

OXFORD

MASSACHUSETTS



2020

ANNUAL REPORT



DEDICATION

In memory of Officer James "Mac" McDonald who served Oxford for 33 years, retiring in July of 2019 as a court officer. He passed away in June of 2020. His loss is felt by many.

To Town of Oxford First Responders, the men and women who, day after day, care for our residents, young and old, who respond to countless emergency calls, who courageously enter burning buildings, who selflessly put their lives on the line for us, the ones who care for our town, parks, roads, buildings and more, the ones who work with and for our elderly, the ones who spend countless hours contact tracing, and the ones who spend their days taking call after call from concerned residents due to the Covid-19 Pandemic. To each of you, we give thanks. You, the Heroes of Oxford, please know that you are appreciated.

"A hero is a person who courageously contributes under even the most trying circumstances; a hero is an individual who acts unselfishly and who demands more from himself or herself than others would expect; a hero is a man or woman who defies adversity by doing what he or she believes is right in spite of fear. A hero moves beyond the 'common sense' of the promoters of the status quo. A hero is anyone who aims to contribute, anyone who is willing to set an example, anyone who lives by the truth of his or her convictions. A hero develops strategies to assure his outcome, and persists until it becomes a reality, changing his approach as necessary and understanding the importance of small actions consistently taken. A hero is not someone who is 'perfect,' because none of us are perfect. We all make mistakes, but that doesn't invalidate the contributions we make in the course of our lives. Perfection is not heroism; humanity is." - *Tony Robbins*

Front Cover Photograph: Members of Oxford Police, Fire/EMS, DPW, Department of Health & Senior Center at Carbuncle Pond. Photo taken by Tim Labonte, Media Specialist for the Town.

2020 ANNUAL TOWN REPORT

TABLE OF CONTENTS

VOTING AND GENERAL INFORMATION	1
TOWN DEPARTMENT TELEPHONE NUMBERS	2
FEDERAL AND STATE OFFICIALS/Addresses & Telephone Numbers	4
ELECTED OFFICIALS FOR 2020.....	6
APPOINTED OFFICIALS FOR 2020	7
TERMS CONCLUDED & RESIGNATIONS/Elected & Appointed Officials.....	13

GENERAL GOVERNMENT

Selectmen.....	15
Town Manager	17
Personnel Board	25
Board of Assessors.....	26

FINANCIAL REPORTS

Town Accountant Report.....	29
Gross Wage Report.....	41
Tax Collector Receivables	55
Trust Fund Report	56

PUBLIC SAFETY

Animal Control	60
Board of Health.....	61
Building Department.....	62
Fire/E.M.S. Department.....	63
Police Department.....	71

PUBLIC SERVICE

Community Center.....	76
Conservation Commission.....	79
Council on Aging/Social Center	80
Historical Commission.....	80
Report of the Library Director	86
Library Trustees' Report.....	88
Planning Board	82
Master Plan Implementation Committee	84
Zoning Board of Appeals	85
Oxford Housing Authority.....	85
Recreation Commission	77
2020 Town Clerk Statistics & Revenue.....	90

PUBLIC WORKS

Department of Public Works (D.P.W.).....	91
--	----

SCHOOLS

School Department 2020.....	97
School Committee Report.....	98

Student Services and Special Education Department	99
Technology	102
Oxford Elementary Schools.....	102
Oxford Middle School	104
Oxford High School.....	105
<i>2020 OHS Graduates</i>	110
<i>2020 OHS Scholarship Recipients</i>	111
NJROTC	106
Bay Path Regional Vocational Technical High School	113

2020 TOWN MEETINGS AND ELECTIONS RESULTS

President Primary – March 3, 2020.....	114
Annual Town Election – May 19, 2020 Held June 30, 2020.....	117
State Primary – September 1, 2020.....	118
Oxford Official Results – State Election – November 3, 2020.....	122
Annual Town Meeting Warrant – June 25, 2020.....	124
Annual Town Election Warrant – June 16, 2020.....	138
Annual Town Meeting – June 25, 2020.....	140
Budget- Fiscal Year 2021	146
Special Town Meeting Warrant – October 7, 2020	161
Special Town Meeting – October 7, 2020	166

VOLUNTEER FORM

Volunteer Form.....	172
---------------------	-----



<u>PRECINCTS</u>	<u>REGISTERED VOTERS</u>	<u>VOTING PLACES</u>	<u>GENERAL AREA</u>
1	2,526	A.M. Chaffee School	Southwest
2	2,395	Oxford Middle School	North
3	2,544	Oxford Middle School	Center
4	<u>2,379</u>	A.M. Chaffee School	Southeast
TOTAL	9,844		

GENERAL INFORMATION

<u>TAX RATE - FY2020</u>	<u>SIZE</u>	<u>ROAD MILEAGE</u>
\$ 16.66 per \$1,000	26.71 Square Miles	111.68
<u>LOCATION</u>	<u>ELEVATION</u>	<u>POPULATION</u>
14 miles South of Worcester 53 miles West of Boston 37 miles from Providence 165 miles from N.Y. City	510 Ft. above mean sea level at Town Hall	2020 Town Census 12,221

ZIP CODES

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

TOWN OF OXFORD PHONE NUMBERS

AMBULANCE SERVICE

Emergency from 987 phones 911
From all other phones..... 508-987-0156
Ambulance billing..... 508-987-6009

ANIMAL CONTROL..... 508-987-6047

BOARD OF APPEALS 508-987-6045 ext. 4

ASSESSOR..... 508-987-6036 ext. 3

BUILDING INSPECTOR 508-987-6045 ext. 4

CEMETERY SUPERINTENDENT 508-987-6006

COMMUNITY CENTER..... 508-987-6002

CONSERVATION COMMISSION 508-987-6044

COUNCIL ON AGING (SOCIAL CENTER)..... 508-987-6000/6001

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 ext. 4

BOARD OF HEALTH 508-987-6045 ext. 4

HOUSING AUTHORITY 508-987-5055

HUMAN RESOURCES 508-987-6038 ext.1028

LIBRARY 508-987-6003

PLANNING DEPARTMENT 508-987-6045 ext. 4

PLUMBING INSPECTOR..... 508-987-6045 ext. 4

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

TOWN OF OXFORD PHONE NUMBERS CONTINUED

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 ext. 2
SEWERAGE INSPECTOR	508-987-6045 ext. 4
BOARD OF SELECTMEN	508-987-6027 ext. 6
TOWN ACCOUNTANT	508-987-6040 ext. 1019
TOWN CLERK	508-987-6032 ext. 1
TOWN COLLECTOR	508-987-6038 ext. 2
TOWN MANAGER	508-987-6030 ext. 8
TOWN TREASURER	508-987-6038 ext. 2
TREE WARDEN	508-987-6006
VETERAN'S SERVICES	508-987-6034 ext. 105
WIRING INSPECTOR	508-987-6045 ext. 4

FEDERAL AND STATE OFFICIALS

UNITED STATES SENATE

Senator Elizabeth A. Warren

309 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 Karen 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 2020

BOARD/COMMITTEE/POSITION	TERM EXPIRES
MODERATOR	
Russell C. Rheault	ATE 2023
Deputy Moderator (Appointed)	
VACANT	---
BOARD OF SELECTMEN	
Michael F. Daniels	ATE 2022
Dennis E. Lamarche, Chairman	ATE 2021
Cheryll A. LeBlanc, Secretary	ATE 2022
John G. Saad	ATE 2023
Meaghan E. Troiano, Vice Chairman	ATE 2023
SCHOOL COMMITTEE	
Corey J. Burke	ATE 2023
Daniel P. Coonan, Chairman	ATE 2021
David P. Cornacchioli, Vice Chairman	ATE 2022
September G. Forbes, Secretary	ATE 2023
Palmina E. Griffin	ATE 2021
SOUTHERN WORCESTER COUNTY REGIONAL VOCATIONAL SCHOOL DISTRICT COMMITTEE	
David H. Grenier	ATE 2021
Benjamin J. LaMountain	ATE 2023
LIBRARY TRUSTEES	
John J. Bowes, Chairman	ATE 2021
Carole A. Steina, Secretary	ATE 2022
Harry Roger Williams, III	ATE 2023
HOUSING AUTHORITY	
Arthur Carleton Degon, Jr., Treasurer	Until a successor is qualified
Karen M. Erickson, Chairman	State Appointee
Patricia L. Ferdella, Vice Chairman	Until a successor is qualified
Dale J. Mahota (to fill a vacancy for one year)	Until a successor is qualified
Wayne A. McFarland	Until a successor is qualified

APPOINTED OFFICIALS FOR 2020

BOARD/COMMITTEE/POSITION	TERM EXPIRES
ANIMAL CONTROL	
F/T Animal Control Officer	
Kathleen Flynn	ATE 2021
Assistant Animal Control Officer	
Edward J. Hart	ATE 2021
P/T Field Driver/Pound Keeper	
Kathleen Flynn	ATE 2021
Animal Inspector/Slaughtering	
Kathleen Flynn	ATE 2021
Assistant Animal Control Inspector	
Edward J. Hart	ATE 2021
BOARD OF APPEALS	
Stephen P. Balcunas, Clerk	ATE 2022
Peter J. LaFlash, Chairman	ATE 2021
Thomas P. Purcell	ATE 2023
David E. Silverman, Vice Chairman	ATE 2023
Alfred Robert St. Germain	ATE 2024
Associate Members	
Dr. Daniel R. Champagne, Jr.	ATE 2023
Vacant	ATE
BOARD OF ASSESSORS	
Garry F. Bates	ATE 2022
Robert W. Fike	ATE 2021
Christopher T. Pupka, Chairman	ATE 2023
AUCTIONEER AGENT	
VACANT	---
BANDSTAND COMMITTEE	
VACANT, Chairman	ATE
VACANT, Treasurer	ATE
VACANT, Secretary	ATE
VACANT	ATE
VACANT	ATE
BRANDING AND WAYFINDING COMMITTEE	
Kristine V. Bird	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	
VACANT	---
CECELIA SMOLENSKI/MILLETTE CHARITABLE TRUST II	
Jennifer M. Callahan, Town Manager	---
John B. Eul, Jr., Chairman, Finance Committee	---
Katherine M. McKenna, Town Accountant	---
Dolores M. Lyons	ATE 2021
Jean M. O'Reilly	ATE 2021
CEMETERY COMMISSIONERS	
Jane E. Davis	ATE 2021
Daniel J. Viel	ATE 2023
Claire D. Wilson, Chairman	ATE 2022
CONSERVATION COMMISSION	
Paul J. Cunningham, Chairman	11/09/2023
Arthur Firl, Jr.	11/09/2022
Robert C. Manuel	11/09/2023
Thomas J. O'Neill, Jr	11/09/2021
Albert Shahnarian	11/09/2022
Edward J. Stuczko, Vice Chairman	11/09/2023
J. William Zoldak	11/09/2021
COUNCIL ON AGING	
Karen M. Erickson	ATE 2021
Carole A. Fegreus	ATE 2022
Robert W. Krasinskas, Vice Chairman	ATE 2021
Carolyn M. Merson	ATE 2023
Joyce A. Nilson, Chairman	ATE 2022
Jody M. Williams	ATE 2022
Rose M. Wing	ATE 2023
Associate Members (Non-Voting)	
Richard P. Casagrande	---
Patricia A. Mayo	---
CULTURAL COUNCIL	
Sarah H. Champagne, Secretary	5/01/2021
Susan M. Grenier	5/01/2023
David C. Gustafson, Jr., Co-treasurer	5/01/2021
Amanda L. Nicastro	5/01/2021
Patricia Caroline Rodier	5/01/2023
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	
Jared M. Duval	ATE 2021
DISABILITY COMMITTEE (Ad hoc to BOS)	
Verena E. Berthiaume	Until Project Completion
Carol M. Kuzdzal	Until Project Completion
Debra B. Lamarche	Until Project Completion
Wayne A. McFarland	Until Project Completion
Meaghan E. Troiano	Until Project Completion
Kelley J. Twombly	Until Project Completion
DOWNTOWN BEAUTIFICATION COMMITTEE	
Joel P. Masley	ATE 2021
Juliana M. Masley	ATE 2021
DPW BUILDING ADVISORY COMMITTEE	
John A. Carroll	ATE 2021
Dennis E. Lamarche	ATE 2021
Norman J. LeBlanc, Jr	ATE 2021
Thomas W. Sullivan	ATE 2021
EMERGENCY OPERATION CENTER	
Patricia A. Arcure, Finance Chief	To Serve an Indefinite Term
Jon T. Belanger, Logistics Chief	To Serve an Indefinite Term
Judith A. Lochner, Planning Chief	To Serve an Indefinite Term
Katherine M. McKenna, Logistics Chief / Public Information Officer	To Serve an Indefinite Term
Anthony P. Saad, Safety Chief	To Serve an Indefinite Term
VACANT, Liaison Chief/Operations Chief	To Serve an Indefinite Term
FENCE VIEWER	
Jared M. Duval	ATE 2021
FINANCE COMMITTEE	
Roger D. Bacon, Jr.	6/30/2021
Corina L. Casey	6/30/2021
John Barry Eul, Jr., Chairman	6/30/2023
Joan P. Mazeika	6/30/2022
Lauren Hassett O'Neill, Vice Chairman	6/30/2023
Samantha Leigh Wozniak	6/30/2022
VACANT	6/30/2021
FINANCE DIRECTOR	
Katherine M. McKenna	6/30/2023
FIRE CHIEF/EMS DIRECTOR	
Laurent R. McDonald	To Serve Until a Successor is Appointed

BOARD OF HEALTH	
Dina Jean Costa	ATE 2023
David R. Escobar, Vice Chairman	ATE 2022
Kerri A. Singer, Chairman	ATE 2021
Clerk- Laureen Gilbert	ATE 2021
Agent for Emergency Situations	
VACANT	ATE
Inspector- VACANT	ATE
BOARD OF HEALTH - INSPECTORS:	
Paul D. Mazeika, Gas	ATE 2021
John E. Murray, Asst. Gas	ATE 2021
Paul D. Mazeika, Plumbing	ATE 2021
John E. Murray, Asst. Plumbing	ATE 2021
Jared M. Duval, Sewerage	ATE 2021
HISTORICAL COMMISSION	
Terrence A. Cummings	9/01/2022
Howard G. Holbrook	9/01/2023
Jean M. O'Reilly, Chairman	9/01/2021
A. Russell Pytko, Vice Chairman	9/01/2022
Carol A. Pytko	9/01/2023
Richard A. Shumway	9/01/2021
Emily F. Thomas	9/01/2023
INSPECTOR OF BUILDINGS	
Building Commissioner	
Robert W. Lanciani	ATE 2021
Assistant Building Commissioner	
Wesley J. Mroczka	ATE 2021
Local Building Inspector	
VACANT	ATE 2021
INSPECTOR OF WIRES	
Alfred W. Banfill	ATE 2021
Assistant Wire Inspector	
Ronald C. Stevens	ATE 2021
INSURANCE ADVISORY COMMITTEE	
Jon T. Belanger	An Indefinite Term
Scott M. Cheney	An Indefinite Term
Joseph D. Janerico	An Indefinite Term
JoAnn Somers	An Indefinite Term
Jeffrey A. Wilson	An Indefinite Term
MASTER PLAN IMPLEMENTATION COMMITTEE	
Paul J. Cunningham	10/19/2021
John B. Eul, Jr.	10/19/2021
Dennis E. Lamarche	10/19/2021
Norman J. LeBlanc, Jr.	10/19/2021
Jean M. O'Reilly	10/19/2021

MUNICIPAL HEARING OFFICER	
Alfred W. Banfill	6/30/2021
MUNICIPAL LIAISON TO STATE ETHICS COMMISSION	
VACANT	Until a Successor is Appointed
MUNICIPAL LIAISON TO US CENSUS BUREAU	
VACANT	Until a Successor is Appointed
OTHER POST-EMPLOYMENT BENEFITS TRUST COMMITTEE	
S. Veronica Bachand	---
John B. Eul, Jr	---
Dennis E. Lamarche	---
Katherine M. McKenna, Chairman	---
PARKING CLERK	
Jillian K. Connor	6/30/2021
PERSONNEL BOARD	
S. Veronica Bachand, Chairman	6/30/2021
William R. Capers	6/30/2021
Mary A. Perveiler	6/30/2023
Rebecca A. Power	6/30/2021
VACANT	6/30/2022
PLANNING BOARD	
Kristine V. Bird, Clerk	ATE 2025
Richard A. Escolas, Jr., Chairman	ATE 2021
Craig P. Holmberg	ATE 2024
Norman J. LeBlanc, Assistant Clerk	ATE 2022
Dale J. Mahota	ATE 2024
Jeffrey P. Stafford, Vice Chairman	ATE 2023
CMRPC-First Delegate	
VACANT	ATE
CMRPC-Second Delegate	
Terrence A. Cummings	6/30/2021
CMRPC TRANSPORTATION ADVISORY GROUP	
Terrence A. Cummings	---
POLICE CHIEF	
Anthony P. Saad	---
RECORDS ACCESS OFFICER	
VACANT	---
RECREATION COMMISSION	
Beth A. Buchanan	ATE 2023
Daniel P. Fitzpatrick	ATE 2022
Gregory G. Gray	ATE 2021

Eric E. Lambert	ATE 2022
Joel P. Masley, Chairman	ATE 2021
Roger L. McCarthy, Jr., Vice Chairman	ATE 2025
REGISTRARS OF VOTERS	
John H. Flattery	ATE 2022
Carol J. Graves, Chairman	ATE 2023
Robert J. Shedd	ATE 2021
Clerk: Ann Morgan, Assistant Town Clerk	---
REP. TO WORCESTER REGIONAL TRANSIT AUTHORITY	
Joanne F. Frederick	ATE 2021
SEALER OF WEIGHTS AND MEASURES	
Ronald W. Valinski	ATE 2021
BOARD OF SELECTMEN ADMINISTRATIVE ASSISTANT	
Diane Green	ATE 2021
Jennifer E. Warren-Dyment	ATE 2021
SEXUAL HARASSMENT GRIEVANCE OFFICER	
Joanne F. Frederick	ATE 2021
SUPERINTENDENT OF SCHOOL	
Kristine E. Nash, Acting	---
SUPERINTENDENT OF SEWERS	
Jared M. Duval	ATE 2021
TOWN ACCOUNTANT/BUDGET DIRECTOR	
Town Accountant	
Katherine M. McKenna	6/30/2023
Assistant Town Accountant/Fund Accountant	
Patricia A. Arcure	6/30/2023
TOWN CLERK	
Michelle A. Jenkins	---
Assistant Town Clerk	
Ann D. Morgan	6/30/2021
TOWN COLLECTOR	
Jillian K. Connor	6/30/2021
Assistant Collector	
Cheyenne G. Cusson	6/30/2021
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	
Cheyenne G. Cusson	6/30/2021
TREE WARDEN/SUPT. OF INSECT CONTROL	
Wayne F. Burlock	ATE 2021
TRUSTEES OF THE CHARLES LARNED ENTERTAINMENT FUND	
Jillian Connor, Trustee	ATE 2023
Joseph R. DePasquale, Chairman	ATE 2021
Nancy A. Maki, Treasurer	ATE 2023
Claire D. Wilson, Secretary	ATE 2022
VETERAN'S SERVICES	
Agent	
VACANT	ATE 2021
TERMS CONCLUDED/RESIGNED	
Elected	
Ernest A. White, Jr.	Housing Authority
John I. Flynn	Library Trustees
William C. Spitz	School Committee
Appointed	
Carole A. Fegreus	Bandstand Committee
Robert W. Krasinskis	Bandstand Committee
Connie Tagg	Bandstand Committee
Anthony P. Troiano	Bandstand Committee
Rose M. Wing	Bandstand Committee
Michael J. Camosse	Board of Appeals – Associate Member
Thomas P. Purcell	Board of Health – Agent for Emergency Situations/ BOH Inspector/Assistant Sewer Inspector
Robert J. Shedd	Board of Registrars
Emily P. Horan	Board of Selectmen Administrative Assistant
Karen A. Crandell	Branding & Wayfinding Committee
Mary M. Brodeur	Council on Aging
Dorothy E. Ireland	Council on Aging – Associate Member (Non-Voting)
Alice K. Walker	Council on Aging
Sarah J. Rulnick	Cultural Council
Victoria E. Rulnick	Cultural Council

Stacy Barr	Director of Community Programs
Sean M. Divoll	DPW Director & Supt of Streets/Branding & Wayfinding Committee/ Liaison Chief & Operations Chief/Fence Viewer
Arthur J. Glispin	Finance Committee
Samantha L. Wozniak	Finance Committee
Allan B. Fraser	Local Building Inspector
Donna M. O'Halloran	MIS Director
Lori A. Kelley	Town Clerk/Burial Agent/Records Access Officer/Auctioneer Agent/Municipal Liaison to State Ethics Commission/Municipal Liaison to US Census Bureau/Clerk: Registrars of Voters
Kevin R. Mercier	Personnel Board
Kerry M. Clark	Veteran's Agent



GENERAL GOVERNMENT

GENERAL GOVERNMENT

SELECTMEN

“We Can’t Direct the Wind but We Can Adjust Our Sails”, oh boy, did we all have to adjust our sails in 2020!

