and Communication in English State-to-State) 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 may 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, the Oxford Public School District moved from a targeted assistance program to a whole school program which provides for all students receiving additional services, with the students identified as most at risk given this assistance. Essentially, it promotes improved instruction for all students and a more comprehensive plan. Title I services are offered at A. M. Chaffee Elementary, Clara Barton Elementary, and Oxford Middle Schools. Students in Kindergarten and Grade 1 at Chaffee receive reading assistance. Reading services are provided to eligible students at Barton in Grades 2-4. Reading assistance is provided in Grades 5-6 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 2018-2019. The results of that data analysis determine student need. Data collection and testing in September was added to the previous data to determine supplemental education. Student progress was monitored throughout the fall of 2018. Title I staff were hired at Chaffee, Barton, and Oxford Middle School for the school year 2018-2019. The recently hired Title I staff provide reading support services and have specialized training in helping struggling readers. For the next school year, our plan is to address mathematics as well as reading to enhance our students' skill level.

*Respectfully submitted,
Susan J. Henrichon, Ed.D., Assistant
Superintendent of Student Services & Special
Education*

TECHNOLOGY

The Technology Department delivers robust, reliable and necessary technology solutions 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 the last fiscal year, we have continued our initiative to increase the number of Chromebooks available to students. With the increase in digital content and the need for online testing, we requested capital funding from the Town of Oxford to place Chromebook carts in every core classroom at Oxford Middle School. We now have a 1:1 Chromebook program in Grades 5-12 where each student at the High School is issued a Chromebook that they bring home while the students at the Middle School use the carts that are in every core classroom.

We decided on the Chromebook device 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, presentations, forms and spreadsheets. The Chromebooks are also less

expensive than most computers or iPads and have most of the features that our students and faculty require.

Last year we also purchased additional Chromebooks for Clara Barton Elementary. We are hoping to eventually get to 1:1 with Chromebooks for Grades 3-12 so we can test all students in the same building on the same day to simplify the proctoring schedule and to have more time spent on teaching and learning.

The success of the roll-out of the Chromebooks could not have been possible without continued infrastructure updates and maintenance to ensure all devices connect to the internet. In addition to the increase in Chromebooks, we are also adding and maintaining wireless access points, copiers, printers, security cameras and Voice over Internet Protocol (VOIP) phones that require connectivity and bandwidth. We continue to monitor and update the back-end infrastructure as necessary to allow for higher bandwidth and increased wireless coverage across the District to handle the strain of additional devices.

In addition to the hardware purchases for upgrades and maintenance, the Technology budget also includes contracted services that are negotiated with vendors annually or over multiple years for better pricing. Online textbooks, administrative software and digital content are also a part of the Technology budget and these requests are done in consultation with the building principals.

As students and staff continue to rely on more devices and content that require connectivity, the Technology Department continues to strive to add, upgrade, and maintain the hardware and services necessary to keep the District functioning as efficiently as possible.

*Respectfully submitted,
Kadion Phillips, Director of Technology*

ELEMENTARY SCHOOLS

The A. M. Chaffee Elementary School (Chaffee) is located at 9 Clover Street and serves all of the Preschool, Kindergarten, and Grade 1 students in our District. The Clara Barton Elementary School (Barton) is located at 25 Depot Road and serves all students in Grades 2, 3, and 4 within the Oxford Public Schools. Chaffee opened the 2018-2019 school year with an enrollment of 256 students; 39 in Preschool, 117 in Kindergarten, and 100 in Grade 1. Barton began the 2018-2019 school year enrolling 404 students; 139 students in Grade 2, 133 students in Grade 3, and 132 students in Grade 4. Class size ranges from 21-27 students per class. Each grade level has the support of an inclusion teacher in order to provide services to those students on Individual Education Plans.

The Elementary Schools welcomed two new staff members during the 2018-2019 school year. One is a classroom teacher at Barton and the other is a specialist shared between Chaffee and Barton. Our music, physical education, art, library, and mindfulness programs continue to be an integral part of our students' weekly schedule.

Chaffee continues to have a full-time Reading Interventionist on staff with Mrs. Jill Cofsky assuming the responsibilities under our Title 1 grant. She has been a tremendous asset to the Chaffee students. Barton was also fortunate to add a full-time Reading Interventionist with Mrs. Kelly Delgado joining the team along with Mrs. Kristin Osborne and Ms. Judy Hodgerney, who shared a position of Title I support. All 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.

We also welcomed Mr. John Quinn who began his tenure as Clara Barton's new Principal.

At Chaffee, our Mindfulness Program, created and instructed by Ms. Lisa Casillo, continues to flourish in its third year of service with mindfulness techniques used in every class and in every activity allowing for solid social and emotional stability for staff and students. Ms.

Casillo continued this work with the students in Grade 3 at Barton.

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 goes 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 Barton, our morning BOKS (Building Our Kids Success) Program continued with great success in its third year since inception, working with 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 lead into stretches, a cool down, and discuss the nutrition tip of the week. Our dedicated and enthusiastic staff volunteers include Ms. Schoemer, Ms. Bennett, Ms. Gilligan, Mrs. Roemer, Ms. Thornton, and a host of volunteer parents. Barton also completed its third 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 in December and May. This program offers many of our students' scholarships.

Our elementary students continue to utilize Oxford's own Wilson Reading System. At Kindergarten through Grade 3, we utilize Fundations, which is a research-based program that assists all students in acquiring foundational reading, writing, and spelling skills. We are fortunate to have Wilson working with the Chaffee and Barton staff to support us in implementing Tier 2 Intervention in Grades K-3. Both schools are delivering math instruction using enVisionmath. This program is aligned with the Common Core State Standards Initiative

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 Reading Wonders by McGraw-Hill. This program also aligns with the Common Core State Standards Initiative with a strong emphasis on the Grade 3 ELA shift that coincides with our District improvement goal of strengthening the instructional core. Both elementary schools receive academic support through the federal Title I grant program.

Technology training is ongoing 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 continued to build in time to collaborate and analyze data through PLCs (Professional Learning Communities) Districtwide with scheduling in place that allows for common prep time. This designated time encourages academic dialogue and collaboration for all grade levels PreK-4. Both schools are working with the MTSS (Multi-Tiered System of Supports) Tiered Academic Support Literacy Academy in conjunction with The Novak Group for Literacy. Mrs. Tara Trainor has worked with all Grade K-4 teachers to help instill best practices. Teachers in both schools continue to implement the steps in becoming a data driven culture. Mrs. Trainor worked with both schools throughout the school year and during all Districtwide Professional Development Days.

Respectfully submitted,
Robert Pelczarski, Principal - A. M. Chaffee
Elementary School
John Quinn, Principal - Clara Barton
Elementary School

MIDDLE SCHOOL

The Oxford Middle School (OMS) enrollment as of October 1, 2018 totaled 427 students. Of this number, 125 were in Grade 5, 155 in Grade 6, and 147 in Grade 7.

Miss Amy Belhumeur continued as Principal for the 2018-2019 school year, and Mr. Michael Lavelle joined the staff at Oxford Middle School in the capacity of full-time Assistant Principal.

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, and Social Studies. Our Unified Arts Program consists of Music, Physical Education, Health, STEM, Art, and Library.

Administrators, teachers, and guidance staff use the collected data from both MCAS 2.0 and other classroom assessments (both formative and summative) 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 took place at the Middle School throughout the school year. They included after-school tutoring, homework center, Student Council, National Junior Honor Society, band, art club, ski club, chorus, chamber choir, yearbook, poetry club, basketball, soccer, and field hockey, cross country, the Green Team, and robotics. Our music department sponsored two concerts during the school year. The generosity of the Friends of the Oxford Middle School (FOMS) has made it possible to fund additional

programs, field trips, and activities for our students. In November of 2018, our theatre department presented three performances of Jingle Jury to sold-out audiences.

This was the second year our students took MCAS 2.0. Our building was deemed as making moderate progress towards meeting our targets and are not requiring assistance or intervention. We continue to look at our MCAS data to adjust curriculum and instruction to ensure the success of all our students. 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, School Committee, Middle School Advisory Council, and the Central Office Administration for their support and commitment to the Oxford Middle School. We could not have done any of this alone.

*Respectfully submitted,
Amy Belhumeur, Principal - Oxford Middle
School*

COFFEE

COFFEE (Cooperative Federation for Educational Experiences) was established in 1979 to provide an alternative educational program for students in grades 8-12 who are at-risk of dropping out of school. 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.

Five students earned high school diplomas in June 2019. We are very proud of these students and their accomplishments!

*Respectfully submitted,
David Nugent, Director – COFFEE*

HIGH SCHOOL

Oxford High School welcomed back 532 students in August for the start of the 2018-2019 school year. 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.

OHS welcomed three new members to its staff for the 18-19 school year; Mr. David Nugent was named Interim Principal; Mr. Robert Truax joined as Assistant Principal; and Mr. Timothy Donahue joined us as 8th Grade Guidance Counselor and School Adjustment Counselor. In spring 2019, Captain Russell P. Knight retired from his position as Senior Naval Science Instructor after serving for two years.

The year provided a number of opportunities for students to illustrate their learning, as students in Grades 8 and 10 participated in the Next Generation MCAS testing in ELA and Math. The Science and Technology MCAS exams for Grades 8 and 9 continued to be the Legacy test.

The work done in our classrooms was highlighted by the activities of service and citizenship outside of the classroom. The National Honor Society and Junior National Honor 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 the "C-Up" and other programs. The OHS Art Department hosted another successful Districtwide Night of the Arts. The event showcased visual art, performing art, and academic projects that had art interwoven.

New learning opportunities adjoined new beginnings as the Class of 2019 left as graduates

of Oxford High School. The Commencement exercises took place on the main athletic field on Friday, June 7, 2019 at 6:00 p.m. Memorable words of wisdom, hope, and promise for a bright future were shared with students and staff alike. Of the 87 graduates in the Class of 2019, approximately 45% went on to 4-year colleges/universities, 23% went on to 2-year colleges, 11% joined the military, 10% entered the work force, 4% enrolled in a trade school, and 7% had undetermined future plans.

Navy Junior Reserve Officers Training Corp

The Navy Junior Reserve Officers Training Corps (NJROTC) unit of Oxford High School entered its twenty-fourth year of operation; 54 students were enrolled across the 4-year academic elective with 16 freshmen joining the program. Oxford cadets continued their exceptional pattern of success compiling an impressive list of activities, trips, competitions, and community service.

The NJROTC Drill Team and Competition Color Guard continued its record of excellence as part of the All Navy New England Drill League. Oxford cadets hosted their own drill meet at Oxford High School for the first time in history! The NJROTC Color Guard and Honor Guard represented the school and Town in many high visibility events including leading the Town of Oxford Veterans Day, Memorial Day, and Little League Opening Day parades. The NJROTC Shooting Team participated in the Secretary of the Navy JROTC National Air Rifle Postal Competition where the Precision Team finished 3rd place, qualifying for the Championship! Five NJROTC Academic Teams competed against over 1700 teams nationwide in the annual NJROTC National Academic Exam. The unit held its annual formal Navy Area Manager's Inspection and Pass in Review Ceremony and passed the inspection with flying colors earning the grade of "Outstanding."

The cadets enjoyed several field trips throughout the school year including, but not limited to: a 3-day Youth Leadership Conference sponsored by the national Military Orders of World Wars; a Navy Leadership Academy - Sail Training

Program; visit to the US Navy Submarine Force Training facilities at Naval Submarine Base in Groton, CT; college visits to the US Coast Guard Academy in CT, College of the Holy Cross in MA, and Norwich University in VT; participation in the Area 4 Brain Brawl Academic Competition in NY; a 4-day trip to Washington D.C. while passing through NY and PA; and a visit to the Collings Foundation in Stow, MA dubbed the "Battle for the Airfield WWII Reenactment." It is important to note that transportation, accommodations, meals, and admission fees were covered through grant funds from the Smolenski-Millette Trust.

In July 2018, Oxford cadets Colin Murphy, Alyah Sanchez, Cynthia Shaw, and William Rivera participated in a 2-week long NJROTC Area 4 Leadership Academy and Sail Training Program, with Cadet Bailey Brescia selected as a cadet-aide. Master Chief Youngsman's Blue Platoon captured the title of "Honor Platoon" placing 1st among 4 platoons for the 5th time in seven years.

Oxford cadets remained very active in community service. The unit conducted charity fundraising for the Oxford Ecumenical Food Shelf as well as conducted raffles and auctions at the annual Military Ball, the End of Year Awards Banquet, fall Homecoming events, during the Navy Area Manager and Offsite Inspections and Pass In Review Ceremonies, and at special charity events hosted by the School around Easter and Christmas. Cadets helped the Oxford Ecumenical Council at their annual Holiday Food Basket Distribution and presented the Chairman of the Oxford Ecumenical Council with a check for \$2018.00 which will help sustain operations for the Oxford Food Shelf. Cadets and instructors also joined the OHS Student Council and National Honor Society in sponsored food drives, Thanksgiving basket drives, socks/gloves/blankets/toiletries for the homeless, and other special events at OHS. The unit reported over 2800 hours of documented community service to 25 recurring and emergent projects throughout the school 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, the Oxford NJROTC unit 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 a Junior ROTC Program. The course, known as Cultural Studies - An Introduction to Global Awareness, focuses on six major continental regions and presents a plethora of information to students on the history, geography, resources, religions, intermingled cultures, potential conflicts, and much more, especially highlighting why each is of importance to the United States.

Inside and outside of the classroom, the 2018-2019 school year was one of solidifying change and establishing sustainability, ensuring that Oxford High School will continue to progress in a positive direction.

*Respectfully submitted,
David Nugent, Interim Principal - Oxford High School
Robert Truax, Assistant Principal - Oxford High School*

HIGH SCHOOL ATHLETICS

Fall 2018

The Girls Soccer team qualified for the MIAA Division 4 Central Massachusetts Tournament for the second consecutive year with a 12-4-2 record. They opened with a 2-0 win over Notre Dame Academy in the quarterfinals before falling to eventual Central Massachusetts Champion Uxbridge 5-1 in the semifinals. The Oxford High School Football team had a successful season, finishing the year with an 8-3 record. The season was topped off by a victory over Bay Path on Thanksgiving 22-6, the second consecutive win on Thanksgiving. The Girls Varsity Soccer Coach, Colby Harvey, was recognized as the

Division 4 Coach of the Year by the Central Massachusetts Soccer Coaches Association (CMSCA).

Winter 2019

The Oxford High School Girls Basketball team qualified for the MIAA Division 3 Central Massachusetts Tournament for the fourth straight season, finishing the regular season with a 13-7 record. The girls lost to Tyngsboro in the first round 60-48. The Oxford High School Girls Indoor Track team finished the season 7-6 and finished second in the Southern Worcester County League. In addition, senior basketball player, Gina Parmenter, finished her career with 1,603 career points, becoming the second all-time leading scorer in Oxford High School history behind only Carla Berube.

Spring 2019

The Oxford High School Softball team advanced to the MIAA Division 3 Central Massachusetts Tournament for the third straight season. They defeated Quaboag in the first round 18-0 before falling to Assabet Valley in the quarterfinals 4-2. The Oxford High School Baseball team advanced to the MIAA Division 4 Central Massachusetts District Tournament for the 9th straight season, losing to Hopedale 3-1 in the quarterfinals.

*Respectfully submitted,
Kevin May, Athletic Director*

Oxford High School - Class of 2019

Alves, Alexis Bailey *	Foley, Sara Elizabeth	Nfodjo, Caleb Nathaniel
Anderson, Kayla Nichole	Gemme, Michael Joseph	Nguyen, Danny
Anderson, Russell Bertrum	Ghani, Fawad *	Nolan, Meaghan Marie
Annicelli, Timothy Kevin Paul	Gignilliat, Hanna Rose	O'Connell, Jaelynn Sue
Asiamah, Kwabena *	Gingras, Josiah Thomas	Owusu, McAddai
Baraklilis, Eleni	Goyette, Kaitlyn Marie	Pajala, Nathan Howard
Barlow, Devin Thomas	Harris, Justin David	Palmer, Zachary Steven
Beaudry, Thomas Valentine	Herman, James Walter	Pare, Jillian Anne *
Belanger, Amber Lynn	Holton, Alexander John	Parmenter, Gina Marie
Bleau, Elaina Marie	Janerico, Sean Patrick *	Parr, Ryan Michael
Bordeaux, Michael Austin *	Kann, Madison Rae *	Perron, Matthew Brandon
Bourbeau, Noelle Marie	Koomson, Jr., Frederick A	Reid, Caitlyn Rose *
Boutilette, Stephen Anthony	Krantz, Ava Rose *	Renihan, Dylan Patrick
Brescia, Bailey Ioke *	Labelle, Jenna Audrey	Rivera, Hector Juan
Briggs, Evan Tyler	LaBouef, Taylor Juliana	Rivera, William Michael
Buxton, Hannah Rose *	LaFave, Brianna Morgan	Ross, Cody Walker
Caissie, Erin Elisabeth	LaMountain, Savanna Linda *	Saez, Jaileen
Cardoni, Nina Isabelle	Landgren, Bridget Jane *	Sanchez, Tiara
Carney, Sarah MacKenzie *	Lemay, Samantha Lee *	Singer, Alyssa Irene *
Cheney, Jr., Steven Kenneth	Littleton, Kaitlin Michelle	Smith, Keillian Elivique
Christenson, Micaela Jane	Mantzios, Caleb Zackariah	Steiger, Felicity Marie *
Christophe, Sierra Ann	Masi, John William *	Sutton, Naeem Rajaee
Cohen, Marcus David	Maynard, Abigail Eleanor *	Thebeau, Gabrielle Erin
Confer, Hannah Rose	McCarraher, Tylor Ronald	Vo, Tiffany Hoang *
Daquioag, Precious Marielle	Millette, Lexi Ann *	Walsh, Ryan Michael *
Day, Jr., Duane Allen	Morgan, Sydnie Ann *	White, Alexa Christine
Dessus, Jaime Lyn	Murphy, Jennifer Marie *	Winsky, Jake David
Erickson, Joel Anthony	Nachilo, Jessica *	Wood, Makyia Stephanie
Feige, Nicole Angela	Navarro Martinez, Alvaro	Zostant, Maxwell Dean

* *John and Abigail Adams Scholarship Recipient*

College and University Acceptances - Class of 2019

American International College	Massachusetts Maritime Academy
Anna Maria College	Merrimack College
Assumption College	Nichols College
Bay Path Trade School	Northeastern University
Becker College	Plymouth State University
Boston University	Quinnipiac University
Bridgewater State University	Quinsigamond Community College
Bridgeton Academy	Regis College
Castleton University	Saint Leo University
Central Connecticut State University	Salem State University
Clark University	Southern New Hampshire University
Colby College	University of Hartford
College of the Holy Cross	University of Maine
Curry College	University of Massachusetts ~ Amherst
Dean College	University of Massachusetts ~ Boston
Endicott College	University of Massachusetts ~ Dartmouth
Framingham State University	University of Massachusetts ~ Lowell
Franklin Pierce University	Wentworth Institute of Technology
George Mason University	Western New England University
Hellenic College Holy Cross	Westfield State University
Johnson & Wales University	Worcester Polytechnic Institute
Keene State College	Worcester State University
Lasell College	<u>Armed Services</u>
Lesley College	United States Navy
MA College of Liberal Arts	United State Marines
MA College of Pharmacy & Health Sciences	

Scholarship Recipients - Class of 2019

Alexis Alves

IPG Photonics Technology Scholarship
Oxford Education Association Scholarship
Hannah Harwood Scholarship
Dr. Walter Schur Scholarship

Eleni Baraklilis

Gahagan Family Trust Scholarship

Michael Bordeaux

F. Duncan Wilson Scholarship
H. Ellsworth Hobb Scholarship

Noelle Bourbeau

Zachary Light Memorial Fund

Bailey Brescia

LE Chaffee Scholarship
Elizabeth Gomes Scholarship
W. Dimock Scholarship
Mexicali Scholarship

Joel Erickson

Oxford Police Association Scholarship

Nicole Feige

Elsie Moscoffian Scholarship
Mary Olive Wood Scholarship
IPG Photonics Technology Scholarship

Fawad Ghani

Chaffee Brothers' Scholarship
Lynne Reilly Scholarship
J. Eastman Scholarship
DJ Richard Scholarship
Mark D. Carey Scholarship
Mary Olive Wood Scholarship

Sean Janerico

Oxford Education Association Scholarship
Mary Olive Wood Scholarship
IPG Photonics Technology Scholarship
Laura Shepardson Scholarship
Pytko Scholarship

Madison Kann

Victoria Hamel Scholarship

Ava Krantz

OHS Faculty Scholarship

Jenna Labelle

Oxford District Nursing Association Scholarship

Taylor LaBouef

Lillian Pottle Scholarship
Jeremiah Moffitt Scholarship

Brigdet Landgren

Gahagan Family Trust Scholarship
Jeffrey Fallavollitta Scholarship

Kaitlin Littleton

Marion Lazaro Scholarship

Lexi Millette

John Chaffee Scholarship
Cathy Evans Scholarship

Caleb Nfodjo

OHS Class of 1968 Scholarship

McAddai Owosu

Wayne Westall Scholarship

Jillian Pare

Irwin and Lillian Pottle Scholarship

William Rivera

OHS Faculty Scholarship

Felicity Steiger

Amy Lefleche Memorial Scholarship

Tiffany Vo

John S. Lane and Son Scholarship
Jane C. Robertson Memorial Scholarship
Susan Kirk Scholarship

Maxwell Zostant

Grace Flynn Scholarship

BAY PATH REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

Bay Path Regional Vocational Technical High School graduated a class of 268 students in June of 2019, and accepted a class of 315 freshmen in September of 2019. Our current enrollment has reached 1,145 students.

Of the 52 Oxford seniors who graduated, 17 are now gainfully employed in an occupation related to their training and 30 are attending College. Currently, 127 students from Oxford are enrolled in one of our 22 vocational areas for the 2019-2020 school year.

Eleven 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 2018-2019 school year, our 22 vocational programs completed 894 work orders, of which, 54 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 1,858, 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 \$16,393 and \$18,286. 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*



2019 TOWN MEETINGS AND ELECTIONS RESULTS

**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, May 1, 2019** at 7:00 p.m., then and there to act on the following articles:

ARTICLE 1. To hear the reports of any Town Officers or Committees.

ARTICLE 2. To see if the Town will vote to transfer a sum of money from the Ambulance Receipts Reserved for Appropriation Account to the Fire/EMS Fiscal Year 2019 Operational Budget; any vote under this article to take effect upon adoption; 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 to the Compensated Absence Fund, any vote under this article to take effect upon adoption; or act thereon.

Sponsored by the Town Manager

ARTICLE 4. To see if the Town will vote to authorize interdepartmental transfers, any vote under this article to take effect upon adoption; or act thereon.

Sponsored by the Town Manager

ARTICLE 5: To see if the Town will vote to transfer from available funds a sum of money for repairs to the historic section of the Oxford Free Public Library, any vote under this article to take effect upon adoption; or act thereon.

Sponsored by the Town Manager

ARTICLE 6. To see if the Town will vote to transfer from the unexpended balance of the appropriation made by the vote taken under Article 5 of the May 8, 2013, Annual Town Meeting for the Huguenot Road Culvert Rehabilitation, the sum of Fourteen Thousand Two Hundred Eighty-Three Dollars and Thirty-Six Cents (\$14,283.36), to be used for the purchase of a lawn mower for the Department of Public Works; any vote under this article to take effect upon adoption; or act thereon.

Sponsored by the Town Manager

ARTICLE 7. 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 2020; or act thereon.

Sponsored by the Town Manager

ARTICLE 8. To see if the Town will vote to transfer a sum of money from Sewer Enterprise Retained Earnings to the Sewer Stabilization Fund, for Fiscal Year 2020; or act thereon.

Sponsored by the Town Manager

ARTICLE 9. 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, 2019 (Fiscal Year 2020); or act thereon.

Sponsored by the Finance Committee

ARTICLE 10. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money for the Capital Outlay Program for Fiscal Year 2020; or act thereon.

Sponsored by the Town Manager

ARTICLE 11. 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 2020 Chapter 90 Apportionment); or act thereon.

Sponsored by the Town Manager

ARTICLE 12. To see if the Town will vote pursuant to Massachusetts General Laws Chapter 44, §53E 1/2 to establish the Fiscal Year 2020 spending limits for each revolving fund established in the Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds, as shown in the document on file in the Office of the Town Clerk, or act thereon.

Sponsored by the Town Manager

ARTICLE 13. To see if the Town will vote to rescind the \$200,000.00 borrowing authorization approved by the vote taken under Article 6 of the October 7, 2009 Special Town Meeting for the purpose of funding Dana Road Water; or act thereon.

Sponsored by the Town Manager

ARTICLE 14. To see if the Town will vote to rescind the \$158,000 borrowing authorization approved by the vote taken under Article 2 of the October 1, 2014 Special Town Meeting for the purpose of funding the repair of the Woodward School; or act thereon.

Sponsored by the Town Manager

ARTICLE 15. To see if the Town will vote to create a Capital Stabilization Fund for the purpose of funding any capital-related project, or pieces of capital equipment, or debt-service payment related thereto, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or act thereon.

Sponsored by the Town Manager

ARTICLE 16. To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, or eminent domain, upon such terms and conditions as the Board of Selectmen deem appropriate, such interests in land including a permanent utility easement over land now or formerly owned by Raymond E. Shea Jr., parcel No. 06-A01.03; Charter Communications Entertainment I, parcel No. 06-A01.01; and Raymond Shea Jr., parcel 06-A01.02, all as shown on a plan entitled "Easement Plan" by Turning Point Engineering, dated March 5, 2019 and to transfer from available funds a sum of money as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article; or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 17. To see if the Town will vote to transfer the care, custody, management and control of the Free Public Library, located at 339 Main Street, Oxford, identified as Assessors' Map 34C, Parcel B04, from the Board of Library Trustees for the purpose of library purposes to the Board of Selectmen for the purpose of conveying a perpetual historic preservation restriction thereon, and to authorize the Board of

Selectmen to grant a perpetual historic preservation restriction on said land and building to the Commonwealth of Massachusetts, by and through the Massachusetts Historical Commission, on such terms and conditions and for such consideration, which may be nominal consideration, as the Board of Selectmen deems appropriate, or to take any other action relative thereto; or act thereon.