The Selectmen had completed just three (3) meetings in 2020 when it quickly became a year of adjustment and change. The Covid-19 Pandemic barged into our lives and required changes to our normal routines, meetings, business practices, education and so much more. March 16, 2020 would be our last in person meeting for the unforeseen future. During this meeting and at the Town Manager’s suggestion the Board voted to adopt a Declaration of Emergency for the Town in order to be eligible to accept funding which may become available to help with the costs of the Pandemic and recovery period.

The Board of Selectmen meets at 7:00 p.m., two Tuesdays a month. For the safety of all, once the Governor relaxed the Open Meeting Laws due to the Pandemic, the Board held their meetings remotely via the Zoom Meeting platform.



Links to join Board meetings live and the Meeting Schedule can be found at www.oxfordma.us/board-selectmen.

Additionally, this same page contains Meeting Agendas, Meeting Minutes, and Announcements from the Board. Recordings of Board of Selectmen Meetings can be viewed on YouTube;

the link to YouTube can be found on www.oxfordma.us. In anything but usual circumstances, the Board carried on business as usual with very few glitches along the way.

While Town buildings and offices closed to the public, behind the scenes our Oxford Town Employees continued the day to day work of the Town as well as assisting residents and others as we all learned new ways to conduct business absent of in person interactions.

Highlights of 2020

Staffing changes in the Selectmen’s Office had us giving heartfelt best wishes to Karen Crandell, who although promoted to Assistant Town Manager in 2019, was the face of the Board of Selectmen’s Office for decades. Karen served our residents and Town leadership faithfully by providing exceptional constituent services to Oxford residents and business’ for over one quarter of a century. We extend our gratitude and appreciation to Karen and wish her all the best in retirement! Emily Horan and Jordan Lumpkins moved on to pursue other career endeavors and we welcomed Dee Green to the Selectmen’s Office and know she will maintain the high level of service that we all expect and have become accustomed to.

Important Votes of the Board Impacting Residents

On March 16, 2020, at the recommendation of the Town Manager, the Board voted to declare a State of Emergency for the Town and re-affirmed that vote on March 24, 2021. This vote allowed the Town to receive financial assistance from the State and Federal Government should it become available.

On March 31, 2020, at the recommendation of the Town Manager, the Board voted to adopt the local option of Governor Baker’s legislation

allowing the Town to waive interest and fees on real estate tax bills through June 1, 2020.

Also at the recommendation of the Town Manager, on April 14, 2020, the Board voted to postpone the Annual Town Meeting and ultimately voted at the June 5, 2020 meeting to set the date for ATM to June 25, 2020. The meeting location was changed to the Gymnasium at the High School to allow for social distancing. June 16, 2020, the Board voted again, pursuant to Governor Baker's legislation to reduce the Quorum at Town Meeting to 10% of the usual amount required for a Quorum.

On June 9, 2020, under the direction of the Town Manager, the Board voted to adopt the Governor's order to allow restaurants to serve patrons outside including food and alcohol. Then on September 29th the Board voted to extend outdoor table service according to the extension of Governor Baker's Order. The extension allows outdoor service up to 60 days after the State of Emergency is ended by the State.

On September 29, 2020 at the recommendation of the Town Manager, the Board voted to reduce the Quorum required for Special Town Meeting to be held on October 7, 2020. Once again, the meeting was held in the High School Gymnasium so that social distancing could be attained.

Proclamations and More

Proclamations in 2020 were issued as follows Girls Scouts Week, March 8th-14th, National Public Safety Telecommunicators Week, April 14th-20th, Municipal Clerk's Week, May 3rd-9th, National Police Week May 10th-16th, Emergency Medical Services Week Proclamation, May 17th-23rd, National Public Works Week May 17th - 23rd, Graduating Seniors of Oxford High School and Baypath Regional were issued Proclamations at Graduation and Purple Heart Proclamation to Ron DeSantis for Purple Heart Day in Oxford on August 7th.

Certificates of Appreciation; John Flynn after 22 years of service as Library Trustee, Eagle Scout Christopher J. Elliot for constructing a kiosk below the Osprey nest; Election worker and North Oxford Sewer Study Committee;

Certifications of Recognition issued: Stacy Barr upon her retirement after 13 years of service to the Town of Oxford, Lori A. Kelley upon her retirement after nearly 30 years of service to the Town of Oxford, Robert Gryzb for his donation of an exquisitely hand-crafted flag pole, Thomas Purcell retiring Board of Health Agent after 43 years of service; Karen Crandell retiring Assistant Town Manager after nearly 26 years of service, and Jeffrey Silver Upson for an act of heroism of saving a woman experiencing a medical emergency as her vehicle rolled down the road.

Licensing

The Board of Selectmen is also the executive licensing authority in the Town of Oxford. In 2020, the Board voted to issue a new Class I & II License to Environmental Equipment Sales and Service, LLC. In March, a new Class II License to Advanced Wheels of Tech. Also in March a Flammable Storage License was approved for Eagle Leasing Co. at 25-27 Federal Hill Road. In April, the Board voted to approve a Special Permit for Earth Removal to be used at land located at Cathy Way by Conrad Allen. In July, a Common Victualler License for new restaurant Half Baked and Fully Roasted was approved. The following chart indicates the types of licenses issued by the Board and the revenue received from each type in 2020.

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.)	\$70
Cable TV	\$1,847
Seasonal Car Show	\$0
Special Permit for Animals	\$850
Special Permit for Unregistered Vehicles	\$0
Special Pouring Licenses	\$0
Special Permit for Earth Removal	\$2,600
Flammable Storage	\$300
Sunday Entertainment	\$450
Weekday Entertainment	\$175
TOTAL	\$33,717

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 2020 a successful year in Oxford. The Board would like to specifically thank all Town employees who retired in 2020 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 tirelessly during 2020 navigating Oxford through the challenges faced with the Covid-19 Pandemic and working diligently to ensure the safety of residents, employees and business'. We are proud to say, with her support and guidance, 2020 ended another successful year for the Town.

Once again, and particularly in this challenging year, 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 Lamarche, Board of Selectmen,
Chairman

TOWN MANAGER

In reflecting upon the past year, I am reminded of the following oft-referenced quote by author Charles Dickens, *"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope..."*. With the onset of a worldwide pandemic due to the Coronavirus, this year will undoubtedly live in the hearts and minds of Oxford residents and employees as well as the annals of history forever. Despite the pandemic, it was truly a year of numerous accomplishments in both the delivery of public services and continued improvement to the financial indicators of the Town.

January began like most years except as a Town Manager with a Master's degree in Public Health, I asked Fire Chief McDonald to do inventory on the Town's Personal Protective Equipment stored in the event of an Emergency Health Disaster Response. I asked him to do so because over the holidays I had heard about a virus in distant China which was raising concerns among world public health officials. As both a Registered Nurse and a public health practitioner, who has trained to implement preventive measures to address the spread of communicable diseases, I was genuinely concerned the Town might need to be prepared with personal protective equipment to address some kind of viral transmission issue in the future. However, I did not know how quickly the Coronavirus would impact Oxford, the Commonwealth and the nation.

During the month of January, several notable Town Manager subjects included the following:

- I had the honor of presenting DPW Director Sean Divoll to the Board of Selectmen and the townspeople as the recipient of the Town Manager's first Employee of the Year Award for his outstanding administrative leadership and collaboration across departments.
- The Town had also received confirmation the special legislation regarding changes to the Town's Charter

had been enacted. The Town could now implement more efficient procedures for posting warrants for Town Meeting, adopting changes involving personnel issues and approving warrants for payments of municipal funds.

- I had also formed a Community Center Feasibility Study Committee which would be working to retain professional services using a \$50,000 appropriation to help develop a common vision and future plan for community center programs and resources.
- I had announced the Town was being awarded a \$9,000 Traffic Enforcement Program Grant to target high traffic vehicle accident areas with additional patrols and \$20,000 unanticipated supplemental Chapter 90 Highway funding for road improvements.
- The MassDOT worked with the Manager's Office to promote a well-attended forum at the Oxford High School regarding the multi-million dollar future Route 20 roadway reconstruction project.
- Ironically on January 11, 2020, the Board of Health and Town Manager held a previously scheduled Emergency Preparedness Drill involving the Fire, Police and School Departments to review plans developed the previous year regarding setup in the event of any potential emergency mass inoculation event.

On February 4, 2020, I first reported to the Board of Selectmen information regarding the first indications of the Coronavirus in the United States which was issued by the Massachusetts Emergency Management Agency. The Manager's Office shared this information publicly on the Town's website and social media pages. At the time, state officials informed municipalities that the risk for contracting this virus by Massachusetts residents was low. The following are some of the highlights for the month before the pandemic markedly altered all notions of routine public sector services:

- I presented a new Inter-municipal Agreement with the towns of Auburn, Charlton and Southbridge to create the South Central Massachusetts Veterans Services District. This affords the Town a shared Veterans Services Director along with our local appointed Veterans Agent to better serve the needs of Oxford veterans and their families.
- I announced the Town would benefit from a budget neutral position again regarding any projected increases to health care costs.
- Updated the Board that the Environmental Protection Agency was on the verge of completing the \$2.3M grant funded contamination clean-up project at the 15 acre property located at 17 Old Charlton Road. I had toured the property with the EPA which for months has been removing buried soil contaminants and will return in the spring to reclaim and seed all disturbed areas.
- The Manager's Office launched the Town's first YouTube Channel and made major improvements to the Town's Social Media presence.
- The Manager and Police Chief held a workshop meeting for the Board of Selectmen to discuss the potential for removing the Civil Service requirements from the Police Department.
- On February 3, 2021, the Manager was informed Oxford's grant application to be designated a Green Community was approved and the Town would be receiving \$163,880 in funds from the State to make energy reduction improvements.
- On February 10th, I was informed Oxford was receiving a \$30,000 Veterans Heritage Grant from the Mass State Historic Records Advisory Board to fund professional cleaning and restoration of the Town's Veteran Monuments.
- The Manager's Office applied for a \$123,442 Trails Grant to make improvements to the Greenbriar Park to help fund a new proposed ADA compliant walking path.

- The Town Manager's Office and DPW hosted an Oxford Main Street Visioning Forum to discuss potential improvements to Main Street and to solicit public input.

At the beginning of March, I again reported growing concerns from the State's Public Health Agencies regarding the spread of the Coronavirus in Massachusetts. I also had the Board vote to authorize the School Superintendent to submit several Statement of Interest Proposals to the Massachusetts School Building Authority to seek funding assistance for making major capital repairs and improvements at the Chaffee, Clara Barton and Middle Schools. The DPW Director updated the Board the Sacarrappa Bridge Project was in the permitting phase with hopeful construction schedule from late July through November. The Town's first cannabis manufacturing business, HAVN Extracts, received approval from the Cannabis Control Commission and was filing for building permits to construct a new facility.

On March 16, 2020, I asked Chairman Lamarche to convene an emergency meeting with the Board regarding the Coronavirus. I presented with Board of Health Chairman Kerrie Singer about the need to adopt formal steps to address the increased transmission and spread of the Coronavirus. I proposed the Board approve a formal Declaration of Emergency for the Town. I announced by Executive Order all schools across the Commonwealth were ordered closed, public gatherings of people were limited to no more than 25, restaurants were only allowed to serve takeout and delivery orders and businesses providing essential services such as supermarkets and pharmacies were allowed to remain open.

Furthermore, I announced the closure of several Oxford municipal buildings to the public. The Town Hall would remain open with a modified staffing plan (1 person-1 office) with other employees being set up to work remotely. First responders and the Senior Center Staff were altering daily routines to continue to serve the emergency health and welfare needs of residents. Emergency Facilities were only open for police and fire personnel and the quarantine measures for reported staff illness were being developed. I

also requested the Board to adopt revisions regarding Open Meeting Law to allow for Zoom video conferencing for public meetings along with the adoption of Coronavirus mitigation measures. Over the next several weeks the following notable actions and events transpired:

- I requested the Board to petition the Division of Local Services to approve the accounting of emergency expenditures and borrowing in the amount of \$370,429 for projected costs related to Coronavirus mitigation efforts.
- I announced the Town Hall was closed to the public on March 23, 2020 and employees were working on an Interim Work Schedule.
- The Manager's Office set and announced the designation of a new "Covid19 questions" email to help residents ask questions, access resources and voice concerns regarding the pandemic.
- All Town parks, courts, playgrounds and the dog park were posted as closed to public.
- The Town Manager submitted a grant which received funding in the amount of \$10,000 to help with Board of Health mitigation measures.
- Dr. Kristine Nash was named as Acting Superintendent of the Oxford Public Schools.
- The Office of Land Management announced online permitting was now available for public access.
- The Oxford Public Schools were providing over 150 curbside lunches for children and began deep cleaning of all schools. Senior Outreach was enhanced and the Oxford Food Shelf coordinating with Town to provide increased access to essential nutrition and provisions.
- A Federal Disaster was declared on March 28, 2020 and I applied for another DPH grant to help fund Public Health Nursing Contact Tracing efforts for the Town.
- I approved increased staffing of the Fire EMS Department with 24 hour coverage in the North Fire Station along with

designated ambulance drivers to better protect first responder teams.

- A new Covid-19 Operations Order was adopted by the Oxford Police Department on March 30th.
- The Board of Health Agent, Thomas Purcell was in the field addressing and investigating all complaints and assessing compliance with Executive Orders.
- The Manager's Office worked with Animal Control to develop a pandemic pet preparations and resources guide.

At the conclusion of March, it became apparent this pandemic was not going to be as short lived as hoped by state and local officials. There were many new directives and recommended votes I proposed or implemented to keep municipal operations moving forward. The more the Massachusetts pandemic numbers began to surge, the more changes on how we conducted the peoples' business were required. Many of these adopted recommendations and directives continued into the months of April and May. Some of the most important involved the upending of normal government traditions and statutory requirements and included the adoption of many of the Manager's following recommendations:

- Adopting the optional action of new legislation to allow the Town to waive interest and fees on real estate tax bills through June 1, 2020.
- Postponing the Annual Town Meeting which was eventually set for June 25, 2020, streamlining the Warrant to only appropriation articles and adopting a reduction in the Quorum requirement.
- Relocating Town Meeting to the High School Gym and implementing major adjustments to conduct socially distanced strict preventive health measures.
- Adopting an Inter-municipal Agreement with the Town of Dudley to provide for additional Public Health Contact Tracing Nursing Services
- Developed a Senior Needs Assessment Survey to provide more extensive outreach to over 1,500 Oxford Seniors to

evaluate more long-term need for during and after pandemic.

- Worked with Board of Health to increase public awareness of Covid-19 on all media platforms as well as distributing public health lawn signs in high visibility areas.
- Developed a Public Service Announcement on behalf of the Board regarding Covid-19 efforts being taken.
- Applied for and received another \$10,000 public health grant to support our public health nursing services.

As the Pandemic continued, many staff had to step up. In particular, Administrative Assistant Lauren Gilbert, of the Board of Health worked around the clock conveying ever-changing information from state and public health officials.

By the end of April, the Town of Oxford had over 30 residents who had contracted Covid-19, had its first employee who tested positive for the virus and had its first 3 Covid-19 related deaths. The Community also began to demonstrate an outpouring of support for the Town's first responders, senior center, facilities and school department through many donations of personal protective equipment, cleaning supplies, food supplies, homemade masks and school items. A major yearlong software conversion in the Assessor Department was successfully completed.

In May, all parades and community events were postponed or canceled, including the traditional Memorial Day festivities. Steve and Jim Esposito of the DPW paid a special tribute to Gold Star families by lighting up the Town Hall belfry in gold as well as decorating the Bandstand with gold stars and basking it in yellow light during this challenging time. In lieu of a parade, the Oxford Honor Guard held a small, yet fitting tribute to our Veterans in the laying of wreaths and gun salute at each monument on Memorial Day. The Governor had ordered face masks in public places and our Board of Health Agent continued to work with businesses as well as investigate complaints concerning noncompliance across all sectors in Town. A particular noncompliance issue involving a local

gym became a protracted enforcement and legal case for the Board of Health, Health Agent and the Town requiring many resources. The case remains active in the “remote courts” to this day.

As our Town Covid-19 case numbers continued to rise, I recommended on May 12th that the Town Election be postponed until Tuesday June 30th and the Town Clerk recommended polling hours be adjusted to 10:00 AM until 6:00 PM. By the middle of May it became apparent the pandemic was not abating as had hoped and we needed to prepare for a protracted course. State officials recommended municipalities prepare for a decrease in local aid as much as 30% above the reductions experienced in the 2007 and 2009 recessions. After keeping all employees whole for over two full months, despite many of them not being able to work remotely from home, it became necessary to furlough 27 employees in which I had agreed to maintain their benefits contributions until the start of the new fiscal year in July.

At the beginning of the month, the DPW Director and I had worked out a Covid-19 Return to Work Plan to bring back employees using modified work schedules, new sanitizing protocols and work density restrictions. I had also recommended the Board adopt the use of electronic signatures on formal business communications and documents to reduce potential viral exposure and transmission risk. Following the conservative budget recommendations from state officials, I took the necessary steps to revise the Town Budget to reduce appropriations by over a \$1M across all departments prior to the Annual Town Meeting. Working closely with the Superintendent, Finance Director and Finance Committee, it became evident this was the most fiscally prudent course to take until we had an adopted state budget and understood what federal relief would be available to offset unanticipated Covid-19 expenditures. Senior Center and Community Center Director Stacy Barr announced her retirement after serving the Town for 13 years and Laura LeBreton Wilson agreed to an interim position overseeing senior programs.

By June, the Town had lost 8 residents to the Coronavirus and more residents were becoming positive. Governor Baker had already announced a slow rollout of a 4 Phase Reopening of Massachusetts, while normal parameters for state and local permitting were being suspended resulting in significant delays in permit review and issuance, including those involving the Saccarappa project. A 25% Occupancy restriction was placed on all office business environments. The Board of Health had issued its own announcement outlining mandatory requirements for reopening establishments which was distributed to all Oxford businesses. To assist restaurants and dining establishments which had been closed, the Governor issued an order to allow for Outdoor Dining with a number of restrictions. On June 9, 2020, I recommended the Board vote to adopt provisions of the law and I was authorized to oversee and grant such permits on behalf of the Board of Selectmen. I did so in an expeditious manner working with all relevant departments to review, inspect and outline conditions for operations. All of the local establishments which applied were given immediate attention by all staff to bring them online for outdoor dining as quickly as possible, including personally hand delivering business owners their permits and conditions for operation.

The Town was informed it could be eligible for Federal Coronavirus Relief funding through the new CARES Act. However, such funding would be on a reimbursement basis and the criteria was highly specific to certain Covid-19 expenses. As Manager, I recognized how challenging federal audits can be regarding reimbursements. I wanted to maximize the Town’s access to as much of the \$1.2M in possible funds available to Oxford as we continued to incur new costs. Fortunately, I was able to retain the services of the accounting firm Strategic Municipal Services in order to work closely with our Finance Team to secure thousands of dollars in eligible reimbursements.

Continuing through the phased reopening during the months of June and July, the Manager’s Office continued to work on creating a new “normal” to meet public service expectations.

Town Meeting went off without a hitch thanks to the Manager's Staff, particularly Jen Warren-Dymont, who coordinated weeks of preparing how to hold the Annual Meeting in the High School Gym with a multitude of protective measures in place. Residents showed up eager and ready to participate to get the business of the warrant concluded and attendance exceeded any need for invoking a reduced quorum threshold. The revised budget passed overwhelmingly as did other appropriation articles, including a proposed \$15M debt exclusion borrowing article to fund major roadway and bridge repairs. Later at the town election, the borrowing proposal did not receive enough votes to pass. However, the DPW and Manager made a commitment to revisit the much needed proposal at a future time period.