Sponsored by the Town Manager

ARTICLE 18. To see if the Town will vote to transfer from such board as may have custody for a specific purpose, to the Board of Selectmen for general municipal purposes, including the purpose of conveyance, the care, custody, management and control of that certain parcel of land identified as Assessors' Map 52, Parcel A19, and being more particularly described in that Final Judgment in Tax Lien Case recorded with the Worcester District Registry of Deeds in Book 21759, Page 6, and to authorize the Board of Selectmen to convey an easement for utility purposes in such land upon such terms and conditions as it deems appropriate; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article; or act thereon.

Sponsored by the Town Manager

ARTICLE 19. To see if the Town will vote to authorize the Board of Selectmen to (i) enter into one or more agreements for "payments in lieu of taxes" (or "PILOT") pursuant to G.L. c. 59, § 38H(b), or any other enabling authority, with the owners of renewable energy facilities located within the Town for terms of up to 30 years, and (ii) take any actions and execute any other documents or ancillary agreements necessary, convenient, or appropriate to accomplish the foregoing and to implement and administer the PILOT agreements, all of which agreements and documents shall be on such terms and conditions and for such consideration as the Board of Selectmen deems in the best interests of the Town; or act thereon.

Sponsored by the Town Manager

ARTICLE 20. To see if the Town will vote to amend the General By-Laws, Chapter TWO, by deleting Section 2, and replacing it with the following: "The warrant for the May annual town meeting shall be closed thirty-six (36) days prior to the date of the meeting and the date for closing the warrant for any other town meeting shall be at the discretion of the Board of Selectmen. The warrant for the May annual town meeting shall be posted on the Town website and posted in at least four public places within the Town at least seven days prior to the date of the meeting. The warrant for every other town meeting shall be posted on the Town website and posted in at least four public places within the Town at least fourteen days prior to the date of the meeting."

Or act thereon.

Sponsored by the Town Manager

ARTICLE 21. To see if the Town will vote to amend the General By-Laws, Chapter FIFTY-ONE, Regulation of Dogs, Section 5, Dog Fund, in its entirety; or act thereon.

Sponsored by the Town Manager

ARTICLE 22. To see if the Town will vote pursuant to the provisions of Massachusetts General Laws Chapter 44, §53E½ to remove an existing revolving fund, known as the Town Clerk Cat Licensing Revolving Fund and to establish a new revolving fund, to be known as the Animal Control Revolving Fund; and further, to amend the Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds accordingly as shown in the document on file in the Office of the Town Clerk, or act thereon.

Sponsored by the Town Manager

ARTICLE 23. To see if the Town will vote to amend the General By-Laws, Chapter FIFTY, Building Inspector Fees, by inserting the following section:

Section 6. Any person, owner, firm or corporation who erects, constructs, alters, reconstructs, repairs, removes or demolishes any structure, building component, mechanical system or equipment regulated by this Chapter before obtaining a permit from the Building Department shall be penalized by a fine of \$300 per trade/permit for the first offense, \$600 for the second offense, and \$1,000 for the third and any subsequent offenses as set forth in the State Building Code, 780 CMR 5118, and the penalties and procedures described therein, as the same may from time to time be amended, are incorporated herein.

Or act thereon.

Sponsored by the Town Manager

ARTICLE 24. To see if the Town will vote to amend the Oxford General By-Laws by adding CHAPTER SEVENTY-FOUR “Stretch Energy Code”, as shown in the document on file in the Office of the Town Clerk, for the purpose of regulating the design and construction of buildings for the effective use of energy, pursuant to Appendix 115.AA of the Massachusetts Building Code, 780 CMR, the Stretch Energy Code, including future editions, amendments or modifications thereto, with an effective date of July 1, 2019, or act thereon.

Sponsored by the Town Manager

ARTICLE 25. To see if the Town will vote to amend the Oxford General By-Laws by adding a new By-law, CHAPTER SEVENTY-FIVE “Civil Fingerprinting By-law”, as shown in the document on file in the Office of the Town Clerk; or act thereon; or act thereon.

Sponsored by the Town Manager

ARTICLE 26. To see if the Town will vote to amend the Town's Zoning By-Law by adding a new Section 10.0, TEMPORARY MORATORIUM ON LARGE SCALE GROUND MOUNTED SOLAR ENERGY SYSTEMS to Chapter III, Use Regulations as shown in the document on file in the Office of the Town Clerk, or act thereon.

Sponsored by the Planning Board

ARTICLE 27. To see if the Town will vote to amend the Oxford Zoning By-Law, Chapter XII, Signs, Section 7.0, Administration and Enforcement, by inserting the following section:

7.5.4 Any person placing or maintaining any such sign structure contrary to the provisions of this Chapter, this By-Law and the provisions of the Building Code and any other applicable by-law or regulation within the Town of Oxford shall be punishable by a fine not exceeding \$25 for each day during which such structure is placed or maintained contrary to such provisions after thirty days' notice to be brought into compliance in accordance with §7.5.3.

Or act thereon.

Sponsored by the Town Manager

ARTICLE 28. To see if the town will vote to amend the Oxford Zoning By-Law, Chapter XIV, Administration and Enforcement, Section 1.5, by striking the following sentence, “Fees for building and occupancy permits shall be set by Town Meeting as set forth in Chapter 50 of the General By-Laws of the Town of Oxford.” and replacing it with the following sentence, “Fees for building and occupancy permits shall be established as set forth in Chapter 50 of the General By-Laws of the Town of Oxford.”; or act thereon.

Sponsored by the Town Manager

ARTICLE 29. To see if the Town will vote to amend the Oxford Zoning By-Law to add CHAPTER XXIV “Housing Opportunity Overlay Zone”, and to amend the official Zoning Map of the Town of Oxford to include the Housing Opportunity Overlay Zone as established and described therein, as shown in the documents on file in the Office of the Town Clerk, or act thereon.

Sponsored by the Planning Board

ARTICLE 30. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town Charter, Chapter 2, Town Meeting, Section 3, Procedures, by deleting from section 2-3-6 therein the following sentences: “The warrant for the May annual town meeting shall be published in a newspaper of general circulation within the Town and posted in at least four public places within the Town at least seven days prior to the date of the meeting. The warrant for every other town meeting shall be published in a newspaper of general circulation within the Town and posted in at least four public places within the Town at least fourteen days prior to the date of the meeting”, so that section 2-3-6 as amended shall read as follows:

2-3-6 The warrant for the May annual town meeting shall be closed thirty-six (36) days prior to the date of the meeting and the date for closing the warrant for any other town meeting shall be at the discretion of the Board of Selectmen. The warrant for town meetings shall be posted as prescribed by the General By-Laws.

Provided however, that the General Court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Or act thereon.

Sponsored by the Town Manager

ARTICLE 31. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town Charter, Chapter 6, Town Administrative Organization, Section 6, Personnel System, by deleting from section 6-6-2, Personnel Rules, therein the following sentences: “The proposed rules shall be presented for discussion and comment to the board of selectmen and the finance committee and the town manager. After review of any resulting comment, the personnel board shall hold a public hearing on the proposed rules including any revisions. Notice of such hearing shall be published in a newspaper of general circulation within the Town at least six days prior to the date of the hearing. The personnel board shall consider all comments at the hearing and then issue the rules in final form.”, and replacing it with the following sentence, “The Personnel Board shall meet and review the proposed rules and make recommendations to the Town Manager, who shall issue the rules in the final form.”

Provided however, that the General court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Or act thereon.

Sponsored by the Town Manager

ARTICLE 32. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town Charter, Chapter 8, Financial Provisions and Procedures,

Section 9, Collections and Disbursements, by striking section 8-9-2 in its entirety and inserting in its place the following:

8-9-2 Warrants for the payment of town funds, prepared and signed by the town accountant in accordance with general law procedures, shall be submitted to the town manager to be reviewed, approved, and signed.

Provided however, that the General court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

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, May 21, 2019**, to cast their votes for the following Town offices.

Two Selectmen for three years
One School Committee Member for three years
One Library Trustee for three years

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 9th day of April, 2019.

Dennis E. Lamarche)

Cheryll A. LeBlanc)

Meaghan E. Troiano)

_____)

_____)

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.

Stephen Lapomardo
Constable of Oxford

A true copy, ATTEST:

Date: April 11, 2019

ANNUAL TOWN MEETING MAY 1, 2019

The meeting was called to order by Town Moderator Russell C. Rheault at 7:01 in the afternoon in the Oxford High School. The Moderator announced that a quorum had been attained. There were 130 voters and 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. Veteran Alan Berthiaume led the voters in the Pledge of Allegiance. A moment of silence was observed for the departed townspeople.

The Moderator introduced the various boards and officials. He 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

SCHOOL DEPARTMENT

Dr. Elizabeth Zielinski, Superintendent of Schools, encouraged residents to visit the School Department website, www.oxps.org and complete the Strategic Plan Survey. She looks forward to hearing the opinions from the community. No formal written report was presented.

REPORT OF THE BOARD OF HEALTH

The Town of Oxford works closely with the Massachusetts Department of Public Health to prepare us for public health emergencies. The need for the MDPH to warn a community of impending danger could arise at any time. It is imperative that the DPH contact towns in a timely manner to provide appropriate action. One such plan is the deployment of community-based Emergency Dispensing Sites (EDS).

An EDS is a location where medications or vaccines intended to prevent disease may be given quickly to a large number of people. The purpose of the EDS is to prevent the spread of infection that is imminent and dangerous or to further the spread of infection through vaccination or antibiotics.

We will be required to dispense vaccinations or antibiotics to 80% of our population over 2 days, equaling approximately 533 people per hour which will take approx. 75-100 volunteers to accomplish. That is where we need the help of the public. We are looking for both medically trained and non-medically

trained volunteers. Our hope is that many of you grabbed a flyer when you checked in. Please email the BOH if you are interested and spread the word to those not present at today's meeting.

Thank you for your time this evening.

Kerri Singer, Chairman

DPW BUILDING ADVISORY COMMITTEE

Dennis E. Lamarche, Chairman of the Board of Selectmen and a member of the Advisory Committee introduced Jeff Alberti of Weston and Sampson, who provided a PowerPoint, presentation depicting the current conditions of the DPW buildings and equipment and outlining what their needs will be in the future.

Article 2. FIRE/EMS FY19 OPERATIONAL BUDGET

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

VOTED: That the sum of Seventy-Five Thousand Dollars (\$75,000.00) be transferred from the Ambulance Receipts Reserved for Appropriation Account and be appropriated to the Fire/EMS Fiscal Year 2019 Operational Budget, any vote under this article to take effect forthwith upon its adoption.

A Unanimous Vote.

Article 3. COMPENSATED ABSENCE 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 be appropriated to Compensated Absence Fund, any vote under this article to take effect forthwith upon its adoption.

A Unanimous Vote.

Article 4. INTERDEPARTMENTAL TRANSFERS

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

VOTED: That the following sum be transferred from and to the accounts as indicated as follows:

From:	
FEMA Funds Available (Fund 38)	10,017.80
To:	
Regional PSAP (Fund 278)	2,842.50
Unproved Abate/Exemp (Fund 001)	91.00
SAFER Grant (Fund 029)	7,084.30
	10,017.80

A Unanimous Vote.

Article 5. PUBLIC LIBRARY REPAIRS

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

VOTED: That the sum of One Hundred Six Thousand Six Hundred Forty-Five Dollars and Seventy-Seven Cents (\$106,645.77) be transferred from the Community Development Fund and be appropriated for repairs to the old section of the Library, said action to take effect forthwith upon adoption.

A Unanimous Vote.

Article 6. TRANSFER: HUGUENOT ROAD CULVERT REHAB TO DEPT OF PUBLIC WORKS

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

VOTED: That the Town transfer from the unexpended balance of the appropriation made by the vote taken under Article 5 of the May 8, 2013, Annual Town Meeting for the Huguenot Road Culvert Rehabilitation, the sum of Fourteen Thousand Two Hundred Eighty-Three Dollars and Thirty-Six Cents (\$14,283.36) to be used for the purchase of a lawn mower for the Department of Public Works, any vote under this article to take effect forthwith upon its adoption.

A Unanimous Vote.

Article 7. STABILIZATION FUND

A motion was moved and seconded: That the sum of Four Hundred Fifty Thousand Dollars (\$450,000.00) be transferred from Free Cash and be appropriated to the Stabilization Fund.

Recommended by the Finance Committee.

A brief discussion ensued relative to the amount of Free Cash on hand and the fact that there is no request for borrowing or debt exclusion for Fiscal Year 2020.

VOTED: That the sum of Four Hundred Fifty Thousand Dollars (\$450,000.00) be transferred from Free Cash and be appropriated to the Stabilization Fund.

A Unanimous Vote.

Article 8. TRANSFER: SEWER ENTERPRISE RETAINED EARNINGS TO SEWER STABILIZATION

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 Sewer Enterprise Retained Earnings and be appropriated to the Sewer Stabilization Fund.

A Unanimous Vote.

Article 9. BUDGET FY 2020

The Moderator explained the procedure for voting on the Town Departmental Budgets under Article 9 of the Warrant. The procedure was used to expedite the action of the Fiscal Year (July 1, 2019 - June 30, 2020) Budget, which was read and the following items were held:

Land Management, EMS/Fire, Council on Aging, Sewer Enterprise, Water Enterprise

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

VOTED: That 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 held 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	1,815
Selectmen	136,387
Town Manager	322,308
Finance Committee	101,300
Finance Department	1,163,994
Legal Services	100,000
Personnel Board	82,485
Town Clerk	214,382
*Land Management	*
Memorial Hall	86,126
PUBLIC SAFETY	
Police	2,558,266
*EMS/Fire	*
EOC	1,000
Animal Control	59,890
PUBLIC WORKS	
DPW	3,040,829
Municipal Utilities	415,000
HUMAN SERVICES	
*Council on Aging	*
Veteran's Services	194,499
CULTURE AND RECREATION	
Library	496,030
Community Center Enterprise	359,036
Historical Commission	690
Celebrations	7,400
DEBT SERVICE	
Debt Financing	1,363,268
EMPLOYEE BENEFITS	
Retirement & Insurance	7,267,194
SEWER	
*Sewer Enterprise	*
WATER	
*Water Enterprise	*
EDUCATION	
Oxford Public Schools	18,066,975
SWCRVSD (Bay Path)	1,597,250

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 Ninety Thousand Nine Hundred Sixty-Five Dollars (\$90,965.00) be raised by taxation; and, One Hundred Thousand Dollars (\$100,000.00) be transferred from the Board of Health Receipts Reserved for Appropriation Account; and, One Hundred Forty Thousand Dollars (\$140,000.00) be transferred from the Building Inspector Revolving Account; and, that the total amount of Three Hundred Thirty Thousand Nine Hundred Sixty Five Dollars (\$330,965.00) be appropriated for the FY20 Land Management Budget.

A Unanimous Vote.

EMS/FIRE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Nine Hundred Eighty-Five Thousand Sixty-Five Dollars (\$985,065.00) be raised by taxation; and, Six Hundred Ninety-Five Thousand Dollars (\$695,000.00) be transferred from the Ambulance Receipts Reserved for Appropriation Account; and, that the total amount of One Million Six Hundred Eighty-Thousand Sixty-Five Dollars (\$1,680,065.00) be appropriated for the FY20 EMS/FIRE Budget.

A Unanimous Vote.

COUNCIL ON AGING: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of One Hundred Fourteen Thousand Six Hundred Eighty-Six Dollars (\$114,686.00) be raised by taxation; and, Fifteen Thousand Dollars (\$15,000.00) be transferred from the WRTA Reserved for Appropriation Account; and, the total amount of One Hundred Twenty-Nine Thousand Six Hundred Eighty-Six Dollars (\$129,686.00) be appropriated for the FY20 Council on Aging 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 Ninety Thousand One Hundred Fifty Dollars (\$490,150.00) be raised and offset by Sewer Enterprise receipts and that Four Hundred Forty-One Thousand Seven Hundred Dollars (\$441,700.00) be appropriated for the FY20 Sewer Enterprise Operational Budget and that Forty-Eight Thousand Four Hundred Fifty Dollars (\$48,450.00) be transferred to the General Fund to defray Sewer indirect costs.

A Unanimous Vote.

WATER ENTERPRISE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of One Hundred Four Thousand Five Hundred Twenty-One Dollars (\$104,521.00) be appropriated for the FY20 Water Enterprise Operational Budget, said appropriation to be offset by Water Enterprise receipts.

A Unanimous Vote.

BUDGET - FISCAL YEAR 2020

July 1, 2019 - June 30, 2020

	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
GENERAL GOVERNMENT			
Moderator	1,815		1,815
Selectmen	136,387		136,387
Town Manager	322,308		322,308
Finance Committee	101,300		101,300
Finance Department	1,163,994		1,163,994
Legal Services	100,000		100,000
Personnel Board	82,485		82,485
Town Clerk	214,382		214,382
Land Management	330,965	(240,000)	90,965
Memorial Hall	86,126		86,126
GENERAL GOVERNMENT	2,539,762		
LESS APPLIED INCOME		(240,000)	
TOTAL GENERAL GOVERNMENT			2,299,762
PUBLIC SAFETY			
Police	2,558,266		2,558,266
EMS/Fire	1,680,065	(695,000)	985,065
EOC	1,000		1,000
Animal Control	59,890		59,890
PUBLIC SAFETY	4,299,221		
LESS APPLIED INCOME		(695,000)	
TOTAL PUBLIC SAFETY			3,604,221
PUBLIC WORKS			
DPW	3,040,829		3,040,829
Municipal Utilities	415,000		415,000
TOTAL PUBLIC WORKS	3,455,829		3,455,829
HUMAN SERVICES			
Council on Aging	129,686	(15,000)	114,686
Veteran's Services	194,499		194,499
HUMAN SERVICES	324,185		
LESS APPLIED INCOME		(15,000)	
TOTAL HUMAN SERVICES			309,185
CULTURE AND RECREATION			
Library	496,030		496,030
Community Center	359,036		359,036
Historical Commission	690		690

Celebrations	7,400		7,400
TOTAL CULTURE & RECREATION	863,156		863,156
DEBT SERVICE			
Debt Financing	1,363,268		1,363,268
TOTAL DEBT SERVICE	1,363,268		1,363,268
EMPLOYEE BENEFITS			
Retirement & Insurance	7,267,194		7,267,194
TOTAL EMPLOYEE BENEFITS	7,267,194		7,267,194
SEWER			
Sewer Enterprise	490,150	(490,150)	0
SEWER ENTERPRISE	490,150		
LESS APPLIED INCOME		(490,150)	
TOTAL SEWER ENTERPRISE			0
WATER			
Water Enterprise	104,521	(104,521)	0
WATER ENTERPRISE	104,521		
LESS APPLIED INCOME		(104,521)	
TOTAL WATER ENTERPRISE			0
EDUCATION			
Oxford Public Schools	18,066,975		18,066,975
SWCRVSD (Bay Path)	1,597,250		1,597,250
TOTAL EDUCATION	19,664,225		19,664,225
GRAND TOTAL	40,371,511		
LESS APPLIED INCOME		(1,544,671)	
NET RAISED BY TAXATION			38,826,840

Article 10. CAPITAL OUTLAY FISCAL YEAR 2020

1.) A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Five Hundred Thousand Dollars (\$500,000.00) be raised by taxation and appropriated for DPW Roadway repair and Restoration.

A Unanimous Vote.

2.) A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of One Million Seventy Thousand Dollars (\$1,070,000.00) be transferred from Free Cash and appropriated for the following items, each item being considered a separate appropriation:

Building Improvement Fund	250,000
Carbuncle Parking Lot Rehab	100,000
DPW- Replace Administrative Vehicle	25,000
DPW- Dump Truck replace #54	60,000
DPW- Cemetery Superintendent Truck	25,000
DPW- Radio Repeater	25,000
DPW- Streetlights (additional funding for wiring issues)	50,000
Fire/EMS- Tower 1 Rehab	150,000
OCC- Feasibility Study	50,000
OHS- Track Re-Surfacing	110,000
OHS- 50 Computers	50,000
OMS- Chromebooks	90,000
Special Education Van	35,000
Townwide- Computer upgrade	50,000

Carried.

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

VOTED: That the sum of One Hundred Sixty Thousand Dollars (\$160,000.00) be transferred from the Ambulance Receipts Reserved for Appropriation Account and that the sum of Fifteen Thousand Dollars (\$15,000.00) be transferred from Free Cash and that the total amount of One Hundred Seventy-Five Thousand Dollars (\$175,000.00) be appropriated for the replacement of an ambulance, known as A3.

A Unanimous Vote.

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

VOTED: That the sum of Sixty-Seven Thousand Dollars (\$67,000.00) be transferred from the Sewer Enterprise Fund Retained Earnings and appropriated for the replacement of Rt. 12/56 and High School Pumping Station Pumps.

A Unanimous Vote.

TOTAL OF CAPITAL PROGRAMS \$1,812,000.00

Article 11. STATE HIGHWAY AID FY 2020 CHAPTER 90 APPORTIONMENT

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

VOTED: That the sum of Five Hundred Fourteen Thousand Forty-Eight Dollars (\$514,048.00) be appropriated from the Commonwealth of Massachusetts, State Highway Aid (Fiscal Year 2020 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 12. GENERAL BY-LAWS - CHAPTER SEVENTY-THREE – REVOLVING FUNDS
FY20 SPENDING LIMITS**

A motion was moved and seconded that Article 12 be adopted as printed in the Supplement to the 2019 Annual Town Meeting Warrant that was filed in the Office of the Town Clerk on April 11, 2019 and printed in the budget book on page 13.

Recommended by the Finance Committee.

VOTED: Pursuant to Massachusetts General Laws Chapter 44, §53E 1/2 to establish the Fiscal Year 2020 spending limits for each revolving fund established in the Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds, as follows:

Wiring Inspector Fees: One Hundred Thousand Dollars (\$100,000.00)
Plumbing Inspector Fees: Sixty Thousand Dollars (\$60,000.00)
Gas Inspector Fees: Twenty Thousand Dollars (\$20,000.00)
Building Inspector Fees: One Hundred Thousand Dollars (\$100,000.00)
Sealer of Weights and Measures: Ten Thousand Dollars (\$10,000.00)
Utilities: Four Hundred Thousand Dollars (\$400,000.00)
Animal Control: Fifty Thousand Dollars (\$50,000.00)

A Unanimous Vote.

Article 13. RESCIND DANA ROAD WATER MAIN BORROWING AUTHORIZATION

A motion was moved and seconded that Article 13 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

VOTED: To rescind the \$200,000.00 borrowing authorization approved by the vote taken under Article 6 of the October 7, 2009 Special Town Meeting for the purpose of funding Dana Road Water.

A Unanimous Vote.

Article 14. RESCIND WOODWARD SCHOOL BORROWING AUTHORIZATION

A motion was moved and seconded that Article 14 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

In response to a question, it was noted that the borrowing was never acted upon for this article or the previous article.

VOTED: To rescind the \$158,000 borrowing authorization approved by the vote taken under Article 2 of the October 1, 2014 Special Town Meeting for the purpose of funding the repair of the Woodward School.

A Unanimous Vote.

Article 15. CAPITAL STABILIZATION FUND

A motion was moved and seconded that Article 15 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

VOTED: To create a Capital Stabilization Fund for the purpose of funding any capital-related project, or pieces of capital equipment, or debt-service payment related thereto, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

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

A Unanimous Vote.

Article 16. UTILITY EASEMENT - SOUTHBRIDGE ROAD

A motion was moved and seconded that Article 16 be adopted with the addition of the words “which is located in the vicinity of 193, 195 and 197 Southbridge Road” after the words “dated March 5, 2019”.

The Finance Committee deferred to the Planning Board. Recommended by the Planning Board.

REPORT OF THE PLANNING BOARD UTILITY EASEMENT OVER PARCELS IDENTIFIED ON ASSESSOR'S MAP 06, PARCELS A01.01, A01.03, AND A01.02

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 authorize the Board of Selectmen to acquire by gift, purchase, or eminent domain such interests in land including a permanent utility easement over land identified on Assessor's Map 06, Parcels A01.01, A01.02, and A01.03, and any further actions as may be necessary or convenient to effectuate the purpose of the Article, as fully described in Article 16 on the Warrant for the May 1, 2019 Annual Town Meeting, and voted to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

VOTED: To authorize the Board of Selectmen to acquire by gift, purchase, or eminent domain, upon such terms and conditions as the Board of Selectmen deem appropriate, such interests in land including a permanent utility easement over land now or formerly owned by Raymond E. Shea Jr., parcel No. 06-A01.03; Charter Communications Entertainment I, parcel No. 06-A01.01; and Raymond Shea Jr., parcel 06-A01.02, all as shown on a plan entitled “Easement Plan” by Turning Point Engineering, dated March 5, 2019, which is located in the vicinity of 193, 195 and 197 Southbridge Road, and to transfer from available funds a sum of money as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article.

A Unanimous Vote.

Article 17. PUBLIC LIBRARY HISTORIC PRESERVATION RESTRICTION

A motion was moved and seconded that Article 17 be adopted as printed in the Warrant with the Free Public Library being held by the Library Trustees for library purposes and the Board of Selectmen authorized to convey a perpetual historic preservation restriction as stated.

Recommended by the Finance Committee.

A discussion ensued during which John Bowes, Chairman of the Library Trustees, indicated that although they had initial concerns with the wording of the Article, they support the motion that was made. Town

Counsel Mark Reich stated that the language is in accordance with Mass. General Law and makes it clear that the Library will continue to be held by the Library Trustees, it will not be controlled by the Board of Selectmen.

VOTED: To transfer the care, custody, management and control of the Free Public Library, located at 339 Main Street, Oxford, identified as Assessors' Map 34C, Parcel B04, from the Board of Library Trustees for library purposes to the Board of Selectmen for the purpose of conveying a perpetual historic preservation restriction thereon, and to authorize the Board of Selectmen to grant a perpetual historic preservation restriction on said land and building to the Commonwealth of Massachusetts, by and through the Massachusetts Historical Commission, on such terms and conditions and for such consideration, which may be nominal consideration, as the Board of Selectmen deems appropriate, with the Free Public Library being held by the Library Trustees for library purposes and the Board of Selectmen authorized to convey a perpetual historic preservation restriction as stated.

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

Carried.

Article 18. UTILITY EASEMENT - HAWKSLEY ROAD

A motion was moved and seconded that Article 18 be adopted with the addition of the words "which is located in the vicinity of the end of Hawksley Road" after the words "Parcel A19".