Due to the revised budget, a reduction in workforce (15 FTEs) did occur at the start of the fiscal year across many departments which continued to not be open to the public as the pandemic was projected to continue well into the fall. Reductions in hours also occurred to many administrative support positions, along with a halting of previously approved COLAs and salary step increases. Initial guidelines were released by state officials regarding public schools reopening in the fall. A phased reopening of the Town Hall, including installing a new Resident Service Window, along with other municipal buildings were being planned for July 20th. As the pandemic continued and employees considered possible summer vacation travel, I issued a new Out-of-State Travel Policy. The Town had received confirmation that our first federal CARES Act award had been approved for \$60,242 to cover some of the Covid-19 costs expended in fighting the pandemic. Some other non-pandemic notable events and accomplishments included the following:

- The Carbuncle Beach property was expanded through a finalized agreement to acquire adjacent land to the existing park.
- Oxford Schools instituted a Drive-thru Summer Food Service Program for "Grab & Go" breakfast and lunch.
- Aquarion Water donated \$1,000 towards downtown beautification efforts and

provided in-kind labor to water new flower beds in the Town Center.

- Access Oxford, as a corporation providing town cable programming services, announced it had dissolved its operations as of July 1, 2020. As Manager, I proposed creating the position and hired the Town's first Media Production Coordinator which was a substantial cost savings decision and rectified a longstanding problem identified by our Finance Team and the DOR in which cable funds were not being authorized properly by town meeting.
- A new 3 year Police Chief contract was negotiated between the Board of Selectmen and Chief Anthony Saad.
- The Dog Park reopened on July 7th with social distancing requirements imposed.
- The DPW used the park closures as an opportunity to work on constructing two new large playsets at Treasure Land and Carbuncle Beach Park funded by a Smolenski-Millette grant.

In August, the Splash Pad was reopened with strict social distancing requirements to provide some recreational activity for children and families. The Oxford Community Center began offering limited outdoor socially-distanced fitness classes on August 3, 2020. An unanticipated retirement announce came from our long-serving Town Clerk, Lori Kelley, which required us to retain professional clerk services and eventually appoint an Interim Town Clerk in order to implement all of the new election requirements associated with Covid-19 and the Mail In Ballot initiative. Preparing for the state primary in September and then the Presidential Election in November, were truly draining on staff and volunteers alike and required many helping hands to support the Clerk's Office.

Later in the month, the Governor issued a new Executive Order reducing the limit on outdoor gatherings from 100 to 50 people, as positive case count trends persisted across the Commonwealth. By the end of August, the number of Oxford residents who had become positive for the virus was at 97 and the total number of deaths stood at

ten. Contact tracing efforts continued and overall new cases were at their lowest as we went into September. It was the calm before the storm on the horizon.

In August, Joslin Park benefited from much needed improvements with the addition of beautiful new black powder-coated iron benches and large flower urns surrounding the Bandstand and along Main Street thanks in part to a Janet Malser grant and the fantastic work of the DPW Highway Employees. Matching bike racks were installed as a result of yet another grant secured from the Rideshare Assessment Program. To cap off the park improvements, Operations Manager, Steve Esposito, commandeered the large, historic fountain which was rusted and inoperable to undertake restoration efforts to return it to its former brilliance!

In other business, Baystate's Very Own LLC met with the Manager's Office and made a presentation to the Board of Selectmen about seeking future approval to build a Tier-2 Cannabis Cultivation facility. My Office worked with the DPW Director in submitting a \$104,285 Shared Streets grant proposal to make pedestrian safety improvements along Main Street. Our DPW Director provided updates regarding the Rawson Avenue and Corbin Road Drainage Project as well as the Dudley Road and Quobaug Avenue pavement projects. My Office contracted with the Central Mass Regional Planning Commission to begin executing the Green Communities energy reduction projects funded by \$163,880 grant.

Good news came early in September, when the Town was notified of a \$200,000 federal Assistance to Firefighters Grant to replace the Department's antiquated and dangerous Self-Contained Breathing Apparatus. I notified the Board of an upcoming visit by Congressman McGovern to the Fire Station on September 26th to meet with the Chief and staff regarding the equipment grant. Bad news also arrived as we learned our Library Building Envelope Restoration project revealed the underlying wall to the building was in a serious state of deterioration. This required work to cease and the need to hire a structural engineer to evaluate the

safety of the entire building. The recommendations to fix before continuing on with the original scope of grant work meant increased project costs which would be addressed at the October Town Meeting.

Special Town Meeting was set for October 7th and I recommended again the Board adopt a reduced Quorum requirement to make sure the necessary business could be executed contained on the Warrant. Once again, my office worked with all relevant departments to prepare for another large Covid-safe public gathering. The Harwood and Main Street Improvement Project was nearing an exciting finish with a short construction punch list to complete. In addition to the pandemic, the entire Commonwealth was experiencing a significant drought as a result of an abnormally hot summer and three months of below normal rainfall elevating fire hazard risks.

By mid-September, the entire Town was in the midst of a major software conversion to cloud-based Office 365. The Oxford Business Association had indicated their interest in making a land donation in the Center of Town to create a small park to further enhance recent strategic beautification efforts. With my support, Police Chief Saad had submitted a grant to the Local Law Enforcement Byrne Justice Assistance Program to revive efforts for a departmental K9 program.

Late in the month, we witnessed two additional retirements. The first announced by Assistant Town Manager Karen Crandell, who had served the Town for over 26 years! The second was announced by Board of Health Agent, Thomas Purcell, who served the community in a variety of public service roles for over 40 years! We also had the unfortunate news that DPW Director Sean Divoll was leaving after 13 years of dedicated leadership to become the City of Marlborough's Commissioner of Public Works. A major strategic management objective for the Manager and Planning Board was realized in the hiring of Tony Sousa as Oxford's first Director of Planning and Economic Development. The former position of Town Planner had been left vacant for a decade. We also managed to bring brightness and cheer to Joslin Park by hosting a

Covid-friendly Scarecrows on the Common event.

On the Covid-19 front, the State continued to phase in more relaxed rules, including those for indoor dining establishments which allowed an increase from 6 to 10 people at a table. Although bars and nightclubs remained closed, counter and bar service was now allowed, provided 6 foot distancing between patrons and servers was maintained or plexi-glass barriers were in place. On September 29th, the Board of Selectmen voted to continue to allow outdoor table service according to the extension of Governor Baker's Order. The extension allows outdoor service for up to 60 days after the State of Emergency is officially declared ended.

On the financial front, the Legislature had still not set the State's budget yet. However, there were indications that state officials would level fund local municipal and school aid which was the best case scenario for the Town. This would mean our Financial Team would revisit budget cuts approved at the Annual Town Meeting and begin to make recommendations for the October Special Meeting to restore some essential funding to key departments. Being very conscious of the warnings of a second surge of the coronavirus, I recommended a fiscally prudent approach to place more money into the Town's reserves to be available for future appropriations when needed. The end of October showed clear signs the pandemic case trends were on the move up with a total of 150 cases.

In November, the Town received a \$1,000 grant to increase Ballot Box Security for the record number of Mail-In Ballots being returned prior to the Presidential Election. On November 4th, Oxford held both a flawless and historic election! This happened despite a pandemic thanks to all of the elections volunteers, Town Clerk Staff and the voters who patiently complied with the "new normal" Election Covid preventive measures. Early in the month, I also announced the Division of Local Services had certified our Free Cash figure of \$2.15M which was another strong indication the Town was meeting important financial objectives. This would allow the Town to continue on the already positive path it has

been on which is to put increased funds into Reserves as well as to address important capital planning projects in next year's budgets.

Police Chief Saad was notified that the Town's K9 Program Grant was being awarded and soon Oxford would be welcoming its 23rd Officer to the Department! I retained Colonial Stone LLC to begin work on the Veterans Monument Restoration and Refurbishing Project which was funded by a matching State grant. I had announced contract negotiations had concluded with the Firefighters Union and was working to get it finalized for approval before year's end.

By the end of November, we had our Fiscal Year 2021 Tax Rate approved by the Division of Local Services at \$16.53 thanks to more efficient financial procedures our Financial Team put into place which was the earliest it had been approved in years. The Town had received its first retail cannabis host agreement payment of \$222,925 and I had renegotiated a medicinal cannabis agreement to increase the annual host agreement payment from \$25,000 to \$125,000. I had also announced we had postponed having a Public Auction of Tax Title properties due to the pandemic's surging case numbers, but were hoping to hold it early next year. While there was positive news in terms of the financial health of the Town, there also negative news on Oxford's overall pandemic prognosis. .

By Thanksgiving, our positive case total jumped to 243 and more household transmission was becoming evident by the contact tracing efforts being conducted by our dedicated Public Health Nurses, Amy Grniet and Kathleen Schoemer. As Covid Case numbers continued to climb, I began doing regular Manager Covid-19 Updates again at Board meetings because Oxford had been designated as a High Risk community based on case counts per 100,000 population. The Veterans Day Parade was canceled and again only a small contingent of the Oxford Honor Guard conducted a Laying of Wreaths Ceremony. The Governor issued several new orders including the following:

- Requiring face coverings both indoors and outdoors in all public places.

- Mandatory business closings between the hours of 9:30 PM and 5:00 AM.
- Restricting gatherings in private residences to 10 people and in public settings to 25.
- Special Thanksgiving Gathering guidance was issued.

At the start of December, I met with the DPW staff and told them we needed to bring some measure of holiday brightness and joy, despite the pandemic. I asked them if they were up to the job of bringing light to the entire Joslin Common and Bandstand. They responded with spirit and worked diligently with the Tree Warden to wrap all the trees in the Park in white lights. The Manager's Office worked with the Fire Department, Oxford Boy Scouts Troop #147, Community Center, Police Department, Dispatch and a small ensemble of the High School Band to bring a spectacular Covid-friendly Tree Lighting on December 6th. On December 12th, the Lion's Club hosted a Letters to Santa event with a Drive-Up Mailbox, while Oxford's Animal Control Officer, Kelly Flynn, organized a pet food drop-off donation event outside Market Basket to benefit the Animal Shelter. Bringing a smile to everyone's face was the mission of the Oxford Fire-EMS Community Risk Reduction Team, who debuted the adorable "Kevin the Elf" social media campaign to capture the spirit of holidays past, while providing important life-saving safety tips.

All was seemingly calm and all was bright. However, by the middle of December, Oxford was witnessing the grim realities of second pandemic surge with a spike in total cases of 328 and over 66 new active cases. The Governor on December 22nd issued a new "temporary" pause order from December 26th to January 10th in an effort to blunt the surge in cases across the State. Occupancy limits were reduced again back to 25% across most sectors.

Twelve days later, Oxford's total case count was 420 with 86 active cases and four more deaths due to the coronavirus. State and Federal Officials began conveying information regarding potential vaccine distribution timelines as news on the biotechnology front indicated promising clinical

outcomes on a coronavirus vaccine. A Congressional Emergency Relief Package was announced for \$900B to assist in dealing with the unprecedented unemployment, economic and public health costs associated with the pandemic.

As the year draws to a close, it is unfathomable to me that 12 months have gone by since I had first heard about a concerning virus in China. I am reminded how Oxford's employees have not been immune to the serious health implications of the coronavirus. As Town Manager the health, welfare and safety of all of the Town's employees and residents has weighed heavily on my mind each and every day. By New Year's Eve, Oxford's total cases is 570 with 131 active cases and I can only hope we are turning the corner.

To say the least, contending with the challenges of the pandemic have been exhausting for all of Oxford's public servants, especially our essential and public safety ones. To say I am extremely proud of all Town's employees is an understatement. As Town Manager, they have given me the strength to lead to the best of my ability to not only keep this Town moving forward, but keep its thousands of residents as safe as possible. I am truly hopeful this detailed report will help future generations and the current townspeople better understand why this time period has been so reflective of both the darkness and the light that a worldwide pandemic can produce.

The Town of Oxford has experienced some incredibly positive accomplishments, despite experiencing the worst a communicable disease can throw at it. I am truly grateful for the opportunity to serve Oxford during what has indeed been both the best and the worst of times. Like many, I am looking so forward to the arrival of 2021 and I remain firm in the belief hope springs eternal as news of an approved vaccine has been announced. *Onward Oxford!*

Respectfully Submitted,
Jennifer Callahan, Town Manager

PERSONNEL BOARD

The Personnel Board was organized as follows for the 2020 calendar year:

- S. Veronica Bachand, Chair
- Rebecca A. Power, Vice Chair
- William R. Capers, Member
- Mary A. Perveiler, Member
- Vacancy
- On February 27, 2020, Mr. Kevin Mercier resigned from the Personnel board due to work schedule constraints. We want to thank Mr. Mercier for his time serving on the Board.

In November of 2019, the Personnel Board voted to approve a 1% increase for the FY21 Town of Oxford pay plan as presented by the Finance Director, Katie McKenna

In February of 2020, the Personnel Board met to address and approve the following changes as they relate to current practices:

- Presented by Chief Saad- Part-Time Dispatchers will no longer be part of the Town's pay plan and will be compensated at a flat pay rate equal to a Dispatcher entry-level step 1 rate which for July 1, 2020, will be \$22.15/hour.
- Presented by Sean Divoll- Approval of new job description for DPW Project Manager position.
- Presented by Stacy Barr- Approval of new job description for Senior Center Culinary Supervisor position.
- Presented by Chief McDonald- On-Call Firefighters will no longer be part of the Town's pay plan and will be compensated at a flat pay rate based upon their position as listed below:
 - Firefighter only pay rate \$17.50/hour
 - EMT only pay rate \$17.50/hour
 - Firefighter/EMT pay rate \$20.00/hour
 - Advanced EMT only pay rate \$20.00/hour
 - Firefighter/Advanced EMT pay rate \$22.00/hour
 - Paramedic only pay rate \$22.00
 - Firefighter/Paramedic pay rate \$24.00/hour
- Presented by Sean Divoll- A new pay plan for DPW Department employees that would create upward movement in

pay plan by allowing employees to receive additional certifications and licensures to become better-rounded and save the Town money by not have to outsource work. This pay plan provides for annual increases replacing the bi-annual increases under the old pay plan. It also created tiers for job positions such as Light Equipment Operator I & II. A detailed outline of this pay plan is available in the Human Resources department.

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 2020 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. 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.

The Assessor's Office was not immune to the world-changing circumstances brought upon by the Covid-19 pandemic during 2020. The assessing staff maintained a presence in Town Hall throughout the year and services were never diminished. All of this was done while trying to finalize the FY 2020 tax rate and generate tax bills, working for the first time with the newly implemented Vision Appraisal System. Equally daunting was the task of visiting and reviewing real estate and personal property abatement application locales and conducting site inspections for new and renovated properties, while maintaining the safest possible protocols for the public and the staff. This process was to repeat itself in the later part of 2020 with the issuance of the FY2021 final tax bill

The annual classification hearing before the Board of Selectmen for FY2020 to determine whether to continue with a single tax rate for all classes of real and personal property was March 24, 2020. FY2020 final tax bills were issued April 4, 2020.



The numbers and amounts of statutory exemptions that were approved for FY 2020 were as follows:

Clause 41C (Elderly)	41	\$29,570.72
Clause 17D (Surviving Spouse)	30	\$ 4,906.02
Clause 22 (Veteran)	81	\$45,017.06
Clause 22B (Veteran)	1	\$ 1,875.00
Clause 22D (Veteran)	8	\$28,790.15
Clause 22E (Veteran)	39	\$54,691.42
Clause 22F (Veteran)	1	\$ 4,226.64
Clause 37 (Blind)	7	\$ 4,491.78
Grand Total	208	\$173,568.79

The number and amounts of real estate, personal property and motor vehicle excise tax abatements that were approved and processed during 2020 were as follows:

FY2019 Real Estate	1	\$556.88
FY2020 Personal Property	4	\$121,199.53*
FY2020 Real Estate	43	\$48,227.38
Grand Total	48	\$169,983.79

**Agreement with solar company*

Motor Vehicle Excise Tax Abatements

2020	385	\$42,710.05
2019	51	\$4,115.13
2018	8	\$ 594.17
Grand Total	444	\$47,419.35

The annual classification hearing before the Board of Selectmen for FY2021 to determine whether to continue with a single tax rate for all classes of real and personal property was November 10, 2020. FY2021 final tax bills were issued for January 1, 2022.

The numbers and amounts of statutory exemptions that were approved for FY 2021 during calendar year 2020 were as follows:

Clause 41C (Elderly)	17	\$12,444.48
Clause 17D (Surviving Spouse)	8	\$ 2,012.50
Clause 22 (Veteran)	48	\$28,425.57
Clause 22B (Veteran)	0	\$0.00
Clause 22D (Veteran)	7	\$27,631.55
Clause 22E (Veteran)	24	\$34,861.97

Clause 22F (Veteran)	1	\$4,392.02
Clause (Blind)	3	\$1,968.75
Grand Total	108	\$111,736.84

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. As we close out the final chapter of 2020, the members of the Assessor's Office and the Board of Assessors wish all of the citizens and businesses of Oxford a brighter, happier and healthier New Year!

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





OXFORD ACCOUNTANT'S REPORT

Balance Sheet

Fiscal Year Ending June 30, 2020

GENERAL FUND

Assets:

Cash	7,265,351
Personal Property Receivable	11,372
Real Estate Receivable	677,935
Allowance Abate/Exempt	(1,168,864)
Tax Liens Receivable	921,460
Taxes in Litigation	-
Motor Vehicle Excise Receivable	259,720
Tax Foreclosure Receivable	202,268
Other Receivables	122,846
State Receivables	1,213,212
Total General Fund Assets	9,505,301

Liabilities:

Refunds Payable	-
Accrued Payroll	303,062
Abandoned Property & Unclaimed Items	33,356
Other Liabilities	527,812
Deferred Revenue – Personal Property/Real Estate	(479,557)
Deferred Revenue - Tax Lien	921,460
Deferred Revenue - Motor Vehicle	259,720
Deferred Revenue – Tax Foreclosure	202,268
Deferred Revenue – Taxes in Litigation	-
Deferred Revenue – Departmental/Other	122,846
Deferred Revenue - Intergovernmental	1,213,212
Due to other governments	-
Total General Fund Liabilities	3,104,179

Fund Balance:

Fund Balance - Reserved for Encumbrance	581,544
Fund Balance - Reserved for Articles	1,115,797
Fund Balance - Reserved for Expenditure	1,361,983
Undesignated Fund Balance	3,341,798
Total General Fund - Fund Balance	6,401,122

Total General Fund Liabilities & Fund Balance 9,505,301

NON-SCHOOL FEDERAL GRANTS**Assets:**

Cash	(109,970)
Other Receivables	39,999
Total Non-School Federal Grant Assets	(69,971)

Liabilities:

Accrued Payroll	-
Deferred Revenue	39,999
Total Non-School Federal Grant Liabilities	39,999

Fund Balance:

Undesignated Fund Balance	(109,970)
Total Non-School Federal Grant Fund Balances	(109,970)

Total Non-School Federal Grant Liabilities & Fund Balance (69,971)

RECEIPTS RESERVED FOR APPROPRIATION**Assets:**

Cash	1,489,310
Other Receivables	355,202
Total Receipts Reserved for Appropriation Assets	1,844,512

Liabilities:

Deferred Revenue - Other	355,202
Total Receipts Reserved for Appropriation Liabilities	355,202

Fund Balance:

Undesignated Fund Balance	1,489,310
Total Receipts Reserved for Appropriation Fund Balance	1,489,310

Total Receipts Reserved Liabilities & Fund Balance 1,844,512

NON-SCHOOL REVOLVING**Assets:**

Cash	775,708
Other Receivables	3,985
Total Non-School Revolving Assets	779,693

Liabilities:

Deferred Revenue - Other	3,985
Total Non-School Revolving Liabilities	3,985

Fund Balance:

Undesignated Fund Balance	775,708
Total Non-School Revolving Fund Balance	775,708

Total Non-School Revolving Liabilities & Fund Balance 779,693

NON-SCHOOL DONATIONS**Assets:**

Cash	383,307
Total Non-School Donation Assets	383,307

Fund Balance:

Undesignated Fund Balance	383,307
Total Non-School Donation Fund Balance	383,307

Total Non-School Donation Liabilities & Fund Balance 383,307

NON-SCHOOL NON-FEDERAL GRANTS**Assets:**

Cash	296,714
Total Non-School Non-Federal Grant Assets	296,714

Liabilities:

Accrued Payroll	-
Total Non-School Non-Federal Grant Liabilities	-

Fund Balance:

Undesignated Fund Balance	296,714
Total Non-School Non-Federal Grant Fund Balances	296,714

Total Non-School Non-Federal Grant Liabilities & Fund Balance 296,714

SCHOOL-TUITION FOR STATE WARDS**Assets:**

Cash	-
Total School-Tuition for State Wards Assets	-

Fund Balance:

Undesignated Fund Balance	-
Total School-Tuition for State Wards Fund Balances	-

Total School-Tuition for State Wards Liabilities & Fund Balance -

SCHOOL FEDERAL GRANTS-DOE**Assets:**

Cash	(18,928)
Total School-Federal Grants-DOE Assets	(18,928)

Liabilities:

Accrued Payroll	-
Total School-Federal Grants-DOE Liabilities	-

Fund Balance:

Undesignated Fund Balance	(18,928)
Total School-Federal Grants-DOE Fund Balances	(18,928)

Total School-Federal Grants-DOE Liabilities & Fund Balance (18,928)

SCHOOL FEDERAL GRANTS-OTHER**Assets:**

Cash	37,924
Total School-Federal Grants-Other Assets	37,924

Fund Balance:

Undesignated Fund Balance	37,924
Total School-Federal Grants-Other Liabilities & Fund Balances	37,924

Total School-Federal Grants-Fund Balance 37,924

SCHOOL STATE GRANTS-OTHER**Assets:**

Cash	(13,966)
Total School-State Grants-Other Assets	(13,966)

Fund Balance:

Undesignated Fund Balance	(13,966)
Total School-State Grants-Other Fund Balances	(13,966)

Total School-State Grants-Other Liabilities & Fund Balance (13,966)

SCHOOL PRIVATE GRANTS**Assets:**

Cash	4,513
Total School-Private Grants Assets	4,513

Fund Balance:

Undesignated Fund Balance	4,513
Total School-Private Grants Fund Balances	4,513

Total School-Private Grants Liabilities & Fund Balance 4,513

SCHOOL CHOICE/TUITION**Assets:**

Cash	1,368,526
Receivable	-
Total School Choice/Tuition Assets	1,368,526

Fund Balance:

Undesignated Fund Balance	1,368,526
Total School Choice/Tuition Fund Balances	1,368,526

Total School Choice/Tuition Liabilities & Fund Balance 1,368,526

SCHOOL ATHLETIC/STUDENT ACTIVITIES**Assets:**

Cash	138,149
Total School Athletic/Student Activities Assets	138,149

Fund Balance:

Undesignated Fund Balance	138,149
Total School Athletic/Student Activities Fund Balances	138,149

Total School Athletic/Student Activities Liabilities & Fund Balance 138,149

SCHOOL LUNCH**Assets:**

Cash	194,488
Total School Lunch Assets	194,488

Fund Balance:

Undesignated Fund Balance	194,488
Total School Lunch Fund Balances	194,488

Total School Lunch Liabilities & Fund Balance 194,488

SCHOOL OTHER LOCAL RECEIPTS**Assets:**

Cash	306,377
Total School Other Local Receipts Assets	306,377

Fund Balance:

Undesignated Fund Balance	306,377
Total School Other Local Receipts Fund Balances	306,377

Total School Other Local Receipts Liabilities & Fund Balance 306,377

HIGHWAY CHAPTERS:**Assets:**

Cash	(238,598)
Total Highway Chapters Fund Assets	(238,598)

Fund Balance:

Undesignated Fund Balance	(238,598)
Total Highway Chapters Fund - Fund Balance	(238,598)

Total Highway Chapters Fund Liabilities & Fund Balance (238,598)

CAPITAL PROJECTS FUND**Assets:**

Cash	117,810
Total Capital Projects Fund Assets	117,810

Liabilities:

BAN'S Payable	1,639,300
Total Capital Projects Fund Liabilities	1,639,300

Fund Balance:

Undesignated Fund Balance	(1,521,490)
Total Capital Projects Fund - Fund Balance	(1,521,490)

Total Capital Projects Fund Liabilities & Fund Balance 117,810

ENTERPRISE FUNDS**Assets:**

Cash	598,120
Other Receivables	666,093
Total Enterprise Fund Assets	1,264,213

Liabilities:

Accrued Payroll	
Deferred Revenue Other	666,093
Total Enterprise Fund Liabilities	666,093

Fund Balance:

Fund Balance Reserved for Expenditures	71,000
Fund Balance Reserved for Encumbrances	14,533
Fund Balance Reserved for Articles	67,000
Undesignated Fund Balance	445,587
Total Enterprise Fund - Fund Balance	598,120

Total Enterprise Fund Liabilities & Fund Balance 1,264,213

TRUST FUNDS**Assets:**

Cash	12,021,096
Total Trust Fund Assets	12,021,096

Fund Balance:

Fund Balance Reserved for Encumbrances	
Undesignated Fund Balance	12,021,096
Total Trust Fund - Fund Balance	12,021,096

Total Trust Fund Liabilities & Fund Balance 12,021,096

PERFORMANCE/AGENCY FUND**Assets:**

Cash	561,511
Other Receivables	81,013
Total Performance/Agency Fund Assets	642,523

Liabilities:

Accrued Payroll	
Agency Funds	561,511
Other Liabilities	81,013
Total Performance/Agency Fund Liabilities	642,523

Fund Balance:

Undesignated Fund Balance	-
Total Performance/Agency Fund – Fund Balance	-

Total Performance/Agency Fund Liabilities & Fund Balance 642,523

LONG-TERM DEBT**Assets:**

LTD Group – To Be Provided	8,050,000
Vacation and Sick Leave - To Be Provided	603,386
Total Long-Term Debt Assets	8,653,386

Liabilities:

LTD Group - Payable	8,050,000
Vacation and Sick Leave	603,386
Total Long-Term Debt Liabilities	8,653,386

Total Long-Term Debt Liabilities & Fund Balance 8,653,386

Schedule A
Fiscal Year Ending June 30, 2020

REVENUES – GENERAL FUND

Personal Property Taxes	1,215,962
Real Estate Taxes	22,662,064
Motor Vehicle Excise	2,076,661
Penalty and Interest	164,379
In Lieu of Taxes	4,658
Meals Excise	162,549
Cannabis Excise	66,270
Other Taxes	183,571
Other Departmental Revenues	390,627
Cannabis Impact Fee	125,000
Licenses and Permits	45,517
State Revenue	13,458,685
Court Fines	44,417
Other Fines	4,690
Miscellaneous Revenue	394,380
Earnings on Investment	145,529
Transfers In From Special Revenue	1,383,682
Transfers In From Enterprise Funds	-
Transfers In From Trust Funds	75,000
TOTAL GENERAL FUND REVENUES	42,603,641

EXPENDITURES - GENERAL FUND

General Government:

Legislative – Salary and Wages	96,183
Legislative – Expenditures	12,359
Legislative - Capital Outlay	75,000
Executive – Salary and Wages	284,181
Executive – Expenditures	43,915
Accountant/Auditor – Salary and Wages	177,059
Accountant/Auditor – Expenditures	58,806
Treasurer - Salary and Wages	174,058
Treasurer - Expenditures	74,905
Assessors - Salary and Wages	185,658
Assessors - Expenditure	16,405
Operations Support (MIS) - Salary and Wages	68,887
Operations Support (MIS) - Expenditures	391,690
Operations Support (MIS) - Capital Outlay	50,000
Legal Services – Expenditures	85,367
License and Registration – Salary and Wages	191,501
License and Registration – Expenditures	7,748
Land Use – Salary and Wages	155,848
Land Use – Expenditures	52,549
Public Building Maintenance – Salary and Wages	338,824
Public Building Maintenance – Expenditures	408,222
Public Building Maintenance – Capital Outlay	361,591
Other - Salary and Wages	76,225
Other - Expenditures	8,731

Public Safety:

Police – Salary and Wages	2,224,785
Police – Expenditures	143,813
Police – Capital Outlay	160,298
EMS/Fire – Salary and Wages	1,313,856
EMS/Fire – Expenditures	273,300
EMS/Fire – Capital Outlay	201,934
Other – Salary and Wages	47,436
Other – Expenditures	6,909

Education:

Education – Salary and Wages	14,017,525
Education – Expenditures	4,091,782
Education – Capital Outlay	186,898
Education – Regional School Assessment	1,462,779

Public Works:

DPW – Salary and Wages	1,375,310
DPW – Expenditures	854,578
DPW – Capital Outlay	539,269
Other – Expenditures	61,078
Other - Capital Outlay	363,785

Human Services:

Veterans Services – Salary and Wages	9,376
Veterans Services – Expenditures	183,122
Special Program (COA) – Salary and Wages	93,814
Special Program (COA) – Expenditures	16,885

Culture and Recreation:

Library – Salary and Wages	291,985
Library – Expenditures	135,481
Historical Commission – Salary and Wages	157
Historical Commission – Expenditures	152
Celebrations – Expenditures	7,769
Other (OCC) - Salary and Wages	162,128
Other (OCC) - Salary and Wages	131,685

Debt Service:

Retirement of Debt Principal	1,031,300
Interest on Long Term Debt	266,967
Interest on Short Term Debt	40,126

Unclassified:

Health Insurance Total	4,354,915
Other Insurance Total	418,497
Unemployment Total	37,326
Intergovernmental Assessments Total	1,105,839
Retirement Total	1,982,069

Transfers Out:	
Transfer to Other Funds	550,000
TOTAL GENERAL FUND EXPENDITURES	41,540,640
SPECIAL REVENUE FUNDS - Revenues & Other Financing Sources	
Federal Grants	1,243,843
State Grants	1,040,201
Receipts Reserved for Appropriation	981,321
Revolving Funds	1,915,716
Other Special Revenue	642,686
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	5,823,767
SPECIAL REVENUE FUNDS - Expenditures & Other Financing Uses	
Federal Grants	1,421,084
State Grants	1,822,577
Receipts Reserved for Appropriation	1,019,423
Revolving Funds	1,596,587
Other Special Revenue	799,116
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	6,658,787
CAPITAL PROJECTS FUND - Revenues & Other Financing Sources	
State Revenue	342,917
Transfers From Other Funds	72,140
Other Financing Sources	196,300
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	611,357
CAPITAL PROJECT FUND - Expenditures & Other Financing Uses	
Expenditures	51,596
Capital Outlay	360,539
Transfers Out	91,814
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	503,949
ENTERPRISE FUNDS - Revenues & Other Financing Source	
Sewer – Revenue	421,556
Water – Revenue	71,198
TOTAL Enterprise Funds – Revenue & Other Financing Sources	492,754
ENTERPRISE FUNDS - Expenditures & Other Financing Uses	
Sewer – Expenditures	497,111
Water – Expenditures	102,653
TOTAL Enterprise Funds – Expenditures & Other Financing Uses	599,764
TRUST FUNDS - Revenues & Other Financing Source	
Miscellaneous Revenue	13,050
Earnings on Investment	1,659,389
Transfers in from Other Funds	1,262,779
TOTAL Trust Funds – Revenues & Other Financing Sources	2,935,218

TRUST FUNDS - Expenditures & Other Financing Uses

Expenditures	1,505,513
Transfers to Other Funds	696,579
TOTAL Trust Funds – Expenditures & Other Financing Uses	2,202,092

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

Outstanding 7/1/2019	9,030,000
Issued this Fiscal Year	-
Retired this Fiscal Year	980,000
Outstanding 6/30/2020	8,050,000
Interest this Fiscal Year	308,495

Short Term Debt:

Outstanding 7/1/2019	1,835,600
Issued this Fiscal Year	-
Retired this Fiscal Year	196,300
Outstanding 6/30/2020	1,639,300
Interest this Fiscal Year	40,126

Town of Oxford
Debt Redemption Schedule
June 30, 2020

Project	Issuance Date	Principal Payment	Maturity Periods	Original Loan	Balance 30-Jun-20	Interest 30-Jun-20
Police Station	8/1/08	225,000 Varies	2020 2021-2028	4,250,000	2,230,000	102,235
Elementary Schools Additions	12/15/03	350,000 Varies	2020 2021-2023	4,900,000	850,000	52,260
OCC improvements	8/15/12	50,000	2020-2033	1,000,000	650,000	17,100
Middle School HVAC improvements	10/15/14	55,000 Varies	2020 2021-2035	1,200,000	925,000	31,706
Fire Truck Remount	10/15/14	25,000	2020-2025	260,000	125,000	5,250
Memorial Hall Clock Tower	10/15/14	10,000	2020-2035	200,000	150,000	5,163
Gas Conversions	10/15/14	20,000 15,000	2020-2025 2026-2035	350,000	250,000	8,794
Beverly Street Sewer	8/1/08	8,642 8,644	2020-2027 2028	175,000	69,138	3,230
Sewer Leicester Street	10/15/14	10,000	2020-2035	220,000	150,000	5,163

TOTAL INSIDE DEBT LIMIT

\$ 12,555,000 \$ 5,399,138 \$ 230,900

Middle School Roof	8/15/12	130,000	2020-2033	2,500,000	1,690,000	44,460
Thayer Sewer Improvements	8/15/12	20,000	2020-2033	375,000	260,000	6,840
Water Tank	8/1/08	11,358 11,356	2020-2027 2028	230,000	90,862	4,245
Water Company Purchase	10/15/14	65,000 60,000	2020-2022 2023-2030	932,100	610,000	22,050

TOTAL OUTSIDE LIMIT

\$ 4,037,100 \$ 2,650,862 \$ 77,595

TOTAL LONG TERM DEBT (PRINCIPAL)

\$ 16,592,100 \$ 8,050,000 \$ 308,495

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
Sacarrappa Bridge	5/2/2018	800,000	116,000	684,000
		\$ 8,100,000.00	\$ 1,116,000.00	\$ 6,984,000.00

**Town of Oxford
Combined Debt Schedule
FY2021-FY2035**

40

	WITHIN STATUTORY LIMIT			OUTSIDE STATUTORY LIMIT			TOTAL COMBINED DEBT		
	Prinicpal	Interest	Total	Prinicpal	Interest	Total	Prinicpal	Interest	Total
2021	708,642	201,729	910,371	226,358.00	71,441.00	297,799.00	935,000	273,170	1,208,170
2022	718,642	173,264	891,906	226,358.00	64,636.00	290,994.00	945,000	237,900	1,182,900
2023	718,642	144,119	862,761	221,358.00	58,671.00	280,029.00	940,000	202,790	1,142,790
2024	453,642	114,596	568,238	221,358.00	52,799.00	274,157.00	675,000	167,395	842,395
2025	468,642	97,002	565,644	221,358.00	46,631.00	267,989.00	690,000	143,633	833,633
2026	448,642	79,644	528,286	221,358.00	40,754.00	262,112.00	670,000	120,398	790,398
2027	463,642	62,713	526,355	221,358.00	34,946.00	256,304.00	685,000	97,659	782,659
2028	478,644	45,145	523,789	221,356.00	29,140.00	250,496.00	700,000	74,285	774,285
2029	145,000	26,674	171,674	210,000.00	23,025.00	233,025.00	355,000	49,699	404,699
2030	145,000	22,550	167,550	210,000.00	17,400.00	227,400.00	355,000	39,950	394,950
2031	150,000	18,300	168,300	150,000.00	12,525.00	162,525.00	300,000	30,825	330,825
2032	150,000	13,975	163,975	150,000.00	8,550.00	158,550.00	300,000	22,525	322,525
2033	150,000	9,488	159,488	150,000.00	4,275.00	154,275.00	300,000	13,763	313,763
2034	100,000	4,875	104,875	-	-	-	100,000	4,875	104,875
2035	100,000	1,625	101,625	-	-	-	100,000	1,625	101,625
2036	-	-	-	-	-	-	-	-	-
2037	-	-	-	-	-	-	-	-	-
2038	-	-	-	-	-	-	-	-	-
2039	-	-	-	-	-	-	-	-	-
2040	-	-	-	-	-	-	-	-	-
	\$ 5,399,138	\$ 1,015,698	\$ 6,414,836	\$ 2,650,862	\$ 464,793	\$ 3,115,655	\$ 8,050,000	\$ 1,480,491	\$ 9,530,491

CALENDAR YEAR 2020 WAGE REPORT

EMPLOYEE		CLASS	TITLE	GROSS
ABUBAKAR-MWENYE EVELYN A		SCHOOL	ART TEACHER	\$ 76,949.87
ADAMS CAROLYN		TOWN	ELECTION WORKER	\$ 38.25
ADAMS MICHAEL		SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 60,164.40
AJEMIAN BRIANNA		SCHOOL	SPED TEACHER	\$ 75,068.78
AKER MICHELLE M		TOWN	CHILDREN'S CIRCULATION CLERK	\$ 17,848.18
ALBUQUERQUE PAUL		TOWN	BUILDING CUSTODIAN	\$ 5,322.69
ALDRICH DAVID		SCHOOL	ATHLETIC COACH	\$ 4,900.00
ALLEN DEBORAH M		SCHOOL	SPED TEACHER	\$ 77,799.81
ALLEN ROSALIE		TOWN	ELECTION WORKER	\$ 111.56
ALLYN SAMANTHA E		SCHOOL	PSYCHOLOGIST	\$ 67,699.90
AMARAL ROBERT	*	TOWN	PATROL OFFICER	\$ 75,958.94
ANDERSEN MEGAN		SCHOOL	GRADE 1	\$ 17,542.70
ANDERSON CRAIG T		SCHOOL	EDUCARE WORKER	\$ 5,059.48
ANDERSON MARK A		SCHOOL	AUTO TECHNOLOGY TEACHER	\$ 31,423.82
ANDERSON WILLIAM		SCHOOL	EDUCARE WORKER	\$ 1,520.44
ANDEXLER BRANDON M		TOWN	FIREFIGHTER/PARAMEDIC	\$ 64,063.45
ANDREWS CALLIE		SCHOOL	SUBSTITUTE TEACHER	\$ 165.00
AQUAFRESKA ROY L	*	TOWN	PATROL OFFICER	\$ 54,906.99
ARCURE PATRICIA A		TOWN	ASSISTANT TOWN ACCOUNTANT	\$ 62,855.44
AROMANDO JEAN E		SCHOOL	SECRETARY	\$ 43,768.94
AUCOIN DENISE M		SCHOOL	DIRECTOR OF EDUCARE	\$ 5,203.95
AUGER AMY		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 4,814.63
AUSMUS JR DANIEL J	*	TOWN	PATROL OFFICER	\$ 80,031.33
AZZAOUI MOHAMMED		TOWN	DPW CUSTODIAN	\$ 14,078.18
BAKER NORMA		SCHOOL	TITLE I TEACHER	\$ 32,876.13
BANFILL ALFRED W		TOWN	INSPECTOR OF WIRES	\$ 20,621.69
BARBA ELAINE		SCHOOL	SPEECH PATHOLOGIST	\$ 78,001.05
BARR STACY K		TOWN	REC-DIR OF COMMUNITY PROGRAMS	\$ 42,393.22
BATES GARRY F		TOWN	BOARD OF ASSESSORS	\$ 500.00
BATHGATE CYNTHIA		TOWN	ELECTION WORKER	\$ 911.63
BAYER DEBRA A		TOWN	CULINARY SUPERVISOR	\$ 3,578.95
BAYLIES WALTER W		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 663.02
BEAUDETTE BROOKE A		SCHOOL	ADJUSTMENT COUNSELOR	\$ 45,848.68
BECK NICOLE M		SCHOOL	TITLE I TEACHER	\$ 53,598.28
BELANGER ASHLEY E		TOWN	FIREFIGHTER/PARAMEDIC	\$ 94,145.02
BELANGER JON T		TOWN	DEPUTY FIRE CHIEF/PARAMEDIC	\$ 100,048.04
BELHUMEUR AMY J		SCHOOL	PRINCIPAL	\$ 103,459.07
BELVERY JOYCE D		SCHOOL	INSTRUCTIONAL AIDE	\$ 31,059.24
BENNETT ANDREW R		SCHOOL	EDUCARE WORKER	\$ 3,083.01
BENNETT CATHY J		SCHOOL	FOOD SERVICE WORKER	\$ 26,528.22
BENNETT TARA A		SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 78,250.15