The Finance Committee deferred to the Planning Board. Recommended by the Planning Board.

REPORT OF THE PLANNING BOARD UTILITY EASEMENT OVER PARCEL IDENTIFIED ON ASSESSOR'S MAP 52, PARCEL A19

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 transfer to the Board of Selectmen that parcel of land identified as Assessor's Map 52, Parcel A19 and to authorize the Board of Selectmen to convey an easement for utility purposes, and any further actions as may be necessary or convenient to effectuate the purpose of the Article, as fully described in Article 18 on the Warrant for the May 1, 2019 Annual Town Meeting, and voted to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

VOTED: To transfer from such board as may have custody for a specific purpose, to the Board of Selectmen for general municipal purposes, including the purpose of conveyance, the care, custody, management and control of that certain parcel of land identified as Assessors' Map 52, Parcel A19, which is located in the vicinity of the end of Hawksley Road, and being more particularly described in that Final Judgment in Tax Lien Case recorded with the Worcester District Registry of Deeds in Book 21759, Page 6, and to authorize the Board of Selectmen to convey an easement for utility purposes in such land upon such terms and conditions as it deems appropriate; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article.

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

A Unanimous Vote.

Article 19. PAYMENT IN LIEU OF TAXES (PILOT) – RENEWABLE ENERGY FACILITIES

A motion was moved and seconded that Article 19 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

VOTED: To authorize the Board of Selectmen to (i) enter into one or more agreements for “payments in lieu of taxes” (or “PILOT”) pursuant to G.L. c. 59, § 38H(b), or any other enabling authority, with the owners of renewable energy facilities located within the Town for terms of up to 30 years, and (ii) take any actions and execute any other documents or ancillary agreements necessary, convenient, or appropriate to accomplish the foregoing and to implement and administer the PILOT agreements, all of which agreements and documents shall be on such terms and conditions and for such consideration as the Board of Selectmen deems in the best interests of the Town.

Carried.

Article 20. GENERAL BY-LAWS – CHAPTER TWO – TOWN MEETINGS

A motion was moved and seconded that Article 20 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

Town Manager Jennifer Callahan explained that the intent of this Article is to eliminate the requirement of advertising the Town Meeting Warrants in the newspaper. Currently this is required in both the General By-Laws and Town Charter. Last year it cost \$4,000 just to publish the Warrants.

VOTED: To amend the General By-Laws, Chapter TWO, by deleting Section 2, and replacing it with the following: “The warrant for the May annual town meeting shall be closed thirty-six (36) days prior to the date of the meeting and the date for closing the warrant for any other town meeting shall be at the discretion of the Board of Selectmen. The warrant for the May annual town meeting shall be posted on the Town website and posted in at least four public places within the Town at least seven days prior to the date of the meeting. The warrant for every other town meeting shall be posted on the Town website and posted in at least four public places within the Town at least fourteen days prior to the date of the meeting.”

Carried.

Article 21. GENERAL BY-LAWS – CHAPTER FIFTY-ONE – REGULATIONS PERTAINING TO DOGS

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** To amend the General By-Laws, Chapter FIFTY-ONE, Regulation of Dogs, Section 5, Dog Fund, by deleting Section 5 in its entirety.

Carried.

Article 22. GENERAL BY-LAWS – CHAPTER SEVENTY-THREE – REVOLVING FUNDS

A motion was moved and seconded that Article 22 be adopted as printed in the Supplement to the 2019 Annual Town Meeting Warrant that was filed in the Office of the Town Clerk on April 11, 2019 and printed in the budget book on page 13.

Recommended by the Finance Committee.

A motion was moved and seconded to amend the main motion to remove "his" under "Town Manager or his designee" so that it would read "Town Manager's designee."

The Moderator called for a vote on the amended motion. He doubted the voice vote and called for a standing vote. The Moderator declared that the amended motion was defeated. He called for a vote on the main motion.

VOTED: Pursuant to the provisions of Massachusetts General Laws Chapter 44, §53E½ to establish a new revolving fund, to be known as the Animal Control Revolving Fund; and further, to amend the Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds by deleting the following row from the Table of authorized 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.

and inserting in its place the following:

Program or Purpose	Representative or Board Authorized to Spend	Department Receipts
Animal Control - to pay costs and expenses related to Animal Control Operations	Town Manager or his designee	Fees received from licensing of cats and from Animal control activities.

Carried.

Article 23. GENERAL BY-LAWS – CHAPTER FIFTY – BUILDING INSPECTOR FEES

A motion was moved and seconded that Article 23 be adopted as printed in the Warrant.

Recommended by the Finance Committee. Recommended by the Planning Board

REPORT OF THE PLANNING BOARD AMENDMENT TO THE OXFORD GENERAL BY-LAWS CHAPTER FIFTY

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 amend the Oxford General By-Laws, Chapter Fifty, Building Inspector Fees, by inserting a new Section 6 to allow fines to be imposed for failure to obtain a permit from the Building Department before erecting, constructing, altering, reconstructing, repairing, removing or demolishing any structure, building component, mechanical system or equipment, as fully described in Article 23 on the Warrant for the May 1, 2019 Annual Town Meeting, and voted to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

During discussion, Building Commissioner Robert Lanciani explained that this is geared toward contractors and homeowners alike. The intention is to make sure a proper building permit is pulled, the work is inspected, and it is safe.

The Moderator called for a voice. He doubted the voice vote and requested a standing vote, which he declared passed.

VOTED: To amend the General By-Laws, Chapter FIFTY, Building Inspector Fees, by inserting the following section:

Section 6. Any person, owner, firm or corporation who erects, constructs, alters, reconstructs, repairs, removes or demolishes any structure, building component, mechanical system or equipment regulated by this Chapter before obtaining a permit from the Building Department shall be penalized by a fine of \$300 per trade/permit for the first offense, \$600 for the second offense, and \$1,000 for the third and any subsequent offenses as set forth in the State Building Code, 780 CMR 5118, and the penalties and procedures described therein, as the same may from time to time be amended, are incorporated herein.

Carried.

Article 24. GENERAL BY-LAWS – CHAPTER SEVENTY-FOUR – STRETCH ENERGY CODE

A motion was moved and seconded that Article 24 be adopted as printed in the Supplement to the 2019 Annual Town Meeting Warrant that was filed in the Office of the Town Clerk on April 11, 2019 and printed in the budget book on page 14, with Section 5 thereof to read, "The Stretch Energy Code was adopted by the May 1, 2019 Annual Town Meeting, with an effective date of January 1, 2020.

Recommended by the Finance Committee.

VOTED: To amend the Oxford General By-Laws by adding CHAPTER SEVENTY-FOUR "Stretch Energy Code", to read as follows, for the purpose of regulating the design and construction of buildings for the effective use of energy, pursuant to Appendix 115.AA of the Massachusetts Building Code, 780 CMR, the Stretch Energy Code, including future editions, amendments or modifications thereto, with an effective date of January 1, 2020:

**CHAPTER SEVENTY-FOUR
STRETCH ENERGY CODE**

Section 1. Definitions

The following words and phrases as used in the By-Law shall have the following meanings:

"International Energy Conservation Code (IECC)" shall mean the building energy code created by the International Code Council. It is a model code adopted by many state and municipal governments in the United States for the establishment of minimum design and construction requirements for energy efficiency, and is updated on a three-year cycle. The baseline energy conservation requirements of the MA State Building

Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards.

“Stretch Energy Code” shall mean - Codified by the Board of Building Regulation and Standards as 780 CMR Appendix 115.AA of the Massachusetts Building Code, the Stretch Energy Code is an appendix to the Massachusetts Building Code, based on further amendments to the International Energy Code (IECC) to improve the energy efficiency of buildings built to this code.

Section 2. Purpose

The purpose of 780 CMR 115.AA is to provide a more energy efficient alternative to the Base Energy Code applicable to relevant sections of the building code for both new construction and existing buildings.

Section 3. Applicability

This code applies to residential and commercial buildings. Buildings not included in this scope shall comply with 780 CMR 115.AA, as applicable.

Section 4. Stretch Energy Code

The Stretch Energy Code, as codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115 AA, including any future editions, amendments or modifications, is herein incorporated by reference into the Town of Oxford General By-Laws. The Stretch Code is enforceable by the building inspector.

Section. 5. Effective Date

The Stretch Energy Code was adopted by the May 1, 2019 Annual Town Meeting, with an effective date of January 1, 2020.

A Unanimous Vote.

Article 25. GENERAL BY-LAWS – CHAPTER SEVENTY-FIVE – CIVIL FINGERPRINTING BY-LAW

A motion was moved and seconded that Article 25 be adopted as printed in the Supplement to the 2019 Annual Town Meeting Warrant that was filed in the Office of the Town Clerk on April 11, 2019 and printed in the budget book on page 15.

The Finance Committee deferred to Town Meeting.

Chief of Police Anthony Saad provided an explanation of the proposed By-law.

James Dwyer made a motion to amend Section 2 by adding licenses for marijuana growers and marijuana licenses. Town Counsel Mark Rich advised that those licenses are handled at the State level and they have a very strict and thorough process. Mr. Dwyer withdrew his motion.

VOTED: To amend the Oxford General By-Laws by adding a new By-law, CHAPTER SEVENTY-FIVE “Civil Fingerprinting By-law”, to read as follows:

CHAPTER SEVENTY-FIVE **CIVIL FINGERPRINTING BY-LAW**

Section 1. Purpose and Scope

This By-law authorizes the Police Department to conduct state and national fingerprint based criminal history checks for individuals applying for specific licenses in Town to enhance public safety, as authorized by Massachusetts General Laws Chapter 6, Section 172B½. To carry out the criminal history checks authorized by this by-law, the Police Department shall be authorized to use state and Federal Bureau of Investigation (“FBI”) records, provided, however, that such records shall not be disseminated to unauthorized entities and shall be maintained and disclosed in accordance with all applicable law.

The By-law further authorizes the Board of Selectmen, in consultation with the Chief of Police, to promulgate regulations to implement this by-law, which may include, but shall not be limited to, establishment of submission deadlines, procedures for making recommendations to the licensing authority or making a licensing as a result of the criminal history check, procedures for assessing, correcting or amending any such record, criteria for fitness determinations, security of information obtained and penalties for failure to comply with this by-law.

Section 2. Criminal History Check Authorization

The Police Department shall, as authorized by Massachusetts General Laws Chapter 6, Section 172B½, conduct State and Federal Fingerprint Based Criminal History checks for individuals and entities for the following licenses:

- Hawking and Peddling or other Door-to-Door Salespeople
- Manager of Alcohol Beverage License
- Owner or Operator of Public Conveyance
- Dealer of Second-hand Articles
- Pawn Dealers
- Hackney Drivers
- Ice Cream Truck Vendors
- Bodywork Practitioners
- Motor Vehicle Dealers

At the time of fingerprinting, the Police Department shall notify the individual being fingerprinted that the fingerprints will be used to check the individual's criminal history records and obtain the individual's consent. After the applicant completes a consent form, provides his/her fingerprints and the appropriate fee, the Police Department shall transmit the fingerprints it has obtained pursuant to this by-law to the Identification Section of the Massachusetts State Police, the Massachusetts Department of Criminal Justice Information Services (“DCJIS”), and/or the FBI or the successors of such agencies as may be necessary for the purpose of conducting fingerprint-based state and national criminal records background checks for the license applicants specified in this by-law.

The Town authorizes the Massachusetts State Police, the DCIS and the FBI and their successors, as may be applicable, to conduct fingerprint-based state and national criminal record background checks, including of FBI records, consistent with this by-law. The Town authorizes the Police Department to receive and utilize State and FBI records in connection with such background checks, consistent with this by-law and its implementing regulations. In accordance with its implementing regulations, the Police Department shall communicate the results of fingerprint-based criminal record background checks to the appropriate governmental licensing authority within the Town.

Section 3. Use of Criminal Record by Licensing Authorities

Licensing authorities of the Town shall utilize the results of fingerprint-based criminal record background checks for the sole purpose of determining the suitability of the subjects of the checks in connection with the license applications specified in this by-law. A Town licensing authority may deny an application for a license on the basis of the results of a fingerprint-based criminal record background check if it determines that the results of the check render the subject unsuitable for the proposed licensed activity. The licensing authority shall consider all applicable laws, regulations and Town policies bearing on an applicant's suitability in making this determination.

Licensing authorities of the Town are hereby authorized to deny an application for any license specified herein and in the implementing regulations, including renewals and transfers of said licenses, from any person who is determined unfit for the license due to information obtained pursuant to this by-law. Factors that shall be considered in making a determination of fitness shall include, but not be limited to, whether the record subject has been convicted of, or is under pending indictment for a crime, that bears upon the subject's ability or fitness to serve in that capacity, including any felony or a misdemeanor that involved force or threat of force, possession of a controlled substance, or sex-related offense.

Section 4. Fees

The fee charged by the Police Department for the purpose of conducting fingerprint-based criminal record background checks shall be one hundred dollars (\$100) for each fingerprinting and criminal history check. A portion of the fee, as specified in Massachusetts General Laws Chapter 6, Section 172B½, shall be deposited into the Firearms Fingerprint Identity Verification Trust Fund, and the remainder of the fee may be retained by the Town for costs associated with the administration of the fingerprinting system.

A Unanimous Vote.

Article 26. ZONING BY-LAW – CHAPTER III - USE REGULATIONS

A motion was moved and seconded that Article 26 be adopted as printed in the Supplement to the 2019 Annual Town Meeting Warrant that was filed in the Office of the Town Clerk on April 11, 2019 and printed in the budget book on page 17.

The Finance Committee deferred to the Planning Board. Recommended by the Planning Board.

**REPORT OF THE PLANNING BOARD
ZONING BY-LAW AMENDMENT
TEMPORARY MORATORIUM ON LARGE SCALE GROUND MOUNTED SOLAR ENERGY SYSTEMS**

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 April 8, 2019, after proper posting, advertisement, and notification, to consider an amendment of the Oxford Zoning By-Law Chapter III, Use Regulations, Section 10.0, Temporary Moratorium on Large Scale Ground Mounted Solar Energy Systems, the language of which proposed amendment is contained in Article 26 of the warrant for the May 1, 2019 Annual Town Meeting.

Upon consideration of the information presented and receiving no comments from residents, the Board voted to close the public hearing and voted unanimously to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

VOTED: To amend the Town's Zoning By-Law by adding a new Section 10.0, TEMPORARY MORATORIUM ON LARGE SCALE GROUND MOUNTED SOLAR ENERGY SYSTEMS to Chapter III, Use Regulations that would provide as follows:

10.0 Temporary Moratorium on the Construction of Large Scale Ground Mounted Solar Energy Systems

10.1 Background

The Town of Oxford ("Town") currently has five approved Large Scale Ground Mounted Solar Energy Systems, commonly referred to as "solar farms", completed or under construction and another two that have been approved and are in the permitting process. Many of these projects have involved large scale clear cutting of trees and ground vegetation and several have been located in close proximity to abutting residential neighborhoods. Oxford has yet to develop zoning specific requirements as to such solar installations. There is an immediate identified need to protect the interests of the Town and its citizens by establishing long term zoning bylaw standards and provisions to ensure that such uses and development will be consistent with the Town's long term planning interests and Master Plan. It is crucial that the Town act now to establish a temporary moratorium on the use of land and the construction of structures related to such large scale ground mounted solar installations and the issuance of building permits in connection with the same.

10.2 Definition

For purposes of this By-Law, "Large Scale Ground Mounted Solar Energy System" shall be defined as a solar energy system that is structurally mounted on the ground and is not roof mounted and has a minimum nameplate capacity of 1,000 kW DC or 1 MW.

10.3 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 for the location and operation of any Large Scale Ground Mounted Solar Energy System. The moratorium shall be in effect through the May, 2020 Annual Town Meeting, or until such time as the Town adopts Zoning By-Law amendments that regulate said use, whichever occurs earlier. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of Large Scale Ground Mounted Solar Energy Systems in the Town, and to make appropriate amendments to the Zoning By-Law.

Notwithstanding any other provisions in the Town of Oxford Zoning By-Law to the contrary, no building permit may be issued for the construction of any Large Scale Ground Mounted Solar Energy System, and to the extent legally permissible, the Planning Board shall not accept any applications for any Large Scale Ground Mounted Solar Energy System during the aforementioned moratorium period. The moratorium shall not apply to Large Scale Ground Mounted Solar Energy System projects for which a Special Permit and Site Plan Review application was received by the Oxford Planning Board prior to March 26, 2019, and subsequently approved.

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

Article 27. ZONING BY-LAW – CHAPTER XII - SIGNS

A motion was moved and seconded that Article 27 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

Recommended by the Planning Board.

REPORT OF THE PLANNING BOARD ZONING BY-LAW AMENDMENT CHAPTER XII, SIGNS

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 April 22, 2019, after proper posting, advertisement, and notification, to consider an amendment of the Oxford Zoning By-Law Chapter XII, Signs, by inserting Section 7.5.4 to allow fines to be imposed for sign structures in violation of said Chapter, the Zoning By-Law, the Building Code, or any other applicable by-law or regulation, the language of which proposed amendment is contained in Article 27 of the warrant for the May 1, 2019 Annual Town Meeting.

Upon consideration of the information presented and receiving no comments from residents, the Board voted to close the public hearing and voted unanimously to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

VOTED: To amend the Oxford Zoning By-Law, Chapter XII, Signs, Section 7.0, Administration and Enforcement, by inserting the following section:

7.5.4 Any person placing or maintaining any such sign structure contrary to the provisions of this Chapter, this By-Law and the provisions of the Building Code and any other applicable by-law or regulation within the Town of Oxford shall be punishable by a fine not exceeding \$25 for each day during which such structure is placed or maintained contrary to

such provisions after thirty days' notice to be brought into compliance in accordance with §7.5.3.

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

Article 28. ZONING BY-LAW – CHAPTER XIV – ADMINISTRATION AND ENFORCEMENT

A motion was moved and seconded that Article 28 be adopted as printed in the Warrant with the numerals "50" replaced with the words "FIFTY".

The Finance Committee deferred to the Planning Board. Recommended by the Planning Board.

**REPORT OF THE PLANNING BOARD
ZONING BY-LAW AMENDMENT
CHAPTER XIV, ADMINISTRATION AND ENFORCEMENT**

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 April 22, 2019, after proper posting, advertisement, and notification, to consider an amendment of the Oxford Zoning By-Law Chapter XIV, Administration and Enforcement, by amending Section 1.5 to allow fees for building and occupancy permits to be established as set forth in Chapter Fifty of the General By-Laws of the Town of Oxford, the language of which proposed amendment is contained in Article 28 of the warrant for the May 1, 2019 Annual Town Meeting.

Upon consideration of the information presented and receiving no comments from residents, the Board voted to close the public hearing and voted unanimously to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

VOTED: To amend the Oxford Zoning By-Law, Chapter XIV, Administration and Enforcement, Section 1.5, by striking the following sentence, "Fees for building and occupancy permits shall be set by Town Meeting as set forth in Chapter Fifty of the General By-Laws of the Town of Oxford." and replacing it with the following sentence, "Fees for building and occupancy permits shall be established as set forth in Chapter Fifty of the General By-Laws of the Town of Oxford."

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

Article 29. ZONING BY-LAW – CHAPTER XXIV – AND MAP – HOUSING OPPORTUNITY OVERLAY ZONE

A motion was moved and seconded that Article 29 be adopted as printed in the Supplement to the 2019 Annual Town Meeting Warrant that was filed in the Office of the Town Clerk on April 11, 2019 and printed in the budget book on page 18.

The Finance Committee deferred to the Planning Board. Recommended by the Planning Board.

**REPORT OF THE PLANNING BOARD
ZONING BY-LAW AMENDMENT**

HOUSING OPPORTUNITY OVERLAY ZONE

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 April 8, 2019, after proper posting, advertisement, and notification, to consider an amendment of the Oxford Zoning By-Law to add Chapter XXIV "Housing Opportunity Overlay Zone", and to amend the official Zoning Map of the Town of Oxford to include the Housing Opportunity Overlay Zone as established and described therein, the language of which proposed amendment is contained in Article 29 of the warrant for the May 1, 2019 Annual Town Meeting.

Upon consideration of the information presented and receiving no comments from residents, the Board voted to close the public hearing and voted unanimously to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

VOTED: To amend the Oxford Zoning By-Law to add CHAPTER XXIV "Housing Opportunity Overlay Zone", as follows, and to amend the official Zoning Map of the Town of Oxford to include the Housing Opportunity Overlay Zone as established and described therein:

CHAPTER XXIV **Housing Opportunity Overlay (HOO) Zone**

1.0 ESTABLISHMENT

The Housing Opportunity Overlay Zone (HOO) is established as an overlay district to the current (underlying) zoning. The HOO area is generally bounded by Front Street on the north, Clover Street on the south, the Providence and Worcester Railroad tracks on the east, and West Street, Fremont Street, Pine Street, and Spruce Street on the west. The boundaries of the HOO zone are depicted on the Town of Oxford Housing Opportunity Overlay Zone Map.

2.0 PURPOSE

The Housing Opportunity Overlay Zone (HOO) is intended to create additional multi-family housing opportunities within Oxford while promoting the appropriate development of Oxford's historic town center and other areas of the community.

3.0 VISION STATEMENT

Recognizing the need for more diverse housing opportunities in the Town of Oxford and the surrounding area, this bylaw shall serve to provide for that need by allowing, by Special Permit, multi-family housing developments within the Housing Opportunity Overlay Zone.

4.0 OVERLAY DEFINITION

The Housing Opportunity Overlay Zone (HOO) is an overlay district superimposed over all underlying districts within its boundaries. Within the HOO zone, all requirements of the underlying district remain in effect, except where these regulations provide an alternative to such requirements. The HOO zone enables a property owner to apply for approval of a multi-family housing development using the provisions of this Chapter instead of those for the underlying zone. In the event of any conflict between the provisions of this Chapter and any other Chapter of the Zoning Bylaw, the provisions of this Chapter shall control.

5.0 REGULATIONS

5.1 Permitted Principal Uses

The following uses are permitted in the HOO zone subject to granting of a Special Permit by the Planning Board acting as the Special Permit Granting Authority.

1. Multi-Family Dwellings
 - a. Multi-family residential development, of two (2) bedroom units or less, at up to 20 units / acre of site area (not including any area designated as wetland, watercourse, slopes greater than 25 percent, or 100-year floodplain).
 - b. Uses and structures accessory thereto.

5.2 Dimensional Standards

The dimensional standards of the underlying zone shall continue to apply except that the Special Permit Granting Authority may modify any dimensional standard in considering an application for Multi-Family Dwelling special permit in order to:

1. Facilitate the creation of multi-family housing opportunities as provided in this Chapter.
2. Address on-site constraints or protect important resources.
3. Enhance the development and/or surrounding neighborhoods.
4. Be consistent with the setback of nearby buildings.

5.3 Additional Provisions

1. Unless otherwise approved by the Special Permit Granting Authority, any development approved under this Chapter shall provide for off-street parking as provided in Chapter XI, Section 3.0 of the Oxford Zoning Regulations.
2. Any developments proposed under this Chapter shall, unless modified by the Special Permit Granting Authority, construct or improve the sidewalks abutting the project site in order to enhance the pedestrian nature and character of the proposed development and the surrounding area.

6.0 BUILDING DESIGN AND CONSTRUCTION GUIDELINES

Preserving the small-town, historic character of Oxford is a priority, and the design of buildings and sites is a crucial part of integrating housing at permissible densities into the community. The design of multi-family housing development in the HOO zone shall meet the following criteria.

6.1 Overall Character

- a. Proposed development projects should enhance the general essence of a historic New England community and complement the scale and architecture of adjacent buildings.
- b. An overall design theme (including building placement, building massing, exterior treatments, signage, and other design considerations) shall be established where harmony in textures, lines, and masses is provided and monotony is avoided.
- c. The illustrative HOO zone design guidelines handbook as provided by the Planning Board shall be used by applicants and the Planning Board as a general reference for desirable characteristics of buildings and sites.

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

Carried.

Article 30. CHARTER AMENDMENT – CHAPTER 2 – TOWN MEETING

A motion was moved and seconded that Article 30 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

VOTED: To authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town Charter, Chapter 2, Town Meeting, Section 3, Procedures, by deleting from section 2-3-6 therein the following sentences: “The warrant for the May annual town meeting shall be published in a newspaper of general circulation within the Town and posted in at least four public places within the Town at least seven days prior to the date of the meeting. The warrant for every other town meeting shall be published in a newspaper of general circulation within the Town and posted in at least four public places within the Town at least fourteen days prior to the date of the meeting”, so that section 2-3-6 as amended shall read as follows:

2-3-6 The warrant for the May annual town meeting shall be closed thirty-six (36) days prior to the date of the meeting and the date for closing the warrant for any other town meeting shall be at the discretion of the Board of Selectmen. The warrant for town meetings shall be posted as prescribed by the General By-Laws.

Provided however, that the General Court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

A Unanimous Vote.

Article 31. CHARTER AMENDMENT – CHAPTER 6 – TOWN ADMINISTRATIVE ORGANIZATION

A motion was moved and seconded that Article 31 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

VOTED: To authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town Charter, Chapter 6, Town Administrative Organization, Section 6, Personnel System, by deleting from section 6-6-2, Personnel Rules, therein the following sentences: “The proposed rules shall be presented for discussion and comment to the board of selectmen and the finance committee and the town manager. After review of any resulting comment, the personnel board shall hold a public hearing on the proposed rules including any revisions. Notice of such hearing shall be published in a newspaper of general circulation within the Town at least six days prior to the date of the hearing. The personnel board shall consider all comments at the hearing and then issue the rules in final form.”, and replacing it with the following sentence, “The Personnel Board shall meet and review the proposed rules and make recommendations to the Town Manager, who shall issue the rules in the final form.”

Provided however, that the General court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Carried.

Article 32. CHARTER AMENDMENT – CHAPTER 8 – FINANCIAL PROVISIONS AND PROCEDURES

A motion was moved and seconded that Article 32 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

VOTED: To authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town Charter, Chapter 8, Financial Provisions and Procedures, Section 9, Collections and Disbursements, by striking section 8-9-2 in its entirety and inserting in its place the following:

8-9-2 Warrants for the payment of town funds, prepared and signed by the town accountant in accordance with general law procedures, shall be submitted to the town manager to be reviewed, approved, and signed.

Provided however, that the General court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Carried.

A motion was moved and seconded and it was **VOTED:** To dissolve the meeting. The meeting dissolved at 9:37 p.m.