BENOIT MATTHEW J		TOWN	DPW-SUPT CEMETERY/GROUNDS	\$ 79,236.06
BENT ANNETTE S		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,397.26
BERG MICHAEL C		TOWN	DPW-FLEET SUPERINTENDENT	\$ 85,459.78
BERG THOMAS J		TOWN	DPW-ASSISTANT MECHANIC	\$ 70,402.05
BERGMAN KELLY L		SCHOOL	INSTRUCTIONAL AIDE	\$ 23,154.94
BERNARD ANGELA M		SCHOOL	INSTRUCTIONAL AIDE	\$ 36,022.80
BERTHIAUME DEBRA J		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,889.56
BERUBE BRANDY		SCHOOL	SCIENCE TEACHER	\$ 53,960.77
BILIS DEBORAH E		TOWN	CHILDREN'S LIBRARIAN	\$ 39,534.97
BINGHAM CLAUDE R		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$ 5,999.02
BLOOD MICHELLE A		SCHOOL	ENGLISH & SOC. STUDIES TEACHER	\$ 84,779.00
BOMBARD KURT J		SCHOOL	CUSTODIAN	\$ 31,765.43
BORDEAUX TIMOTHY		SCHOOL	EDUCARE SUPERVISOR	\$ 4,716.64
BORJESON SARA		SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 70,644.70
BOROWKO DEBRA A		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,413.92
BOSS KRISTIE		SCHOOL	ADJUSTMENT COUNSELOR	\$ 88,302.83
BOUCHER DEBORAH P		SCHOOL	SUBSTITUTE TEACHER	\$ 1,615.00
BOUDREAU DEVYNN G		SCHOOL	MUSIC TEACHER	\$ 52,286.44
BOUDREAU MEGAN K		SCHOOL	INSTRUCTIONAL AIDE	\$ 11,816.02
BOULAY BARBARA J		SCHOOL	SUBSTITUTE TEACHER	\$ 680.00
BOUTILETTE EMILY		SCHOOL	SUBSTITUTE TEACHER	\$ 679.00
BOWEN TRICIA R		SCHOOL	ACADEMIC ASSISTANT	\$ 680.00
BOWES SEAN T		TOWN	CALL FIREFIGHTER/EMT	\$ 6,247.60
BRAZEAU REBECCA		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 4,804.63
BRAZEAU VALERIE		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 3,133.76
BRENNAN CYNTHIA		TOWN	SENIOR CLERK - FLOATER	\$ 5,719.06
BRESCIA JOYCE		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,627.10
BRIGGS CARISSA B		SCHOOL	SPEECH LANGUAGE ASSISTANT	\$ 10,679.67
BRODEUR MARY M		TOWN	RECREATION CLERK	\$ 1,028.11
BROTHERS KERRI		SCHOOL	SUBSTITUTE TEACHER	\$ 4,707.50
BRUNELL SUSAN		TOWN	ACTIVITY COORDINATOR	\$ 1,926.96
BRYN RICHARD P	*	TOWN	PATROL OFFICER	\$ 78,341.91
BRYTOWSKI CRYSTAL		SCHOOL	SUBSTITUTE TEACHER	\$ 2,072.50
BUCCICO EVELYN		SCHOOL	CROSSING GUARD	\$ 5,710.75
BURCH JASON A		SCHOOL	SPED TEACHER	\$ 85,271.93
BURDETT JASON E	*	TOWN	SERGEANT	\$ 109,172.42
BURLINGAME BRITTANY		SCHOOL	MATH TEACHER	\$ 18,359.32
BURLOCK LAURIE A		TOWN	ADMINISTRATIVE ASSISTANT-FIRE	\$ 49,772.87
BURLOCK WAYNE F		TOWN	DPW-TREE WARDEN	\$ 78,027.58
BURSELL JANICE C		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,972.26
BUTTON PATRICK T		SCHOOL	ENGLISH TEACHER	\$ 63,157.92
BUXTON HANNAH		SCHOOL	EDUCARE WORKER	\$ 103.69
BUXTON ISABELLA M		SCHOOL	EDUCARE WORKER	\$ 1,158.75
CADAVID MICHELLE M		SCHOOL	PSYCHOLOGIST	\$ 57,300.61

CADY MARTHA A		TOWN	ELECTION WORKER	\$ 2,154.77
CALLAHAN JENNIFER M		TOWN	TOWN MANAGER	\$150,399.94
CAMERON JAMES L		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 18,590.76
CAMERON KATIE		SCHOOL	HISTORY TEACHER	\$ 51,910.95
CAMPBELL ANDREW J		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 2,839.00
CAMPBELL DEBORAH J		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,297.26
CARLSON BETTIE		TOWN	ELECTION WORKER	\$ 733.13
CARPENTER CRAIG B		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 53,249.57
CARR WILLIAM		SCHOOL	MUSIC TEACHER	\$ 75,949.91
CASAGRADA RICHARD	*	TOWN	OPD-TRAFFIC CONTROLLER	\$ 1,000.00
CASILLO LISA		SCHOOL	SPECIALTY TEACHER	\$ 35,543.42
CASTILLO MANDY		SCHOOL	SPED TEACHER	\$ 55,097.27
CASTONGUAY LINDSAY S		SCHOOL	LIBRARIAN	\$ 70,384.29
CEPPETELLI WENDY		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,129.50
CHARRON CHERIE		SCHOOL	OCCUPATIONAL THERAPIST	\$ 39,061.83
CHENEY SCOTT M		SCHOOL	CUSTODIAN	\$ 57,383.09
CHESLEY MICHELLE		TOWN	SENIOR CLERK	\$ 2,520.52
CHESMORE AUDREY S		SCHOOL	GRADE 2 TEACHER	\$ 16,083.60
CHRISLER MARY L		SCHOOL	SUBSTITUTE TEACHER	\$ 632.50
CLARK KERRY		TOWN	VETERAN'S AGENT	\$ 11,305.00
CLARK-CAHILL DIANNE T		TOWN	ELECTION WORKER	\$ 286.88
CLARKSON DAWN		SCHOOL	SUBSTITUTE NURSE	\$ 150.00
CLARKSON JEFFREY		SCHOOL	SUBSTITUTE TEACHER	\$ 120.00
COFFIN HELEN M		SCHOOL	EXECUTIVE ASSISTANT	\$ 64,130.01
COFSKY JILL M		SCHOOL	TITLE I TEACHER	\$ 85,333.56
COGHLAN MARK		SCHOOL	CUSTODIAN	\$ 17,666.04
CONGER SARAH		SCHOOL	SPEECH LANGUAGE ASSISTANT	\$ 14,703.12
CONLON JOSEPH P	*	TOWN	POLICE SERGEANT	\$138,497.45
CONNOLLY LORI M		SCHOOL	OCCUPATIONAL THERAPIST	\$ 78,923.27
CONNOR JILLIAN		TOWN	TOWN TREASURER	\$ 70,457.07
COONAN DANIEL		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 750.00
COREY AMY B		SCHOOL	HISTORY TEACHER	\$ 76,099.93
CORMIER JOANNE		SCHOOL	ENGLISH TEACHER	\$ 79,250.18
CORNACCHIOLI DAVID P		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 650.00
COSTA DINA		TOWN	BOH MEMBER	\$ 500.00
COSWAY JR EDWARD		TOWN	COA VAN DRIVER	\$ 6,125.03
COULOMBE BRIAN		TOWN	FIREFIGHTER/PARAMEDIC	\$ 6,712.96
COULSON JOSHUA		SCHOOL	SCIENCE TEACHER	\$ 57,511.37
COVE MARK		TOWN	CALL FIREFIGHTER/PARAMEDIC	\$ 3,225.80
CRAIG TIMOTHY L		SCHOOL	MATH TEACHER	\$ 79,478.32
CRANCE JULIE E		TOWN	ELECTION WORKER	\$ 446.26
CRANDELL KAREN A		TOWN	ASSISTANT TOWN MANAGER	\$ 64,133.50
CRUTCHER KARALYN		SCHOOL	ART TEACHER	\$ 59,075.13
CUNEO DEIRDRE A		SCHOOL	SUBSTITUTE TEACHER	\$ 9,815.80

CUNNINGHAM PHYLLIS M		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,397.26
CURTIS KATHI		SCHOOL	HISTORY TEACHER	\$ 84,091.97
CUSSON CHEYENNE		TOWN	ASSISTANT TREASURER/COLLECTOR	\$ 38,727.40
CUSSON JOSEPH E		TOWN	SEWER ENTERPRISE FOREMAN	\$ 9,719.53
CUTRONI CINDI		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,098.62
DADAH CHRISTINE L		SCHOOL	FOOD SERVICE WORKER	\$ 11,788.48
DAIGE KATHLEEN		TOWN	ADMINISTRATIVE ASSISTANT-DPW	\$ 44,283.62
DANIELS MICHAEL F		TOWN	BOARD OF SELECTMEN	\$ 1,500.00
DAOUST VALERIE J		SCHOOL	SUBSTITUTE SECRETARY	\$ 812.00
DAVIS ANGELIQUE		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 1,852.31
DAVIS CAROL A		SCHOOL	GRADE 1 TEACHER	\$ 83,107.14
DAVIS JANE E		TOWN	CEMETERY COMMISSIONER	\$ 500.00
DAVIS KIMBERLY A		SCHOOL	GRADE 1 TEACHER	\$ 72,945.51
DAVIS SUSAN A		SCHOOL	BOOKKEEPER	\$ 51,152.93
DAWE CAITLYN BARBARA		SCHOOL	HUMAN RESOURCES COORDINATOR	\$ 28,553.72
DE FAYS MYRIAM A		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 5,884.00
DEARY TRINA		TOWN	DISPATCHER	\$ 55,527.93
DECKER STACEY M		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,672.26
DELGADO KELLY		SCHOOL	TITLE I TEACHER	\$ 63,290.84
DEMERS CHRISTINE		TOWN	BUILDING CUSTODIAN	\$ 27,078.65
DESANTIS RONALD P		TOWN	ALTERNATE INSPECTOR OF BLD	\$ 531.46
DESAUTELS TYLER		TOWN	CALL FIREFIGHTER	\$ 13,140.62
DESOUZA EMANUEL P		TOWN	CALL FIREFIGHTER/EMT	\$ 400.00
DEVLIN PENELOPE A		SCHOOL	SUBSTITUTE RECESS AIDE	\$ 554.63
DIDONATO RACHEL L		SCHOOL	GRADE 2 TEACHER	\$ 64,556.56
DIGIOIA SARAH L		SCHOOL	SPED TEACHER	\$ 78,992.48
DIVOLL SEAN M		TOWN	DPW DIRECTOR	\$ 92,391.15
DOEG CHRISTOPHER W		TOWN	FIREFIGHTER/EMT	\$ 6,286.40
DOLAN AIDAN T		SCHOOL	GRADE 3 TEACHER	\$ 14,820.61
DONAHUE TIMOTHY M		SCHOOL	ADJUSTMENT COUNSELOR	\$ 82,443.54
DONEY KEENAN J		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 588.00
DONEY THE ESTATE OF RHONDA		SCHOOL	CUSTODIAN	\$ 20,690.08
DONNELLY KENNETH B		TOWN	MAINTENANCE TECHNICIAN	\$ 58,906.81
DORAY LOIS M		SCHOOL	ENGLISH & SOC. STUDIES TEACHER	\$ 87,461.20
DOUKA BARBARA		SCHOOL	ENGLISH & SOC. STUDIES TEACHER	\$ 88,245.78
DOWD STEPHEN P		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$ 48,061.06
DOWNING DEENA		SCHOOL	INSTRUCTIONAL AIDE	\$ 24,723.62
DRISCOLL BARBARA J		SCHOOL	FOOD SERVICE WORKER	\$ 4,183.74
DUBE MELISSA L		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 169.00
DUBE RICHARD		SCHOOL	FACILITIES MAINTENANCE TEACHER	\$ 45,582.27
DUMOUCHEL KERRY M		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,522.24
DUVAL JARED M		TOWN	DIRECTOR DPW	\$ 6,230.40
DVARECKAS STEPHANIE R		TOWN	OPD-RADIO DISPATCHER	\$ 62,947.50
DZIEMBOWSKI HEATHER L		SCHOOL	PRE-K TEACHER	\$ 38,268.32

ELLIOTT NANCY K		TOWN	ELECTION WORKER	\$ 1,166.64
ELWOOD KAILI		SCHOOL	EDUCARE WORKER	\$ 1,616.25
ELWOOD KRISTI		SCHOOL	INSTRUCTIONAL AIDE	\$ 24,754.50
ESCOBAR DAVID R		TOWN	BOH MEMBER	\$ 500.00
ESPOSITO JAMES G		TOWN	DPW - WORKING FOREMAN	\$ 77,335.33
ESPOSITO STEPHEN F		TOWN	DPW-OPERATIONS MANAGER	\$ 91,984.91
ETHIER THOMAS M		SCHOOL	HISTORY TEACHER	\$ 82,713.56
FAFORD MEGAN		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 4,539.56
FAIRBANKS RICHARD H	*	TOWN	PATROL OFFICER	\$129,528.94
FALLAVOLLITA JOSEPH V		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 58,306.52
FALLAVOLLITA VINCENT T		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 1,047.12
FAVATA DANIELLE MARIE		SCHOOL	GRADE 4 TEACHER	\$ 17,888.64
FEGREUS CAROLE A		TOWN	ELECTION WORKER	\$ 1,504.50
FEIGE NICOLE A		TOWN	LIBRARY PAGE	\$ 7,264.54
FERDELLA PATRICIA L		TOWN	ELECTION WORKER	\$ 4,389.20
FERLAND FAY Y		TOWN	ADULT SERVICES LIBRARIAN	\$ 14,018.32
FERSCHKE ERIN		SCHOOL	FOOD SERVICE WORKER	\$ 19,327.33
FIGUEIREDO PAULO		TOWN	DISPATCHER	\$ 23,553.28
FIKE ROBERT W		TOWN	BOARD OF ASSESSORS	\$ 500.00
FINKEL AMY		TOWN	LIBRARY- HIGH SCHOOL PAGE- PT	\$ 5,046.38
FISHER DONNA M		TOWN	ELECTION WORKER	\$ 490.88
FITZGIBBONS DENNIS L		TOWN	LIEUTENANT/PARAMEDIC	\$ 91,036.26
FITZPATRICK AMANDA M		TOWN	SENIOR HR CLERK	\$ 7,004.86
FLATTERY JOHN H		TOWN	BOARD OF REGISTRARS	\$ 500.00
FLORES CLAUDETTE M		TOWN	ELECTION WORKER	\$ 771.38
FLYNN KATHLEEN		TOWN	ANIMAL CONTROL OFFICER	\$ 47,142.42
FORBES SEPTEMBER		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 650.00
FORTE LINDA J		SCHOOL	ADJUSTMENT COUNSELOR	\$ 59,228.10
FOURNIER JOSEPH G		TOWN	PART TIME DISPATCHER	\$ 142.08
FOURNIER MICHAEL R	*	TOWN	PATROL OFFICER	\$113,466.59
FOURNIER SARAH		SCHOOL	SECRETARY	\$ 8,843.94
FOURNIER TAMMY L		SCHOOL	KINDERGARTEN TEACHER	\$ 76,339.93
FRASER ALLAN B		TOWN	BUILDING COMMISSIONER	\$ 15,900.03
FREDERICK JOANNE F		TOWN	HR SPECIALIST	\$ 82,477.88
FREEDMAN SHARON A		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,230.15
FRESOLO NICHOLAS		TOWN	CALL FIREFIGHTER	\$ 1,243.80
FREUDENTHAL MARY L		SCHOOL	GRADE 4 TEACHER	\$ 87,527.11
FRYKBERG PAUL		SCHOOL	ENGLISH TEACHER	\$ 63,567.92
GABRENAS PAUL D		SCHOOL	SPED TEACHER	\$ 63,178.66
GAGNE JULIA		SCHOOL	ART	\$ 9,233.00
GAGNER CRAIG R	*	TOWN	PERMANENT INTERMITTENT	\$ 32,511.39
GALLANT MICHAEL J		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 896.00
GAWRONSKI TERRYANN		SCHOOL	SOCIALWORKER	\$ 69,083.43
GENATOSSIO ANTHONY C		SCHOOL	SUBSTITUTE TEACHER	\$ 850.00

GERHARD PETER		TOWN	PROJECT MANAGER	\$ 51,278.72
GIARD KEITH J		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$ 4,896.59
GIBBONS KYLE W		TOWN	CALL FIREFIGHTER	\$ 2,283.16
GIFFORD MICHAEL A	*	TOWN	POLICE SARGEANT	\$ 96,032.39
GILBERT LAUREEN		TOWN	BOARD OF HEALTH ADMIN. ASST.	\$ 58,177.15
GILES MARK D		SCHOOL	CUSTODIAN	\$ 50,428.18
GILLIGAN BONNIE A		SCHOOL	GRADE 3 TEACHER	\$ 73,908.26
GIOURELIS ANDREW		TOWN	FIRE CHAPLIN	\$ 72.00
GIVNER BRYAN J		TOWN	CALL FIREFIGHTER	\$ 539.19
GIVNER EVA		TOWN	CALL EMT	\$ 19,344.52
GIVNER KATHLEEN		SCHOOL	CROSSING GUARD	\$ 3,481.73
GONYEA JACQUELYN		SCHOOL	GRADE 3 TEACHER	\$ 67,021.33
GOULAS ELAINE M		SCHOOL	MATH & SCIENCE TEACHER	\$ 85,301.93
GRANAHAN SANDRA S		SCHOOL	SUBSTITUTE TEACHER	\$ 1,440.00
GRANGER COURTNEY		SCHOOL	INSTRUCTIONAL AIDE	\$ 26,598.62
GRASSESCHI TAMMY M		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,129.50
GRAVES CAROL J		TOWN	BOARD OF REGISTRARS	\$ 500.00
GRAY ANDREW T	*	TOWN	PATROL OFFICER	\$ 76,898.54
GREEN DIANE		TOWN	EXEC. ASST. BOARD OF SELECTMAN	\$ 37,804.00
GREEN ROBERT M	*	TOWN	OPD-TRAFFIC CONTROLLER	\$ 9,151.00
GREENE LISA J		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,383.91
GREENOUGH DONNA M		SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 79,399.81
GRENIER PATRICIA		SCHOOL	PHYSICAL THERAPIST	\$ 76,349.91
GRENIER SUSAN M		SCHOOL	SECRETARY	\$ 49,472.26
GRICE ANDREA		SCHOOL	SUBSTITUTE NURSE	\$ 300.00
GRIFFIN PALMINA		SCHOOL	SCHOOL COMMITTEE MEMBER	\$ 650.00
GRNIET AMY	*	TOWN	PUBLIC NURSE	\$ 28,400.00
GRNIET AMY		SCHOOL	NURSE	\$ 82,415.81
GRNIET BARBARA J		TOWN	ELECTION WORKER	\$ 627.94
GRNIET JEROMY T		TOWN	POLICE SERGEANT	\$122,422.74
GRYNCEWICZ ROBERT A	*	TOWN	FIREFIGHTER/EMT	\$ 57,855.24
GRZEMBSKI JOANNE B		SCHOOL	MATH TEACHER	\$ 81,129.40
GUARENTE KELSIE		SCHOOL	EDUCARE WORKER	\$ 2,466.78
GUNDERMAN JULIA E		SCHOOL	SECRETARY	\$ 43,316.50
GUSTAFSON SUSAN B		TOWN	ELECTION WORKER	\$ 341.07
GUZMAN KRISTY L		SCHOOL	SECRETARY	\$ 15,574.63
HADLEY-WIRES DONNA MARIE		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 1,296.75
HAGAN THOMAS C		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 1,548.24
HALEY RITA		SCHOOL	SOCIAL WORKER	\$ 5,079.54
HALL JR RICCI W		TOWN	CALL PARAMEDIC	\$ 42,029.78
HALLORAN JENNIFER		SCHOOL	SPANISH	\$ 21,055.86
HAMEL STACEY M		TOWN	ELECTION WORKER	\$ 806.45
HAMMOND CHARLENE		SCHOOL	SPED TEACHER	\$ 86,341.88
HAMMOND NORA A		SCHOOL	INSTRUCTIONAL AIDE	\$ 31,169.30

HANKEY ROBERT C		SCHOOL	SPED TEACHER	\$ 66,201.31
HANLAN ROBIN E		SCHOOL	FOOD SERVICE WORKER	\$ 17,930.46
HARNOIS CONNOR		SCHOOL	SUBSTITUTE TEACHER	\$ 2,890.00
HARRINGTON CLAIRE J		SCHOOL	FOOD SERVICE WORKER	\$ 27,018.14
HART EDWARD		TOWN	ASST. ANIMAL CONRTOL OFFICER	\$ 6,415.12
HARVEY COLBY		SCHOOL	MATH TEACHER	\$ 75,780.80
HARVEY KRISTIN LYNN		SCHOOL	SECRETARY	\$ 10,680.22
HASSETT MICHAEL C	*	TOWN	OPD- TRAFFIC CONTROLLER	\$ 8,225.00
HENRICHON SUSAN		SCHOOL	ASSISTANT SUPERINTENDENT	\$117,632.99
HERRIAGE MARY F		TOWN	LAND MANAGEMENT OFFICE MNGR.	\$ 53,587.04
HERRICK CATHERINE J		SCHOOL	GRADE 4 TEACHER	\$ 62,682.93
HERRICK KRISTINA M		SCHOOL	BUDGET SPECIALIST	\$ 38,541.72
HERSEY SCOTT W		SCHOOL	PHYSICAL EDUCATION TEACHER	\$ 76,099.93
HETHERMAN CHERYL A		SCHOOL	SUBSTITUTE TEACHER	\$ 29,794.40
HETHERMAN JAMES M		SCHOOL	CUSTODIAN	\$ 60,066.64
HETHERMAN TUCKER		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 10,005.92
HIGGINS CONOR P		SCHOOL	SUB EDUCARE AIDE	\$ 2,235.39
HIGGINS HALEY		SCHOOL	EDUCARE WORKER	\$ 229.50
HIGGINS STEPHANIE M		SCHOOL	KINDERGARTEN TEACHER	\$ 64,929.30
HILL KIMBERLY A		SCHOOL	TITLE I TEACHER	\$ 14,867.72
HILNER ANA L		SCHOOL	SUBSTITUTE TEACHER	\$ 2,285.00
HITCHINGS LISA M		TOWN	OCC - PROGRAM MANAGER	\$ 17,326.60
HOKANSON PATRICIA A		SCHOOL	DIRECTOR OF FOOD SERVICE	\$ 48,805.90
HOLSTROM KEVIN		TOWN	FIREFIGHTER/EMT	\$ 68,289.67
HORAN EMILY		TOWN	EXECUTIVE ASSISTANT	\$ 31,055.66
HORNBAKER ROBIN		SCHOOL	MATH & SCIENCE TEACHER	\$ 63,733.91
HUDON MICHAEL P		TOWN	LIEUTENANT/PARAMEDIC	\$ 97,179.54
HUDSON RICHARD		SCHOOL	COURIER	\$ 3,003.06
HUTCHINSON CHRISTEN J		SCHOOL	ASSISTANT PRINCIPAL	\$ 87,662.20
IBRAHIM BISHOY R	*	TOWN	PATROL OFFICER	\$ 79,778.73
IOTT TONI L		SCHOOL	LICENSED PRACTICAL NURSE	\$ 36,770.56
IWANSKI KAREN M		SCHOOL	SPED TEACHER	\$ 61,730.84
JACKSON SANDRA M		SCHOOL	GRADE 4 TEACHER	\$ 48,814.54
JANERICO JOSEPH D		SCHOOL	INDUSTRIAL ARTS TEACHER	\$ 75,958.26
JENKINS ERIC D		SCHOOL	HISTORY TEACHER	\$ 76,324.87
JENKINS MICHELLE		TOWN	TEMPORARY TOWN CLERK	\$ 3,661.68
JOHNS JULIE A		SCHOOL	SPED TEACHER	\$ 49,718.37
JOHNSON KAREN A		SCHOOL	SPED TEACHER	\$ 75,299.91
JOYCE PAUL W		SCHOOL	EDUCARE WORKER	\$ 11,089.45
KABALA MARIA		SCHOOL	ENG LANG LEARN TEACH	\$ 48,870.93
KANE MAUREEN		SCHOOL	MATH & SCIENCE TEACHER	\$ 17,051.44
KARSOK MARY E		SCHOOL	ADJUSTMENT COUNSELOR	\$ 89,802.77
KASIK RYAN	*	TOWN	PATROL OFFICER	\$ 82,006.85
KAY EDWARD VINCENT		SCHOOL	NJROTC INSTRUCTOR	\$ 27,312.74

KELLER JILLIAN N		SCHOOL	GRADE 1 TEACHER	\$ 71,285.31
KELLEY JENNIFER		SCHOOL	SUBSTITUTE TEACHER	\$ 1,317.50
KELLEY LORI A		TOWN	TOWN CLERK	\$ 76,129.41
KEMP BRITTANY J		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 2,398.00
KENNEN AUDREY L		SCHOOL	LIBRARY AIDE	\$ 35,106.33
KEOHANE HOLLY L		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,547.26
KERRIGAN EDWARD J		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 1,750.00
KERTYZAK CHRISTOPHER		SCHOOL	PHYSICS TEACHER	\$ 75,361.86
KIM MATTHEW		SCHOOL	MUSIC TEACHER	\$ 63,280.59
KING AIDAN B		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 2,096.25
KING DEBRA		TOWN	COA VAN DRIVER	\$ 5,589.67
KING MIRIAM T		SCHOOL	ENGLISH & SOC.STUDIES TEACHER	\$ 76,099.93
KNAPP BRIAN M		TOWN	CALL EMT	\$ 1,050.00
KNEELAND RICHARD M	*	TOWN	OPD-TRAFFIC CONTROLLER	\$ 8,822.50
KNISKERN ASHLIE		SCHOOL	SCIENCE TEACHER	\$ 59,239.29
KRASINSKAS ROBERT W		TOWN	ELECTION WORKER	\$ 2,747.64
KRUPSKY MATTHEW J		TOWN	DPW LIGHT EQUIPMENT OPERATOR	\$ 47,589.10
LABAY LYNELLE A		SCHOOL	SUBSTITUTE RECESS AIDE	\$ 554.63
LABELLE APRIL A		TOWN	SENIOR CLERK	\$ 34,949.08
LABELLE DYLAN		TOWN	DPW LIGHT EQUIPMENT OPERATOR	\$ 37,284.77
LABONTE TIMOTHY G		TOWN	MEDIA PRODUCTION COORDINATOR	\$ 23,621.08
LADD CASSANDRA		SCHOOL	MATH TEACHER	\$ 70,644.70
LAL PATRICIA H		SCHOOL	FRENCH & SPANISH TEACHER	\$ 84,891.99
LAMARCHE DENNIS E		TOWN	BOARD OF SELECTMEN CHAIR	\$ 1,999.98
LAMBERT NICHOLAS J		TOWN	LIEUTENANT/PARAMEDIC	\$ 91,540.00
LAMBERT ROGER D	*	TOWN	CAPTAIN/PARAMEDIC	\$106,044.13
LAMBERT RUESS R		TOWN	FIREFIGHTER/EMT	\$ 84,675.66
LAMBERT SHELLEY L		TOWN	OCC - PROGRAM MANAGER	\$ 20,534.41
LAMBERT SUZANNAH		TOWN	LIBRARY PAGE	\$ 3,846.95
LANCIANI ROBERT W		TOWN	BUILDING COMMISSIONER	\$ 32,572.42
LANGEVIN-STOCKHAUS KARA D		SCHOOL	HISTORY TEACHER	\$ 79,683.15
LAPLANTE JOAN E		TOWN	PART TIME DISPATCHER	\$ 8,153.89
LAPOMARDO STEPHEN		TOWN	CONSTABLE	\$ 306.01
LAREAU PATRICIA C		TOWN	ADULT CIRCULATION CLERK	\$ 32,925.19
LARSON KIMBERLY H		SCHOOL	GRADE 1 TEACHER	\$ 82,583.56
LATUGA STEPHANIE		SCHOOL	INSTRUCTIONAL AIDE	\$ 25,465.29
LAVALLEE JILL C		SCHOOL	GRADE 2 TEACHER	\$ 86,783.66
LAVELLE MICHAEL		SCHOOL	ASSISTANT PRINCIPAL	\$ 91,778.23
LAVIGNE STACEY		SCHOOL	KINDERGARTEN TEACHER	\$ 65,959.35
LEBLANC CHERYLL A		TOWN	BOARD OF SELECTMEN	\$ 1,500.00
LEBRETON KEVIN R		TOWN	DETECTIVE	\$ 89,763.95
LEDUC JUSTIN M		SCHOOL	SCHOOL BUSINESS ADMINISTRATOR	\$ 98,474.61
LEIGHER LYNN A		SCHOOL	GRADE 4 TEACHER	\$ 82,252.89
LEMBERGER JOANNE		SCHOOL	INSTRUCTIONAL AIDE	\$ 16,217.56

LEPORE NAIDA		SCHOOL	BUDGET SPECIALIST	\$ 54,023.40
LEWIS BENJAMIN		TOWN	FIREFIGHTER/EMT	\$ 65,865.31
LIBBY MICHAEL D		SCHOOL	CUSTODIAN	\$ 13,606.24
LIGHT DEBRA J		TOWN	ADMINISTRATIVE ASSISTANT-POLICE	\$ 65,119.84
LINEHAN JOYCE D		SCHOOL	TEACHING ASSISTANT	\$ 18,317.80
LIRANGE CANDACE L		SCHOOL	SPANISH TEACHER	\$ 79,773.15
LOCHNER JUDITH A		TOWN	CONSERVATION AGENT/GIS TECH	\$ 62,304.80
LOGAN CHRISTOPHER		SCHOOL	SPED TEACHER	\$ 68,872.13
LOMBARDI COLLEEN K		SCHOOL	SUBSTITUTE TEACHER	\$ 9,272.60
LOOBY EMILY		SCHOOL	ENGLISH TEACHER	\$ 59,239.29
LOONEY CATHERINE L		SCHOOL	ACADEMIC ASSISTANT	\$ 63,796.40
LOSEE ZACHARY	*	TOWN	PATROL OFFICER	\$ 84,956.20
LUBECKI LINDSAY		SCHOOL	INSTRUCTIONAL AIDE	\$ 1,976.01
LUMPKINS JORDAN		TOWN	ADMINISTRATIVE ASSISTANT BOS	\$ 19,710.09
LUPIS MICHAEL S		TOWN	FACILITIES MAINTENANCE DIR.	\$ 86,875.76
MACGREGOR ROSEANNE		SCHOOL	FOOD SERVICE WORKER	\$ 23,786.65
MACKOWIAK JACOB M		TOWN	DPW LIGHT EQUIPMENT OPERATOR	\$ 43,978.87
MADAIJO LISA M		SCHOOL	EDUCARE WORKER	\$ 3,486.77
MAKI NANCY A		TOWN	ELECTION WORKER	\$ 127.50
MALIFF RICHARD F		SCHOOL	EVALUATION TEAM LEADER	\$ 79,175.08
MANZON TONI		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 1,768.00
MARCELONIS WILLIAM C		TOWN	POLICE LIEUTENANT	\$106,915.20
MARKOPOULOS JENNIFER L		SCHOOL	COUNSELOR	\$ 18,076.33
MARZEC JAMES R		SCHOOL	BIOLOGY TEACHER	\$ 86,891.97
MASIELLO MATTHEW B		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 51,745.27
MASSONI LAURIE		TOWN	DPW LIGHT EQUIPMENT OPERATOR	\$ 46,856.19
MASTROIANNI TORRE		TOWN	CALL FIREFIGHTER/EMT	\$ 198.72
MASTROMATTEO RYAN R		TOWN	CALL DRIVER/PARAMEDIC	\$ 5,106.38
MAXWELL ELIZABETH R		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 966.76
MAY KEVIN M		SCHOOL	SCIENCE TEACHER	\$ 92,678.56
MAYO KIMBERLY		SCHOOL	LIBRARY AIDE	\$ 19,193.50
MAZEIKA PAUL D		TOWN	PLUMBING INSPECTOR	\$ 18,374.00
MCCAMBRIDGE LORI J		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,888.92
MCCARTHY KELLY L		SCHOOL	INSTRUCTIONAL AIDE	\$ 30,415.01
MCCARTHY LEDA A		SCHOOL	FOOD SERVICE WORKER	\$ 14,085.11
MCCONNELL MELISSA E		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,522.25
MCCULLOUGH SANDRA		SCHOOL	RECESS AIDE	\$ 2,582.06
MCDONALD DEBRA R		TOWN	ELECTION WORKER	\$ 184.88
MCDONALD DEBRA R		SCHOOL	SUBSTITUTE SECRETARY	\$ 4,934.66
MCDONALD JAMES R	*	TOWN	OPD-TRAFFIC CONTROLLER	\$ 6,385.38
MCDONALD JAMES R		SCHOOL	SUBSTITUTE FOOD SERVICE	\$ 42.25
MCDONALD LAURENT R		TOWN	FIRE CHIEF/EMT	\$127,636.10
MCDUGAL BRITTANY		TOWN	LIBRARY DIRECTOR	\$ 77,283.92
MCGOWN CORINA L		SCHOOL	SECRETARY	\$ 39,292.46

MCGRATH KATHLEEN A		TOWN	PT CHILDREN'S SERVICE ASST	\$ 12,604.73
MCKAY ROBERTA F		SCHOOL	RECESS AIDE	\$ 1,977.24
MCKENNA KATHERINE M		TOWN	FINANCE DIRECTOR	\$104,564.00
MCKEOWN MARY E		SCHOOL	SUBSTITUTE TEACHER	\$ 382.50
MCKINNON DONALD J		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 6,103.66
MCLAUGHLIN VICTORIA R		TOWN	ASSISTANT ASSESSOR	\$ 50,703.12
MEAD JR KENNETH C	*	TOWN	PATROL OFFICER	\$ 89,000.01
MENARD DIANE L		SCHOOL	GRADE 3 TEACHER	\$ 76,629.87
MENEGUZZO JULIE M		SCHOOL	GRADE 4 TEACHER	\$ 82,183.68
MERCIER KEVIN	*	TOWN	PATROL OFFICER	\$106,998.20
MILLER KRISTIN		SCHOOL	EVALUATION TEAM LEADER	\$ 93,859.22
MILLER RALPH W		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 14,561.60
MILOSH JACOB		TOWN	PART TIME BUILDING CUSTODIAN	\$ 3,221.50
MONETTE VICTORIA D		SCHOOL	BIOLOGY TEACHER	\$ 47,560.31
MOODY EMILY		SCHOOL	EDUCARE WORKER	\$ 1,792.89
MORGAN ANN D		TOWN	ASSISTANT TOWN CLERK	\$ 54,089.19
MORGAN BRITTANY R	*	TOWN	OPD-RADIO DISPATCHER	\$ 52,068.82
MORGAN SYDNIE A		TOWN	LIBRARY PAGE	\$ 3,825.19
MORIARTY SHAUN		SCHOOL	ENGLISH & SOC. STUDIES TEACHER	\$ 62,802.93
MORRIS JEFFREY S		TOWN	FIREFIGHTER/EMT	\$ 98,482.20
MORRISON SANDRA J		SCHOOL	SUBSTITUTE TEACHER	\$ 1,360.00
MURPHY KARA J		SCHOOL	ENGLISH & SOC. STUDIES TEACHER	\$ 79,944.06
MURPHY LISA M		SCHOOL	GRADE 2 TEACHER	\$ 82,962.83
MURRAY JANICE M		SCHOOL	GRADE 2 TEACHER	\$ 85,189.01
MYHAVER DANNY A		TOWN	CALL FIREFIGHTER	\$ 126.48
NAGLE LUCINDA B		TOWN	COUNCIL ON AGING OUTREACH PT	\$ 15,764.55
NASH KRISTINE		SCHOOL	SUPERINTENDENT OF SCHOOLS	\$112,692.33
NELLIS PATRICIA		SCHOOL	INSTRUCTIONAL AIDE	\$ 22,415.90
NELSON JO ANN E		TOWN	ELECTION WORKER	\$ 803.26
NICHOLSON CHRISTINA M		SCHOOL	INSTRUCTIONAL AIDE	\$ 24,184.04
NIEVES JR. ANGEL L		SCHOOL	SUBSTITUTE TEACHER	\$ 3,010.00
NOTE CHRISTINE		SCHOOL	RECESS AIDE	\$ 1,440.76
NUGENT COURTNEY		SCHOOL	ENGLISH TEACHER	\$ 85,119.40
NUGENT DAVID M		SCHOOL	PRINCIPAL	\$107,060.07
O'BRIEN BRENNAN M		SCHOOL	SUBSTITUTE CUSTODIAN	\$ 2,464.00
O'BRIEN FRANCIS R		SCHOOL	CARPENTRY TEACHER	\$ 48,436.11
O'BRIEN JAMES E		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 761.50
O'BRIEN MICHAEL J		SCHOOL	INSTRUCTIONAL AIDE	\$ 34,330.26
O'CONNOR WILLIAM		TOWN	CALL FIREFIGHTER/PARAMEDIC	\$ 225.70
O'HALLORAN DONNA M		TOWN	MIS DIRECTOR	\$ 16,830.74
O'HEARN KEVIN M		TOWN	BASKETBALL/BASEBALL COACH	\$ 1,673.15
O'LEARY BONNIE		TOWN	JUNIOR CLERK-POLICE	\$ 16,703.51
O'MALLEY DENISE		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 4,217.32
O'NEILL SHAWN D		TOWN	FIREFIGHTER/PARAMEDIC	\$ 72,373.55

ORNELL KRISTIN H		SCHOOL	GRADE 2 TEACHER	\$ 80,474.35
OUIMETTE JACOB		SCHOOL	TECHNICIAN	\$ 5,460.00
PACKARD ABIGAIL R		SCHOOL	NURSE	\$ 15,171.04
PACKARD NICHOLAS		SCHOOL	REGISTRAR	\$ 42,028.16
PAPAGNI STEVEN		TOWN	FACILITIES SUPERINTENDENT	\$ 75,912.88
PARISEAU JENNIFER L		SCHOOL	GRADE 4 TEACHER	\$ 74,423.76
PARKINSON JEREMY		TOWN	CALL FIREFIGHTER/PARAMEDIC	\$ 931.96
PARMENTER GINA MARIA		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 2,164.50
PASTIER VERONICA R		SCHOOL	FOOD SERVICE WORKER	\$ 25,379.34
PECK AMY		SCHOOL	SUBSTITUTE TEACHER	\$ 3,267.50
PELCZARSKI ROBERT J		SCHOOL	PRINCIPAL	\$105,040.00
PELEVINA ANNA		TOWN	FIREFIGHTER/PARAMEDIC	\$ 21,403.06
PERVEILER MARY		SCHOOL	HEALTH TEACHER	\$ 49,279.63
PETERSON CHARLOTTE R		TOWN	ELECTION WORKER	\$ 3,273.57
PETTIS LAURA J		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 1,114.75
PHILLIPS II JOHN A		TOWN	SKILLED SEASONAL LABORER-DPW	\$ 13,168.68
PHILLIPS KADION		SCHOOL	DIR. OF INSTRUCTIONAL TECH.	\$101,065.57
PICARD JR ROBERT W	*	TOWN	PATROL OFFICER	\$ 89,857.29
PICKING HEATHER	*	TOWN	PATROL OFFICER	\$ 73,284.53
PIERCE JENNIFER L		SCHOOL	MATH & SCIENCE TEACHER	\$ 80,174.35
PIETRO CHRISTOPHER J		SCHOOL	SPED TEACHER	\$ 86,023.68
PIETRO LAUREN		SCHOOL	HISTORY TEACHER	\$ 64,357.92
PIETRZAK JOSEPH		SCHOOL	SUMMER SPORTS CAMP COACH	\$ 4,900.00
PIKE ERIC J		TOWN	PART TIME DISPATCHER	\$ 1,136.64
PIMENTEL KIMBERLY A		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,822.26
PLANTE BEVERLY A		TOWN	ELECTION WORKER	\$ 191.25
PLANTE JEFFREY		TOWN	BUILDING CUSTODIAN	\$ 31,854.68
PLANTE MICHAEL C		TOWN	CONSTABLE	\$ 197.63
PREFONTAINE JESSICA M	*	TOWN	FIREFIGHTER/PARAMEDIC	\$ 87,957.73
PREFONTAINE REBECCA L		TOWN	PART TIME DISPATCHER	\$ 1,263.54
PROPHET JESSICA A		SCHOOL	NURSE	\$ 62,908.66
PROVENZANO KRISTINA M		SCHOOL	SPANISH TEACHER	\$ 63,167.79
PRUNIER ELLEN K		SCHOOL	MATH & SCIENCE TEACHER	\$ 85,471.87
PUNISKIS JOHN G	*	TOWN	OPD-TRAFFIC CONTROLLER	\$ 23,584.25
PUPKA CHRISTOPHER T		TOWN	ASSESSOR	\$ 80,412.32
PURCELL KATHLEEN E		TOWN	ELECTION WORKER	\$ 325.13
QUINN JOHN		SCHOOL	PRINCIPAL	\$108,171.18
RACICOT JESSICA L		SCHOOL	MATH & SCIENCE TEACHER	\$ 79,333.21
RACICOT MARY JANE		TOWN	ELECTION WORKER	\$ 576.95
RACINE-WEATHERWAX ELLEN L		SCHOOL	PAYROLL/PERSONNEL COORDINATOR	\$ 27,237.08
RAYMOND HILARY		TOWN	PART TIME CHILDREN'S CLERK	\$ 8,197.85
RAYMOND JOSHUA S		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$ 51,775.58
RAYMOND MICHELE M		SCHOOL	SECRETARY	\$ 51,152.93
REMIAN ELIZABETH ANN		SCHOOL	SOCIAL WORKER	\$ 14,172.65