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

	TOWN OF OXFORD				
	TOTAL TALLY SHEET				
	May 21, 2019			REGISTERED	9,188
	Annual Town Election			VOTED	198
				PERCENT	2.2%
PRECINCT	ONE	TWO	THREE	FOUR	TOTAL
TOTAL VOTES CAST	62	36	57	43	198
SELECTMAN 3 Yrs (2)					
Blanks	40	20	28	22	110
Cheryll A. Leblanc	42	26	49	33	150
Michael F. Daniels	41	24	35	31	131
Write-ins	1	2	2	0	5
TOTAL	124	72	114	86	396
SCHOOL COMM 3 Yrs (1)					
Blanks	4	1	1	1	7
David P. Cornacchioli	57	35	56	42	190
Write-ins	1	0	0	0	1
TOTAL	62	36	57	43	198
LIBRARY TRUSTEE 3 Yrs (1)					
Blanks	4	2	3	3	12
Carole A. Steina	58	34	54	40	186
Write-ins	0	0	0	0	0
TOTAL	62	36	57	43	198

The polls opened at 8:00 a.m. in all four precincts. The following officers had been sworn to their duties:

	Prec 1	Prec 2	Prec 3	Prec 4
Warden:	Kathleen E. Purcell (U)	JoAnn Somers (U)	Robert W. Krasinskas (U)	Stacey M. Hamel (R)
Clerk:	Beverly A. Plante (U)	Mary A. Stevens (R)	Claudette M. Flores (U)	Patricia L. Ferdella (U)
Check-in:	Donna M. Fisher (U)	Carol A. Spooner (U)	Diane T. Clark-Cahill (U)	Jeannine A. Ross (U)
	Nancy K. Elliott (U)	Thomas W. Sullivan (U)	Judy A. Hodgerney (U)	Martha M. Cady (D)
Check-out:	Maryjane Racicot (D)	Bettie K. Carlson (D)	Cynthia L. Bathgate (U)	Carole A. Fegreus (U)
	Joann E. Nelson (U)	Rosalie Allen (U)	Erin Rose Sullivan	Rose M. Wing (U)
Constable:	Michael C.G. Plante		Ralph W. Miller	Stephen Lapomardo
Police Officers:	---	Michael Fournier	---	James R. McDonald
	---	Jeromy Grniet	---	

The Polls closed at 8:00 p.m.

		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, October 2, 2019** at 7:00 p.m., then and there to act on the following articles:

ARTICLE 1. To hear the reports of any Town Officers or Committees.

ARTICLE 2. To see if the Town will vote to transfer from available funds and appropriate a sum of money to pay for the Oxford Community Center's sewer user fees from a prior fiscal year; or act thereon.
Sponsored by the Town Manager

ARTICLE 3. To see if the Town will vote to transfer the sum of \$16,813.17 from the following funds to Fund 682- Middle School Renovation; or act thereon.

Fund	Project	Amount
678	Splash Pad	4,677.67
680	Clock Tower	8,460.50
685	OCC Reno	3,675.00
		\$16,813.17

Sponsored by the Town Manager

ARTICLE 4. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Other Post Employment Benefits (OPEB) Liability Trust Fund for Fiscal Year 2020; or act thereon.

Sponsored by the Town Manager

ARTICLE 5. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the FY20 Building Improvement Fund; or act thereon.

Sponsored by the Town Manager

ARTICLE 6. To see if the Town will vote to rescind the vote taken at the May 1, 2019 Annual Town Meeting under Article 9 providing funding for the Water Enterprise Budget and to raise by taxation or transfer from available funds and appropriate a sum of money for the FY20 Water Enterprise Budget; or act thereon.

Sponsored by the Town Manager

ARTICLE 7. To see if the Town will vote to raise by taxation, borrow, or transfer from available funds and appropriate a sum of money to pay costs of architectural, engineering and owner's project manager services associated with designing and building a new Public Works Facility, including the payment of all other costs incidental and related thereto, provided, however, that if this appropriation is to be raised by

borrowing, any borrowing authorization shall be contingent upon passage of a Proposition 2½ debt exclusion referendum under General Laws Chapter 59, § 21C(k); or act thereon.

Sponsored by the Town Manager

ARTICLE 8. To see if the Town will vote to supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied; or act thereon.

Sponsored by the Town Manager

ARTICLE 9. To see if the Town will vote to accept the provisions of General Laws Chapter 40, § 8J allowing for the establishment of a commission on disability; or act thereon.

Sponsored by the Town Manager and Disability Committee

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to acquire by gift or purchase, upon such terms and conditions as the Board of Selectmen deem appropriate for general municipal purposes, all or a portion or portions of the parcel of land now or formerly owned by Lois J. Harrison, Assessors' Map 23A, Parcel D01, as shown on a plan entitled, "Plan for Lots for Gracia C. Morway, Town Beach Access Road, Oxford, Massachusetts" dated October 10, 1989 and to transfer from available funds a sum of money as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article; or act thereon.

Sponsored by the Town Manager

ARTICLE 11. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation providing the positions of Patrolman, Sergeant, Lieutenant, and Chief after passage of the Act, not be subject to the Civil Service statute, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments; or act thereon:

AN ACT EXEMPTING THE POSITIONS OF PATROLMAN, SERGEANT, LIEUTENANT, AND CHIEF IN THE TOWN OF OXFORD FROM THE PROVISIONS OF THE CIVIL SERVICE LAW

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 positions of Patrolman, Sergeant, Lieutenant, and Chief in the Town of Oxford shall be exempt from the provisions of Chapter 31 of the Massachusetts General Laws and related regulations applicable thereto.

Section 2. Section 1 of this act shall not impair the civil service status of the present employees of the Town of Oxford Police Department except for the purpose of promotion.

Section 3. This act shall take effect upon its passage.

Sponsored by the Board of Selectmen, Chief of Police and Town Manager

ARTICLE 12. To see if the Town will vote to amend the Oxford General By-Laws Chapter SIXTEEN, by deleting Section 9, and replacing it with the following: “Any rule or regulation enacted by the Board of Health, and any Town by-law within the jurisdiction of the Board of Health, the violation of which is subject to a specific penalty, may in the discretion of the enforcing person, be enforced in the method provided in Section 21D of Chapter 40 of the Massachusetts General Laws. The non-criminal fine for each such violation, if not otherwise specified, shall be \$300.00 and each day on which any violation exists shall be deemed to be a separate offense. “Enforcing persons”, as used in this by-law shall be members of the Board of Health and its agents, inspectors or other designees of the Board.”

Or act thereon.

Sponsored by the Town Manager

ARTICLE 13. To see if the Town will vote to amend the Oxford General By-Laws by adding CHAPTER SEVENTY-SIX “Registration and Maintenance of Vacant and Foreclosing Properties”, as shown in the document on file with the Office of the Town Clerk; or act thereon.

Sponsored by the Town Manager

ARTICLE 14. To see if the Town will vote to amend the Oxford Zoning By-Law, Chapter XIV, Administration and Enforcement, Section 2.0 Violations and Penalties, Section 2.3 by deleting the following language contained therein: “, upon conviction”; or act thereon.

Sponsored by the Town Manager

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 10th day of September, 2019.

Dennis E. Lamarche)

_____)

Meaghan E. Troiano)

_____)

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 seven days before the date of the meeting, as within directed.

Richard Kneeland
Constable of Oxford

A true copy, ATTEST:

Date: September 11, 2019

SPECIAL TOWN MEETING OCTOBER 2, 2019

The meeting was called to order by Town Moderator Russell C. Rheault at 7:01 in the afternoon in the Oxford High School. The Moderator announced that a quorum had been attained. There were 195 voters and 13 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. Veteran Simon Chiasson led the voters in the Pledge of Allegiance. A moment of silence was observed for the departed townspeople.

The Moderator introduced the various boards and officials. He 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. COMMUNITY CENTER SEWER USER FEES - PRIOR YEAR

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of One Thousand Nine Hundred Twenty Dollars and Fifty-Three Cents be transferred from the FY20 Oxford Community Center's Operating Budget to pay the sewer usage fee from a prior year.

Requirement of a 9/10 vote, which was declared by the Moderator. A Unanimous Vote.

Article 3. TRANSFERS – MIDDLE SCHOOL RENOVATION

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the following sums be transferred from and to the accounts indicated as follows:

From:	
Splash Pad (Fund 678)	4,677.67
Clock Tower (Fund 680)	8,460.50
OCC Reno (Fund 685)	3,675.00
	\$16,813.17
To:	
Middle School Renovation (Fund 682)	\$16,813.17

A Unanimous Vote.

Article 4. OTHER POST EMPLOYMENT BENEFITS (OPEB)

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Fifty Thousand Dollars be raised by taxation and appropriated for the Other Post Employment Benefits (OPEB) Liability Trust Fund for Fiscal Year 2020.

Carried.

Article 5. FY20 BUILDING IMPROVEMENT FUND

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of One Hundred Twenty-Five Thousand Dollars be raised by taxation and appropriated for the FY20 Building Improvement Fund.

Carried.

Article 6. WATER ENTERPRISE FUND: RESCIND MAY 1, 2019 ANNUAL TOWN MEETING VOTE & RE-APPROPRIATE

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the vote taken under Article 9 of the May 1, 2019 Annual Town Meeting appropriating One Hundred Four Thousand Five Hundred Twenty-One Dollars from Water Enterprise receipts for the FY20 Water Enterprise Operational Budget be rescinded and that the sum of Seventy-One Thousand Dollars be raised and offset by receipts from the Water Enterprise Fund and that Thirty-One Thousand Six Hundred Fifty-Three Dollars be appropriated from the Water Enterprise retained earnings for a total appropriation of One Hundred Two Thousand Six Hundred Fifty-Three Dollars for the FY20 Water Enterprise Operational Budget.

Carried.

Article 7. DEPARTMENT OF PUBLIC WORKS FACILITY

A motion was moved and seconded: That the Town votes to appropriate the sum of Two Million Dollars to pay costs of architectural, engineering and owner's project manager services associated with designing and building a new Public Works Facility, including the payment of all other costs incidental and related 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 M.G.L. c. 44, §7(7), or any other enabling authority, and to issue bonds or notes of the Town therefor. No amounts shall be borrowed or expended hereunder unless the Town shall have voted to exclude the amounts required to repay any such borrowing from the limitation on total property taxes set forth in M.G.L. c. 59, §21C (also known as Proposition 2½). Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Recommended by the Finance Committee. Recommended by the Planning Board.

REPORT OF THE PLANNING BOARD
PUBLIC WORKS FACILITY

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 raise by taxation, borrow, or transfer from available funds and appropriate a sum of money to pay costs of architectural, engineering and owner's project manager services associated with designing and building a new Public Works Facility, including the payment of all other costs incidental and related thereto, provided, however, that if this appropriation is to be raised by borrowing, any borrowing authorization shall be contingent upon passage of a Proposition 2 1/2 debt exclusion referendum under General Laws Chapter 59, §21C(k), as described in Article 7 on the Warrant for the October 2, 2019 Special Town Meeting and voted to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

A motion was moved and seconded: To move the question.

Carried by 2/3 vote.

The Moderator called for the vote on the main motion. He doubted the voice vote and requested a standing vote, which was too close to close to call without an actual count. The following randomly selected tellers were sworn to their duties by the Town Clerk: Jo Ann Nelson, Paul Mathurin, Joseph Laramee, Karla Turner, Judy Rodier and Jane Brunelle.

RESULTS:	YES	109
	NO	62
	TOTAL	171

There being a requirement of a 2/3 vote, the motion was DEFEATED

Article 8. PREVIOUS BORROWING AUTHORIZATIONS – APPLIED PREMIUMS

A motion was moved and seconded that Article 8 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

VOTED: To supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied.

A Unanimous Vote.

Article 9. ACCEPTANCE - MGL CH. 40, § 8J – COMMISSION ON DISABILITY

A motion was moved and seconded that Article 9 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

VOTED: To accept the provisions of General Laws Chapter 40, § 8J allowing for the establishment of a commission on disability.

A Unanimous Vote.

Article 10. ACQUISITION OF LAND - CARBUNCLE

A motion was moved and seconded that Article 10 be adopted as printed in the Warrant with the purchase price for the acquisition of the parcel of land of Seventy-five Thousand Dollars to be transferred from the Natural Gas Conversion Capital Project Fund.

Recommended by the Finance Committee. Recommended by the Planning Board.

REPORT OF THE PLANNING BOARD PURCHASE OF LAND ADJACENT TO CARBUNCLE BEACH

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 authorize the Board of Selectmen to acquire by gift or purchase, upon such terms and conditions as the Board of Selectmen deem appropriate for general municipal purposes, all or a portion or portions of the parcel of land now or formerly owned by Lois J. Harrison, Assessor's Map 23A, Parcel D01, as shown on a plan entitled "Plan for Lots for Gracia C. Morway, Town Beach Access Road, Oxford, Massachusetts" dated October 10, 1989 and to transfer from available funds a sum of money as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article, as described in Article 10 on the Warrant for the October 2, 2019 Special Town Meeting and voted to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

VOTED: To authorize the Board of Selectmen to acquire by gift or purchase, upon such terms and conditions as the Board of Selectmen deem appropriate for general municipal purposes, all or a portion or portions of the parcel of land now or formerly owned by Lois J. Harrison, Assessors' Map 23A, Parcel D01, as shown on a plan entitled, "Plan for Lots for Gracia C. Morway, Town Beach Access Road, Oxford, Massachusetts" dated October 10, 1989 and to transfer from available funds a sum of money as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article, with the purchase price for the acquisition of the parcel of land of Seventy-five Thousand Dollars to be transferred from the Natural Gas Conversion Capital Project Fund.