REYNOLDS JOHN		SCHOOL	TECHNICIAN	\$ 43,548.75
RHEAULT RUSSELL C		TOWN	MODERATOR	\$ 200.00
RICHARDS JUSTIN		SCHOOL	COMPUTER SCIENCE TEACHER	\$ 89,851.36
RIPLEY STEPHANIE		SCHOOL	MATH TEACHER	\$ 65,158.60
RODIER JUDY A		SCHOOL	FOOD SERVICE WORKER	\$ 10,720.10
RODIER PATRICIA C		SCHOOL	GRADE 1 TEACHER	\$ 73,708.32
RODRIGUEZ JUSTIN A		TOWN	PT CUSTODIAN	\$ 781.06
ROEMER MICHELLE E		SCHOOL	GRADE 2 TEACHER	\$ 85,421.93
ROLAND MELODY G		TOWN	COA CLERK	\$ 5,394.59
ROOD MARION I		TOWN	SENIOR WORK OFF	\$ 1,500.00
ROSS JEANNINE A		TOWN	ASSISTANT ASSESSOR	\$ 56,126.80
ROYSTER JAMES		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 5,931.50
RUDMAN SCOTT P	*	TOWN	FIREFIGHTER/ADVANCED EMT	\$ 74,251.37
RUIZ KAREN H		SCHOOL	ENGLISH & SOC.STUDIES TEACHER	\$ 84,891.99
RUSSO AIMEE L		SCHOOL	ENGLISH TEACHER	\$ 68,826.56
RUTKIEWICZ SARAH L		SCHOOL	MUSIC TEACHER	\$ 77,985.04
RYAN LINDSAY N		SCHOOL	GUIDANCE COUNSELOR	\$ 19,204.13
SAAD ANTHONY P		TOWN	CHIEF OF POLICE	\$133,263.45
SAAD CYNTHIA E		TOWN	ELECTION WORKER	\$ 191.25
SAAD JOHN G		TOWN	BOARD OF SELECTMEN	\$ 1,500.00
SALONICH LISA		SCHOOL	GRADE 4 TEACHER	\$ 35,443.22
SANTANA MARTINEZ JUAN		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$ 6,548.75
SANTIAGO JOSE M		SCHOOL	CUSTODIAN	\$ 9,195.18
SCHLOTTENMIER THOMAS HENRY		TOWN	DISPATCHER	\$ 14,316.56
SCHOEMER ELIZABETH		SCHOOL	SUB. HEALTH SAFETY MONITOR	\$ 221.00
SCHOEMER KATHLEEN		SCHOOL	NURSE	\$ 62,256.42
SCHOEMER KATHLEEN		TOWN	PUBLIC NURSE	\$ 21,160.00
SCHOLL KRISTEN E		SCHOOL	ENG. & SOC. STUDIES TEACHER	\$ 77,283.30
SELLERS KENNETH J		TOWN	CAPTAIN/EMT	\$ 83,509.68
SHADIS ALEXANDER	*	TOWN	PATROL OFFICER	\$ 86,119.41
SHANNON IRENE M		SCHOOL	SPED TEACHER	\$ 85,091.93
SHARRY PEYTON E		SCHOOL	EDUCARE WORKER	\$ 1,272.00
SHEDD ROBERT J		TOWN	BOARD OF REGISTRARS	\$ 250.00
SHEPARD MARY B		SCHOOL	SUBSTITUTE NURSE	\$ 150.00
SHERIDAN DAVID M		TOWN	CALL EMT	\$ 23,007.84
SHINSKEY DANIEL		TOWN	MAINTENANCE TECHNICIAN	\$ 59,184.88
SIMKUS JOHANNA Z		SCHOOL	LIBRARY AIDE	\$ 28,097.26
SIMS PATRICIA A		SCHOOL	ART TEACHER	\$ 62,352.84
SINGER KERRIE		TOWN	BOH MEMBER	\$ 500.00
SIROIS MICHAELA R		SCHOOL	GUIDANCE COUNSELOR	\$ 54,229.49
SITKO ELIZABETH		SCHOOL	SPED TEACHER	\$ 74,327.56
SKEATES NANCY J		SCHOOL	INSTRUCTIONAL AIDE	\$ 29,931.08
SKEEAN EARL W		TOWN	ELECTION WORKER	\$ 82.88
SMALL JAQUI		SCHOOL	ATHLETIC COACH	\$ 2,000.00

SNEED QUION		SCHOOL	COACH	\$ 1,600.00
SOMERS JOANN		TOWN	OPD RADIO DISPATCHER	\$ 85,304.84
SOTO MAUREEN		SCHOOL	BCBA	\$ 75,623.78
SOTO TALISHA M		TOWN	OPD-RADIO DISPATCHER	\$ 7,580.72
SOUSA TONY		TOWN	DIR. OF PLANNING & ECON. DEV.	\$ 11,308.80
SPITZ PATRICIA I		SCHOOL	INSTRUCTIONAL AIDE	\$ 28,972.26
SPOONER CAROL A		TOWN	ELECTION WORKER	\$ 124.31
ST GERMAIN DAWN M		SCHOOL	GRADE 4 TEACHER	\$ 87,720.71
ST HILAIRE-BODREAU DENDRA L		SCHOOL	KINDERGARTEN TEACHER	\$ 79,592.51
STACEY MARY R		TOWN	ELECTION WORKER	\$ 216.75
STACY TESSA		SCHOOL	SPED TEACHER	\$ 53,120.49
STALTARE ELLA M		SCHOOL	EDUCARE WORKER	\$ 1,299.00
STERCZALA MEGAN		TOWN	ELECTION WORKER	\$ 60.56
STEVENS MARY		TOWN	ELECTION WORKER	\$ 761.82
STEVENS RONALD C		TOWN	ASST INSPECTOR OF WIRES	\$ 9,410.59
STOICA JANET E		TOWN	WRTA VAN DRIVER	\$ 12,339.69
STONE KEVIN P		SCHOOL	LONG-TERM SUB CUSTODIAN	\$ 12,397.28
SULLIVAN CATHLEEN M		TOWN	ASSISTANT LIBRARY DIR.	\$ 38,525.83
SULLIVAN ERIN R		TOWN	ELECTION WORKER	\$ 133.88
SULLIVAN LESLIE		SCHOOL	SECRETARY	\$ 38,864.74
SULLIVAN THOMAS		TOWN	TEMPORARY ADM TOWN CLERK	\$ 12,646.39
SULLIVAN WILLIAM		TOWN	ELECTION WORKER	\$ 557.82
SUMNER SEAN		SCHOOL	TECHNICIAN	\$ 18,676.20
SZAMOCKI GERRI-LYNN		SCHOOL	SUBSTITUTE NURSE	\$ 808.50
TABORDA JAIMEE L		SCHOOL	ART TEACHER	\$ 86,702.31
TEAL SHANA M		SCHOOL	SUB. HEALTH SAFETY MONITOR	\$ 123.50
TETREAULT ABBY		SCHOOL	GRADE 3 TEACHER	\$ 57,674.64
THORNTON LYNN A		SCHOOL	ADJUSTMENT COUNSELOR	\$ 85,161.14
THYDEN SHARON		SCHOOL	SECRETARY	\$ 17,106.99
TORTESON-ALLEN JESSICA		SCHOOL	GRADE 3 TEACHER	\$ 67,194.28
TORTI REBECCA L		SCHOOL	GRADE 3 TEACHER	\$ 48,814.54
TREMBLAY DEBRA J		SCHOOL	EXECUTIVE ASSISTANT	\$ 55,470.61
TREMBLAY JULIE		SCHOOL	SPED TEACHER	\$ 55,163.61
TROIANO ANDREW R	*	TOWN	FIREFIGHTER/ADVANCED EMT	\$ 91,920.89
TROIANO MEAGHAN E		TOWN	BOARD OF SELECTMEN	\$ 1,500.00
TRUAX ROBERT L		SCHOOL	ASSISTANT PRINCIPAL	\$ 97,176.33
TRUE ALISON		SCHOOL	INSTRUCTIONAL AIDE	\$ 37,508.00
TURNER ALYSIA D		TOWN	JUNIOR CLERK - DPW	\$ 29,102.96
TURNER DONNA M		SCHOOL	EDUCARE WORKER	\$ 2,250.50
TURNER KAYLA		SCHOOL	INSTRUCTIONAL AIDE	\$ 22,415.90
UGRINOW JENNIFER M		SCHOOL	KINDERGARTEN TEACHER	\$ 71,064.58
VALENTINO BARBARA J		TOWN	WRTA VAN DRIVER	\$ 12,527.39
VALINSKI RONALD W		TOWN	SEALER OF WEIGHTS&MEASURES	\$ 3,840.20
VIEL DANIEL J		TOWN	CEMETERY COMMISSIONER	\$ 500.00

VIGEANT SR JOSEPH A		TOWN	WINGMAN	\$ 565.00
VINCENT RICHARD J		SCHOOL	CUSTODIAN	\$ 55,310.32
VINCENT TINA		SCHOOL	CUSTODIAN	\$ 53,526.56
VINZI R STEVEN		SCHOOL	MATH TEACHER	\$ 69,070.34
WAGNER JENNIFER		SCHOOL	SCIENCE & MATH TEACHER	\$ 61,760.84
WALIA RHEA		SCHOOL	SCIENCE TEACHER	\$ 88,835.95
WALSH KEVIN E		TOWN	BUILDING CUSTODIAN	\$ 13,944.12
WARD THOMAS M		SCHOOL	SUBSTITUTE TEACHER	\$ 1,695.00
WARREN JOEL		TOWN	MAINTENANCE TECHNICIAN	\$ 64,848.66
WARREN-DYMENT JENNIFER		TOWN	EXECUTIVE ASSISTANT	\$ 74,205.68
WEBSTER JR DANIEL G		TOWN	OPD-RADIO DISPATCHER	\$ 71,426.29
WELSH MATTHEW		SCHOOL	SUBSTITUTE TEACHER	\$ 1,700.00
WHITAKER JOSHUA M		SCHOOL	HISTORY TEACHER	\$ 73,578.26
WHITE JESSICA L		SCHOOL	SPED TEACHER	\$ 85,811.93
WHITE MARY J		SCHOOL	HEALTH AND SAFETY MONITOR	\$ 5,094.81
WHITE ROGER		TOWN	SEASONAL WINTER LABORER	\$ 135.08
WHITE STACY E		TOWN	OCC - SR. ACTIVITY COOR.	\$ 8,030.41
WIELAND KATHERINE N		SCHOOL	ADJUSTMENT COUNSELOR	\$ 79,323.15
WILLIAMS MARK		TOWN	FIREFIGHTER/EMT/PARAMEDIC	\$ 4,858.58
WILSON CLAIRE D		TOWN	ELECTION WORKER	\$ 14,656.01
WILSON LAURA B		TOWN	ASSISTANT DIRECTOR COA	\$ 34,679.16
WING JEFFREY		SCHOOL	SUBSTITUTE TEACHER	\$ 3,675.90
WING ROSEMARY J		TOWN	ELECTION WORKER	\$ 1,969.87
WINKELMANN AMY		SCHOOL	SECRETARY	\$ 14,646.85
WINSKY JOHN M		TOWN	DPW-HEAVY EQUIP. OPERATOR	\$ 56,131.24
YORK TARRY A		SCHOOL	FOOD SERVICE WORKER	\$ 24,197.31
YORK TRISHA		SCHOOL	CUSTODIAN	\$ 19,037.20
YOUNG RANDALL		TOWN	DPW-LIGHT EQUIP. OPERATOR	\$ 35,863.98
YOUNGSMAN DAVID		SCHOOL	NJROTC	\$ 94,213.96
ZIELINSKI ELIZABETH		SCHOOL	SUPERINTENDENT OF SCHOOLS	\$ 80,175.59
ZIEMBA ELAINE M		SCHOOL	NURSE	\$ 49,036.09
ZIFCAK NICOLE R		SCHOOL	GRADE 2 TEACHER	\$ 85,853.25

* 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 1/1/2020	COMMITMENTS REFUNDS	ADJUSTMENTS ABATEMENTS	TRANSFERS TT & TAX POSS	LESS COLLECTIONS	UNCOLLECTED 12/31/2020
<u>TAX TITLE</u>	1031776.88	159052.42	38831.32	0.00	179305.63	972692.35
<u>REAL ESTATE</u>						
2021 RE	0.00	24353898.59	111736.84	0.00	11505337.87	12736823.88
2020 RE	308535.48	12200117.44	227427.25	113964.38	12094102.51	73158.78
<u>PERSONAL PROPERTY</u>						
2021 PP	0.00	1086640.90	0.00	0.00	610591.25	476049.65
2020 PP	3394.37	707030.64	121167.87	0.00	588296.37	960.77
2019 PP	1169.96	0.00	0.00	0.00	0.00	1169.96
2018 PP	1470.52	0.00	0.00	0.00	0.00	1470.52
2017 PP	859.35	0.00	0.00	0.00	0.00	859.35
2016 PP	914.22	0.00	0.00	0.00	0.00	914.22
<u>MOTOR VEHICLE EXCISE</u>						
2020 MVE	0.00	2078076.58	42710.05	0.00	1935355.38	100011.15
2019 MVE	95546.05	16826.63	4115.13	0.00	84300.97	23956.58
2018 MVE	25970.10	682.70	784.58	0.00	11286.52	14581.70
2017 MVE	15168.19	0.00	0.00	0.00	2912.73	12255.46
2016 MVE	8620.24	0.00	0.00	0.00	1466.98	7153.26
2015 MVE	7069.01	0.00	0.00	0.00	737.09	6331.92
2014 MVE	4764.93	0.00	0.00	0.00	216.25	4548.68
<u>SEWER & WATER</u>						
WATER BETTERMENT 20RE	0.00	34956.91	0.00	0.00	34956.91	0.00
WATER COMM INT 20RE	0.00	13982.75	0.00	0.00	13982.75	0.00
CHERRY VALLEY WATER 20RE	0.00	1242.29	0.00	0.00	1242.29	0.00
UTILITY BILLING	18694.53	435602.71	30927.29	0.00	386772.28	36597.67
OXFORD-ROCHDALE 20RE	0.00	12195.68	1025.00	0.00	10145.68	1025.00
SEWER ENT USR CHG 20RE	0.00	13650.01	891.85	0.00	11633.87	1124.29
BEVERLY BETTERMENT 20RE	0.00	5739.70	0.00	0.00	5739.70	0.00
BEVERLY COMM INT 20RE	0.00	2582.35	0.00	0.00	2582.35	0.00
LEICESTER BETTERMENT 20RE	0.00	9216.23	0.00	0.00	9216.23	0.00
LEICESTER COMM INT 20RE	0.00	7372.98	0.00	0.00	7372.98	0.00
<u>MISCELLANEOUS COLLECTIONS</u>						
PENALTIES & INTEREST	167965.17					
CERT OF MUNICIPAL LIENS	28825.00					

TRUST FUND REPORT

as of December 31, 2020

Cemetery Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
North Cemetery	28,520.32
South Cemetery	8,352.43
Gore Cemetery	13,938.42
J. Larned Combined	16,456.76
Perpetual Care	54,219.99
TOTAL	\$121,487.92

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

TOTAL CEMETERY FUNDS \$451,731.03

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 Congregational Church	

Gore Cemetery Trust

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

TRUST FUND REPORT

as of December 31, 2020

Library Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Oxford Library Trust	25,504.93
Oxford Library Book Trust	8,033.47
Oxford Library Childrens Trust	2,756.73
Oxford Lions Club	751.75
Patrons of the Library	2,096.72
Grace Flynn	2,497.29
TOTAL	\$41,640.89

Library Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Oxford Library Trust	53,834.82
Oxford Library Book Trust	9,200.00
Oxford Library Childrens Trust	6,522.29
Oxford Lions Club	3,203.02
Patrons of the Library	500.00
Grace Flynn	500.00
TOTAL	\$73,760.13

TOTAL LIBRARY FUNDS \$115,401.02

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
-------------------	-----------------

TRUST FUND REPORT

as of December 31, 2020

Scholarship Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Oxford High School Family	3,209.94
Oxford Educators	405.52
Pottle Family	25,407.23
Oxford District Nursing	8,167.93
Eugene McKenney	89.30
Wayne Westall	92.24
Jeffrey Fallavollita	2,625.46
F. Duncan Wilson	27.03
Elsie Moscoffian	946.54
Daniel Clem	1,347.98
Susan Kirk	3,619.94
Jennifer Marie Lehner	2,500.34
OHS Scholarship	7,663.35
Lyman & Violet Rosebrooks	710.16
TOTAL	\$56,812.96

Scholarship Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Oxford High School Family	72,869.50
Oxford Educators	12,666.49
Pottle Family	41,356.54
Oxford District Nursing	3,861.98
Eugene McKenney	5,000.00
Wayne Westall	9,725.00
Jeffrey Fallavollita	3,384.40
Lyman & Violet Rosebrooks	23,852.97
TOTAL	\$172,716.88

TOTAL SCHOLARSHIP FUNDS \$229,529.84

SCHOLARHIP 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, 2020

Miscellaneous Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Charles Larned Entertainment	236.38
Elizabeth Copp	4,592.47
Hannah Harwood	17,930.40
Oxford Home for Aged People	24,326.24
Charles Wellington	19,126.11
Celebration Stabilization	24,260.13
Capital Stabilization	200,042.20
American Revolution	1,324.32
Stabilization Fund	1,470,862.97
Sewer Stabilization	100,766.92
Conservation Fund	19,262.73
Municipal Building Trust	80,207.26
TOTAL	\$1,962,938.13

Miscellaneous Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Charles Larned Entertainment	10,000.00
Elizabeth Copp	2,000.00
Hannah Harwood	3,000.00
Oxford Home for Aged People	99,055.75
TOTAL	\$114,055.75

TOTAL MISCELLANEOUS FUND \$2,076,993.88

SPECIALIZED TRUST FUNDS

Ending Market Values as of December 31, 2020

FUND	BALANCE
Cecilia J. Smolenski/Millette Charitable Trust Fund I	\$2,886,180.06
Cecilia J. Smolenski/Millette Charitable Trust Fund II	\$2,085,269.82
Gahagan Family Scholarship Fund	\$635,041.50
George A. Pytko And Paul P. Pytko Scholarship Fund	\$62,777.35
Founders Day	\$6,507.84
George A. Morin Library Trust	\$162,646.93
Irwin and Lillian Pottle Scholarship	\$233,681.61
OPEB Liability Trust	\$5,219,592.75

TOTAL SPECIALIZED TRUST FUNDS \$11,291,697.86



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. 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 accontrol@oxfordma.us.