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

Carried.

Article 11. CIVIL SERVICE

A motion was moved and seconded to waive the reading of the full Article.

Carried.

A motion was moved and seconded that Article 11 be postponed indefinitely.

VOTED: That Article 11 be postponed indefinitely.

A Unanimous Vote.

**Article 12. GENERAL BY-LAWS - CHAPTER SIXTEEN, SECTION 9
BOARD OF HEALTH**

A motion was moved and seconded that Article 12 be adopted as printed in the Warrant.

Recommended by the Finance Committee.

The Moderator called for the vote on the main motion. He doubted the voice vote and requested a standing vote, which was too close to close to call; therefore the tellers conducted a count of the standing vote.

RESULTS:	YES	55
	NO	<u>62</u>
	TOTAL	117

The motion was DEFEATED

**Article 13. GENERAL BY-LAWS - CHAPTER SEVENTY-SIX – REGISTRATION AND
MAINTENANCE OF VACANT AND FORECLOSING PROPERTIES**

A motion was moved and seconded that Article 13 be adopted as printed in the Supplement to the October 2, 2019 Special Town Meeting Warrant that was filed in the Office of the Town Clerk on September 11, 2019.

Recommended by the Finance Committee. Recommended by the Planning Board.

REPORT OF THE PLANNING BOARD
GENERAL BY-LAW AMENDMENT
REGISTRATION AND MAINTENANCE OF VACANT
AND FORECLOSING PROPERTIES

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 CHAPTER SEVENTY-SIX “Registration and Maintenance of Vacant and Foreclosing Properties”, as shown in the document on file with the Office of the Town Clerk titled “Article 13. Supplement”, as described in Article 13 on the Warrant for the October 2, 2019 Special Town Meeting and voted to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

VOTED: To amend the Oxford General By-Laws by adding CHAPTER SEVENTY-SIX “Registration and Maintenance of Vacant and Foreclosing Properties”, to read as follows:

CHAPTER SEVENTY-SIX
REGISTRATION AND MAINTENANCE OF
VACANT AND FORECLOSING PROPERTIES

Section 1. Purpose

The purpose and intent of this By-law is to protect the health, safety and welfare of the citizens of Oxford by preventing blight, protecting the Town's resources, avoiding the creation and maintenance of nuisances and ensuring the safety and sanitary maintenance of all buildings and structures. Inadequately maintained residential or commercial/business buildings are at an increased risk for fire, unlawful entry, or other public health and safety hazards. This chapter will help secure the welfare of the Town's residents and neighborhoods by requiring all property owners, including lenders, trustees and service companies and the like, to register and properly maintain their respective properties.

Section 2. Definitions

The following words and phrases as used in the By-Law shall have the following meanings, unless a contrary intention clearly appears:

“Building” shall mean an enclosed structure; either a principal building or shed, garage, stable, greenhouse, or other accessory building.

“Code Enforcement Official” shall mean the Board of Health Agent, the Building Commissioner, the Inspector of Buildings, Assistant Inspector of Buildings and the Fire Chief; or their designees.

“Day” shall mean consecutive calendar days.

“Dilapidated” shall mean a condition of decay or partial ruin by reason of neglect, misuse, or deterioration. The term includes, but is not limited to: 1) property having deteriorated or ineffective waterproofing of exterior walls, roofs, foundations or floors, including broken or inadequately secured windows or doors; or 2) personal property that is broken, rusted, worn, partially or wholly dismantled or otherwise due to deterioration is unsuitable for the purpose for which designed.

“Foreclosed” means a residential, commercial or industrial property, placed as security for a real estate loan, as to which all rights of the mortgagor or his grantee in the property have been terminated as a result of a default of the loan.

“Hazard” shall mean a condition likely to expose persons to injury or negative health impacts, or property to damage, loss or destruction, including but not limited to burned structures not otherwise lawfully habitable or usable, dilapidated real or personal property, and/or dangerous or unsafe structures or personal property.

“Initiation of the foreclosure process” shall mean taking any of the following actions: 1) taking possession of a property pursuant to Massachusetts General Laws Chapter 244, Section 1; 2) delivering the mortgagee's notice of intention to foreclose to the borrower pursuant to Massachusetts General Laws Chapter 244, Section 17B; or commencing a foreclosure action on a property in either the Land Court or Superior Court.

“Local” shall mean within twenty (20) driving miles distance of the property in question.

“Mortgagee” shall mean the creditor, including, but not limited to, service companies, lenders in a mortgage agreement, and any agent, servant, or employee of the

mortgagee, or any successor in interest and/or assignee of the mortgagee's rights, interests or obligations under the mortgage agreement.

“Owner” shall mean every person, entity, service company, property manager or real estate broker who alone or jointly or severally with others: 1) has legal or equitable title to any building, structure or property; 2) has care, charge, or control of any such building, structure or property in any capacity, including but not limited to as agent, executor, executrix, administrator, administratrix, trustee, guardian or conservator of the estate of the holder of legal title; or as life tenant; 3) is a lessee under a written lease agreement; 4) has a mortgage in possession of any such property; 5) is an agent, trustee or other person appointed by the courts and vested with possession or control of any such property; or (6) is an officer or trustee of the association of unit owners of a condominium. However, this By-law shall not apply to a condominium association created pursuant to Massachusetts General Laws Chapter 183A to the extent that such association forecloses on or initiates the foreclosure process for unpaid assessments due or owing to the association.

“Vacant Property” shall mean any property not currently legally occupied and not properly maintained or secured.

Section 3. Registration

All owners must register vacant and/or foreclosed properties with the Building Department on forms provided by the Department. If the owner is an out-of-state corporation, person, or other entity, the owner shall appoint an in-state agent authorized to accept service of process and other documents under this By-law.

All registrations must state the individual owner's or agent's telephone number and mailing address located within the commonwealth as required by Massachusetts General Laws Chapter 59, Section 57D, Massachusetts General Laws Chapter 156D, Section 5.02, and 950 CMR 113.20. The mailing address shall not be a P.O. Box. This registration must also certify that the property was inspected and identify whether the property is vacant at the time of filing. If the property is vacant, the owner and/or registrant must designate and retain a local individual or local property management company responsible for the security and maintenance of the property. This designation must state the individual's or company's name, telephone number, and local mailing address. The mailing address shall not be a P.O. Box. The property manager shall be available twenty-four hours per day, every day, by telephone and/or electronic mail notification, and shall respond to all notifications from the Code Enforcement Officials to secure, maintain, inspect or repair the property within twenty-four hours.

If the property is in the process of foreclosure, then the registration must be received within seven days of the initiation of the foreclosure process. If a Code Enforcement Official determines that the property is vacant and that foreclosure proceedings have not been initiated, the registration must be received within 14 days of the Code Enforcement Official's first citation for improper maintenance.

All property registrations are valid for one calendar year from the date when the registration is received by the Building Department. An annual registration fee of three hundred dollars (\$300.00) must accompany the registration form. Subsequent annual

registrations are due within thirty (30) days of the expiration of the previous registration and must certify whether the foreclosed property remains vacant or not.

Once the property is no longer vacant or is sold, the owner must provide proof of sale or written notice and proof of occupancy to the Building Department.

Section 4. Maintenance

Owners of vacant and foreclosed properties must fulfill the following minimum adequate maintenance requirements for any such property they own:

1. Properties subject to this chapter must be maintained in accordance with the relevant sanitary codes, building codes, and local regulations. The owner, local individual or local property management company must inspect and maintain the property on a monthly basis for the duration of the vacancy.
2. The property must be posted with the name and twenty-four-hour contact telephone number of the local individual or local property management company responsible for the maintenance. This posting must be placed on the front door of the property so it is clearly visible from the street.
3. In accordance with the state law, including but not limited to Massachusetts General Laws Chapter 143 sections 6 through 10 and the State Building Code, property that is vacant must be safe and must be secured from exposure to the elements and so not to be accessible to unauthorized persons.
4. The owner shall maintain properties subject to this section, including but not limited to maintaining and keeping in good repair any building(s), structure(s), and improvements, the removal of trash and debris, and the regular mowing of lawns, pruning and/or trimming of trees and shrubbery, and upkeep of other landscape features.
5. The owner shall repair or replace broken windows or doors within thirty days of breakage. Boarding up doors and windows is prohibited unless ordered by the City or a court except as a temporary measure for no longer than thirty days.

Compliance with this section shall not relieve the owner of any applicable obligations set forth in any other codes, regulations, covenant conditions or restrictions, and/or homeowners' or condominium association rules and regulations.

Section 5. Administration, Violations and Penalties

1. This chapter shall be enforced by the Code Enforcement Officials. The Code Enforcement Officials shall have the authority to inspect properties subject to this chapter for compliance and to issue citations for any violations. Code Enforcement Officials shall have the discretion to determine when and how such inspections are to be made, provided their policies are reasonably calculated to ensure this Chapter is enforced.

The Owner, or the Owner's agent or designee, shall cooperate with Code Enforcement Officials and shall permit access to the property upon reasonable notice to the Owner or the Owner's agent.

2. In addition to any other means of enforcement available to the Code Enforcement Officials, the Code Enforcement Officials may enforce this ordinance by means of noncriminal enforcement pursuant to Massachusetts General Laws Chapter 40 section 21D. The following penalties are established for purposes of said noncriminal disposition;
 - (a) Failure to initially register with the Building Department is punishable by a fine of three hundred dollars (\$300.00).
 - (b) If applicable, failure to properly identify the name of the local individual or local property management company is punishable by a fine of three hundred dollars (\$300.00).
 - (c) Failure to maintain the property is punishable by a fine of three hundred dollars (\$300.00) for each week the property is not maintained.

The penalties provided in this section shall not be construed to restrict the Town from pursuing other legal remedies available to the Town, including recovery of costs and reasonable attorney fees. Violation of this By-law shall be subject to a fine not to exceed three hundred dollars for each violation; each day shall be considered a new violation.

Section 6. Appeals

Any person aggrieved by the requirements of this section may seek an administrative appeal to the Inspector of Buildings. Any person aggrieved by a final decision issued under this section by the Inspector of Buildings may seek relief in any court of competent jurisdiction as provided by the laws of the Commonwealth of Massachusetts.

Section 7. Applicability

If any provisions of this ordinance impose greater restriction or obligations than those imposed by any general law, special law, regulation, ordinance, order or policy, then the provisions of this ordinance shall control.

Section 8. Severability

If any provision of this ordinance is held to be invalid by a court of competent jurisdiction, then such provisions shall be considered separately and apart from this ordinance's remaining provisions, which shall remain in full force and effect.

Carried.

Article 14. ZONING BY-LAWS - CHAPTER XIV – ADMINISTRATION AND ENFORCEMENT

A motion was moved and seconded that Article 14 be adopted as printed in the Warrant.

Finance Committee deferred to the Planning Board. Recommended by the Planning Board.

REPORT OF THE PLANNING BOARD

**ZONING BY-LAW AMENDMENT
CHAPTER XIV, ADMINISTRATION AND ENFORCEMENT
SECTION 2.0 VIOLATIONS AND PENALTIES
SUBSECTION 2.3 PENALTIES**

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 30, 2019, after proper posting, advertisement, and notification, to consider amendments of the Oxford Zoning By-Law Chapter XIV, Administration and Enforcement, Section 2.0 Violations and Penalties, Subsection 2.3, Penalties, by deleting the following language contained therein: "upon conviction" as described in Article 14 on the Warrant for the October 2, 2019 Special Town Meeting.

Upon consideration of the information presented and receiving no comments from residents, the Board voted to close the public hearing and voted unanimously to recommend favorable action on said Article.

Richard A. Escolas, Jr., Chairman
Oxford Planning Board

The Moderator called for the vote on the main motion. He doubted the voice vote and requested a standing vote, which was too close to close to call; therefore the tellers conducted a count of the standing vote.

RESULTS:	YES	59
	NO	<u>51</u>
	TOTAL	110

There being a requirement of a 2/3 vote, the motion was DEFEATED

A motion was moved and seconded and it was **VOTED:** To dissolve the meeting.
The meeting dissolved at 9:37 p.m.

Lori A. Kelley CMC/CMMC

Town Clerk--Oxford, Massachusetts



Town of Oxford

Volunteer Application

Date: _____

Name: _____

Address: _____

Town/City: _____ **Zip Code:** _____

Telephone Number: _____ **Cell:** _____

E-mail Address: _____ **Occupation:** _____

Please check off your area(s) of Interest:

Honor Guard

Open Space Committee

Animal Shelter Volunteer

Personnel Board

Cultural Council

Planning Board

Board of Assessors

Recreation Commission

Bandstand Committee

Council on Aging

Finance Committee

Downtown Beautification Committee

Board of Health Member

Zoning Board of Appeals Committee

Historical Commission

Conservation Committee

Smolenski/Millette Charitable Trust II

Master plan Implementation Committee

Cemetery Commission

Your Special Interest(s) _____

Relevant Experience: _____

Why are you interested in this Committee/Commission? _____

Previous Town Service: _____

References: _____