This year the Massachusetts Department of Agriculture suspended barn inspections due to the COVID-19 outbreak. We are looking forward to resuming inspections this year. Animal Control did inspect 13 kennels and responded to 1,202 animal related calls:

Dog Calls	651
Cat Calls	179
Wildlife Calls	134
Farm Animal Calls	70
Bites to Humans/Pets	33
Other Miscellaneous Calls	135
Quarantines Issued	35

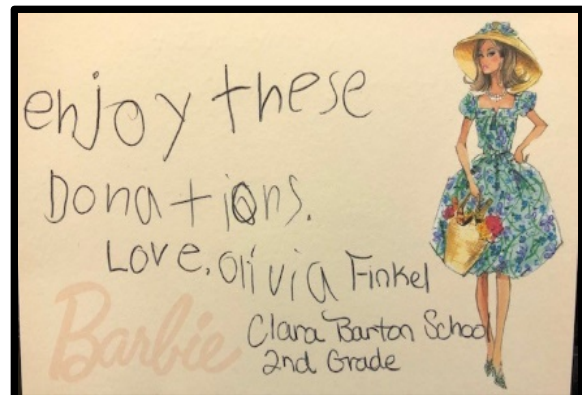
The Town of Oxford has a 24-hour leash law in its by-laws for dogs and also requires dogs and cats to be licensed on an annual basis. Dog and Cat licenses are available in the Town Clerk's Office beginning in January each year. To avoid a late fee of \$10.00, please obtain your dog license by April 30th and your cat license 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 of age or older. If you no longer have your pet, please contact the Town Clerk's Office 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 and the current license document will be mailed back. In 2020, 1,541 dogs and 563 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.

This year was a challenging year due to the COVID-19 outbreak. Ed Hart, Assistant ACO, and myself continued to perform our duties while following the Health Department protocols. Unfortunately, we had to put off our planned educational activities at the Clara Barton and



Chaffee Street Schools but we look forward to presenting our program to the students in 2021. One 2nd Grade student at the Clara Barton School chose to do her random act of kindness by donating food, blankets and other items to the kennel. Thank you, Olivia Finkel!

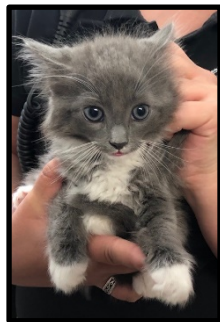


Several Oxford businesses have supported the Oxford Animal Shelter with donations of food, supplies or money. Our sincerest thanks goes out to Curaleaf, Walmart, Market Basket, Pet Supply Plus, Private Designs, Robert Carusi and PT Pet Supply.



Animal Control cared for 80 animals from the Town of Oxford and 135 animals from the Town of Southbridge. This partnership benefits both towns by providing a temporary facility for Southbridge until their

kennel is complete as well as additional funds for Oxford Animal Control. Thanks to the staff and volunteers who contribute to the wellbeing of the stray and homeless animals that make their way into the shelter each year. Our volunteers: Laura Bass, Michelle Esposito, Lisa Sheppard, Jack Carroll, Ali Poutre and Shannon Flynn-Richards.



*Respectfully Submitted,
Kathleen "Kelly" Flynn
Oxford Animal Control*

BOARD OF HEALTH

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

support community health efforts, assuring an expert public health work force, evaluating effectiveness, accessibility and quality of health services and developing new insights and innovative solutions to health problems.

The Board of Health includes, Kerrie Singer - Chairman, David Escobar - Vice Chairman, Dina Costa – Member, Laureen A. Gilbert - Administrative Assistant, Thomas Purcell - Board of Health Inspector, Paul D. Mazeika - Plumbing/Gas Inspector, Steven Garabedian - Food Inspector.

The Board continues to educate the public and update their own knowledge in regard to 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. The Board is also continuing to build a network of resident emergency volunteers.

Beginning in March, 2020, the Board began working diligently with the Town Manager's office regarding the COVID-19 pandemic. The Board began to educate the Oxford residents and businesses as to the importance of adhering to the Department of Public Health and Center for Disease Control safety guidelines along with Governor Baker's COVID-19 Orders.



From March 2020 through December 2020, Oxford COVID-19 cases totaled 591, 549 confirmed and 42 probable. The Board would like to extend their sincere thanks for all the work and support offered by Amy Grniet-COVID Contract Tracing Nurse & District Nurse Leader for Oxford High School along with Kathleen Schoemer-COVID Contact Tracing Nurse & School Nurse for Oxford. The Contact Tracing Nurses assisted with speaking directly to Oxford residents and

businesses to discuss COVID-19 protocols to assist with keeping Oxford as safe and healthy as possible throughout a very difficult time.

The Board of Health Inspector, Thomas Purcell, has retired as of September 30, 2020. We would like to extend our thanks for all of his services throughout his time with the Town of Oxford Board of Health. Mr. Purcell was an asset during a very difficult time, COVID-19 pandemic, and we are grateful for his service to our Board and to the residents and businesses in Oxford.

Permits:	Number Issued:
Percolation Tests and Deep Hole Observations	50
Septic Permits	50
Wells	5
Food Permits	69
Installer's Licenses	29
Hauler's Permits	25
Plumbing Permits	152
Gas Permits	64
Body Art Practitioner Permits Bi-annual	4
Body Art Facility Permits	2
Body Work Practitioner Permits	0
Body Work Facility Permits	0
Tobacco Permits	17
Swimming Pools	2
Beaches	1
Donation Bins	25
Recreational Camp	1

The Board has partnered with the Leominster Tobacco Coalition. They are assisting our town with Tobacco Inspections and Tobacco Compliance Checks.

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 Inspectors, the 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 Chair*



BUILDING DEPARTMENT

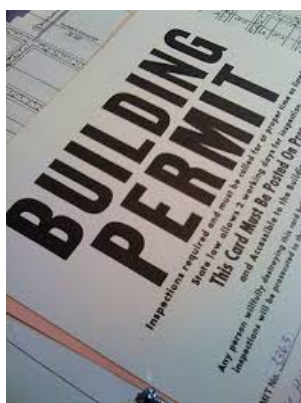
It is the duty of the Building Commissioner to administer and enforce the provisions of the Zoning By-Law of the Town of Oxford and in accordance with the State Building Code. The Building Department considers all matters relating to zoning, including requests for zoning approvals and determinations,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

Following is a list indicating the number of permits issued by the office of the Building Commissioner during 2020:

Above Ground Pools	23
Additions/Dormers	10
Garages/Barns – Residential	9
Chimney	2
Demolition	5
Commercial – New Building	2
Commercial – Remodel/Repairs	28

Enclosed Porch	6
In-ground Pool	4
New House Single Family	8
Porches/Decks – Residential	39
Porches/Decks – Commercial	6
Pellet/Wood/Gas Stove	24
Remodel – Residential	67
Roof/Siding/Windows Residential	166
Roof/Siding/Windows Commercial	12
Shed	2
Sheetmetal – Residential	9
Sheetmetal - Commercial	7
Signs	8
Solar Panels – Residential	44
Temporary Trailer	5
Weatherization	48
TOTAL PERMITS ISSUED	534

The total value of building construction for 2020 is estimated to be \$10,524,200.00 and fees collected were approximately \$85,265.00.



In 2020, 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 352 electrical permits issued in 2020 and the fees collected totaled approximately \$42,031.00.

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.

Robert Lanciani, Building Commissioner
 Ronald P. DeSantis, Assistant
 Building Inspector
 Alfred Banfill, Electrical Inspector
 Ronald Stevens, Assistant Electrical Inspector

Respectfully Submitted
Robert Lanciani, Commissioner of Buildings

OXFORD FIRE AND EMERGENCY SERVICES

It has been a busy and challenging year of change for the men and women of the Oxford Fire and Emergency Services Department in 2020. I am pleased and proud to report to our citizens and government leaders the men and women of the department have been more than equal to the task and have shown great resiliency in meeting the challenges of our profession during the worldwide COVID-19 pandemic.

NORTH FIRE STATION

A priority set for the department by the Board of Selectmen and Town Manager Jennifer Callahan was to explore ways to open and staff Fire Station 2 to reduce response times for fire and emergency medical service calls in North Oxford. The officers of the department engaged in a study of ways to make this possible while meeting the objectives of national consensus standards and recognized fire service best practices.

Through the combined efforts of the officers of the department, a plan was developed to open and staff Station 2 with the existing full-time staff. The onset of the COVID-19 pandemic sped up the timeline to open the station in terms of protecting the public and dispersing personnel to limit potential exposure to the virus. Station 2 was opened and staffed in March of 2020 for the first time since 2007.

The opening of Station 2 saw the need to make some building upgrades such as new floor tiles,

windows, cabinets, and appliances. The Facilities Branch of the Department of Public Works undertook the project completing the work in short order. Plans call for updating the membrane roof and the heating and ventilation system over the next few fiscal years.



Station 2



Station 2 Update to Interior

FIRE DEPARTMENT HEADQUARTERS

Upgrades to Fire Headquarters at the South Fire Station included the addition of a sorely needed efficient space for firefighter physical fitness equipment. Prior to the COVID-19 pandemic, crews were able to reconfigure space in the annex building to establish a cardio and weight fitness room. The high demands of firefighting require a high degree of muscular fitness. Strength training produces new muscle tissue, which is then available to contract and generate force allowing the job to be done better and safer. Research has shown increased physical activity and improved

diet, can help promote favorable body composition and blood panels resulting in more fit firefighters. Research has also shown firefighters who establish a routine physical fitness regimen suffer fewer cardiac abnormalities during stress testing and fewer on-the-job injuries than those who have not. This workout space and equipment will go a long way to meet those efforts.



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 provides real property protection to 5,584 residential, commercial, industrial, and agricultural facilities valued at approximately \$1.5 billion. In 2020, the Oxford Fire and Emergency Services responded to 2,308 calls for fire and Emergency Medical Service incidents. The total property loss from structure, forest, motor vehicle and miscellaneous type emergencies was \$497,720.00. There were 3 civilian fire injuries and 1 fire fatality in 2020.

The Fire and Emergency Services Department saw the addition of one new full-time Firefighter/Paramedic bringing the full-time staffing complement to 19 people consisting of 7 full-time officers (2 EMTs and 5 Paramedics), 5 full-time firefighter/paramedics, 2 full-time firefighter/AEMTs, 5 full-time firefighter/EMTs,

and an Administrative Assistant. There are currently 21 on-call personnel consisting of 5 firefighter/paramedics, 3 firefighter/EMTs, 7 firefighters, 3 EMTs, 1 paramedic and 2 Chaplains.

- The Oxford Fire and Emergency Services secured the following grants in 2020:
- Staffing for Adequate Fire and Emergency Response (SAFER) Grant - \$39,339.45
- Assistance to Firefighters Grant for Self-Contained Breathing Apparatus - \$200,000.00
- Commonwealth of Massachusetts Student Awareness of Fire Education (S.A.F.E.) and Senior (S.A.F.E.) Grants - \$6,313.00
- Commonwealth of Massachusetts Emergency Management Program Grant - \$3,500.00
- The Walmart Community Grant - \$2,500.00

Total Grants Received - \$251,652.45.



SELF CONTAINED BREATHING APPARATUS GRANT

The Oxford Fire and Emergency Services was successful in applying for and receiving a \$200,000 Assistance to Firefighters Grant (AFG) to replace our outdated and obsolete Self-Contained Breathing Apparatus in 2020. These grants, offered by the Federal Emergency Management Agency (FEMA), are extremely

competitive. The Scott Aviation units replace our 15-year-old ISI units that have reached the end of their service life.

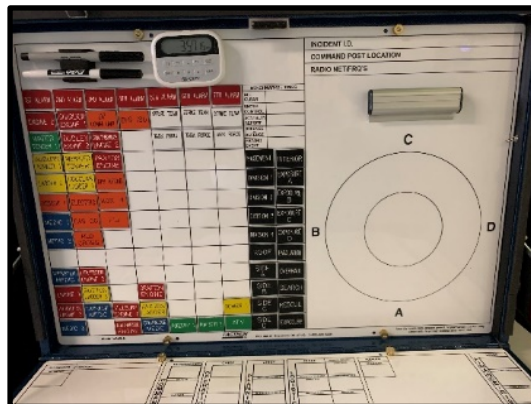


FF/Paramedic Shawn O'Neill, FF/EMT Jeffrey Morris, FF/AEMT Scott Rudman display new Scott Aviation SCBA units



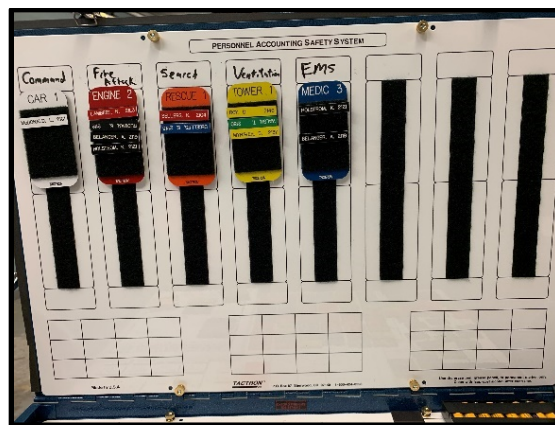
Congressman James McGovern, Town Manager Jennifer Callahan, Fire Chief Laurent R. McDonald, and Deputy Chief Jon Belanger during SCBA Grant Award ceremony

PERSONNEL ACCOUNTABILITY SYSTEM



Tactron Status Board

As part of our continuing efforts to improve operational efficiency and firefighter safety as recommended in the Municipal Resources Inc. Near Miss Report of 2017, the department adopted a new Personnel Accountability Passport system utilizing passports, nametags, and status boards to track the assignment of officers, firefighters, companies, teams, and groups at an emergency incident.



Passports on Status board

PERSONNEL

2020 saw the appointment of some new faces to the department, partly due to personnel who moved onto other departments, and partly due to expansion when a fourth person was added to the

fourth shift bringing all operations groups to full staffing as recommended in the Municipal Resources Inc., Near Miss Report of 2017. Firefighter/Paramedic Shawn O'Neill replaced Mark Williams, Firefighter/Paramedic Brian Coulombe replaced Anna Pelevina, and Firefighter/EMT Christopher Doeg replaced Robert Grynciewicz.



Brian Coulombe is sworn by Asst. Town Clerk Ann Morgan



Christopher Doeg is sworn by Asst. Town Clerk Ann Morgan



Town Manager Jennifer Callahan and Chief Laurent McDonald present Jeffrey Morris and Shawn O'Neill their permanent helmet shields upon completing probation.

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 495 calls for fire suppression services in calendar year 2020.



Emergency Medical Service

The Oxford Fire and Emergency Services Department provides emergency medical service at the Advanced Life Support paramedic 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 1813 Emergency Medical Service calls in 2020.

FY 2020 Emergency Response Statistics

Fire Responses: 495 - 23% from 2019
EMS Responses: 1813 -0.5% from 2019
Total Emergency Incidents: 2308
- 0.095% overall from 2019



STATE HAZARDOUS MATERIALS UNIT

This year the department entered into an agreement with the Department of Fire Services (DFS) to house one of the Commonwealth's Hazardous Materials Response Units. The Hazardous Materials Emergency Response division (HazMat) coordinates six regional HazMat teams which are strategically located to be able to respond anywhere in the state in less than 1 hour. The teams support local fire departments with technical information, expertise, and specialized equipment. Oxford was selected for its central location and access to major highways. In addition to the benefits of having the vehicle stored locally, the DFS provides a reimbursement to the Town for storing and maintaining the unit.

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 fire training officer, Captain Roger Lambert serves as the department's EMS 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. The COVID-19 pandemic saw reduced training classes and more use of hybrid on-line distance learning with socially distanced in resident portions of training.

Oxford had two people enrolled in the Call/Volunteer training program of the Massachusetts Firefighting Academy this year.

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. Training was initially curtailed due to social distancing standards but began increasing as staff were vaccinated and social distancing measures were put into place.



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. Due to the worldwide COVID-19 pandemic, training was curtailed in some areas and stopped altogether in others. Training will resume to previous levels once the pandemic is no longer a factor. The following Table shows the number and types of training sessions conducted during 2020.

TRAINING SESSION STATISTICS	Number of Sessions
MFA Call/Volunteer and Recruit Training	1
EMS Training	20
On-Duty Career Personnel Training	59
On-Call Fire Training	31
Explorer Training	0
CERT Training	0
Regional Technical Rescue Team Training	1
Total Training Sessions for 2020	111

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 E’s” Engineering, Education, and Enforcement.

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.

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 can 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. Regrettably, this program was stopped altogether due to the worldwide COVID-19 pandemic. We will resume the program as soon as it is safe to do so.

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.

Community Risk Reduction Statistics

INSPECTIONS	2020	
	Quantity	FEES
26F ½ Smoke/Carbon Monoxide alarm inspections	191	\$9,550
Annual inspections	0	N/A
Cargo tanks	13	\$325
Fire Alarms	9	\$450
Fire Safety	0	N/A
Oil Burners	41	\$1,025
Occupancy	40	\$3,000
Propane	46	\$3,300
Suppression system	0	\$0
Underground storage	0	\$0
Photovoltaic Arrays	25	N/A
Total	410	\$17,650

Inspections/Complaints: 410
 Other Permits: 32
 Burn Permits: 272
Total Permits/Inspections: 714

Safety/Education Programs: 0
 Senior Education: 0
Total Students Reached: 0*

*due to COVID-19 Pandemic

Total EMS Revenue: \$948,236.00
 Total Other Permit Revenue: \$5,260.00
 Total Permit/Other Inspections Revenue \$22,910.00

I want to extend my deepest appreciation and respect for the men and women I am fortunate to lead. I am extremely proud of their dedication and commitment to making Oxford a safe place in which to work and live.

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, MPA, MACFO
Chief, Fire and Emergency Services*

POLICE DEPARTMENT

As I look back on 2020, I am reminded of the courage and perseverance that the members of the department displayed as they faced the unknown certainties of the COVID-19 virus. They have taken an oath to protect and serve all of you in the face of unknown hazards and risks. They have truly risen above and shown considerable resilience.

The adjustments made in the spring to address the ever changing issues about the virus were many. New policies and procedures were implemented to address this unprecedented moment. Precautions taken within the department continue today. They include extreme sanitization of common areas and workspaces on a monthly schedule, sanitization of cruisers before and after each shift, restricted access to the building, installed air purification systems, and of course mask wearing and social distancing. We also began to address some of the more commonplace calls by phone thereby limiting interaction if practical.



Sheriff Lew dropping of sanitizer

As of the date of this writing, three of your officers had been infected with the virus. I am pleased to report that they have all recovered and have returned to work. We continue to remain vigilant in our daily lives as we come to have a

better understanding of the implications of the virus and the vaccines rolls out.



Intercom system – restricted access to foyer)

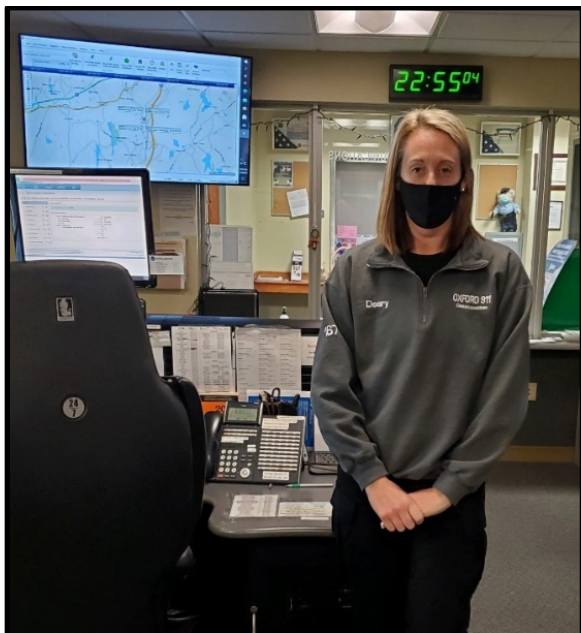
During the COVID-19 pandemic, officers locally and across the country were faced with many protests, some of them violent as they called to defund the police. We assisted many surrounding communities as they managed the large crowds and dissent. Oxford did see a few gatherings of groups in our center. Fortunately, they were civil in their right to protest and we did not witness negative fallout like some other departments experienced. As a result of the prevailing sentiments surrounding police and police reform topics, the legislature passionately debated the topic during the year and the Governor has recently signed off on a police reform bill. It has yet to be determined how these new regulations will affect policing within the Commonwealth, but one thing is for sure, it has changed the outlook on the profession for many years to come. It is our hope that adjustments can be made, and our citizens will not notice a change in the level of service that they expect from their local police departments. One fact that our department can attest to is the unremitting support that you have

given to us by way of well wishes, cards and food drop off! From all of us to you, a sincere Thank You!



Webster Protest – OPD assist

We were fortunate this year to acquire three new fulltime employees. In the dispatch center we hired Trina Deary from Leicester and Thomas Schlottenmier from Douglas. They are both seasoned dispatchers with many years of experience. Trina graduated from the fulltime dispatch academy in February. They both complement our existing staff very well and improve the overall efficiency of the center.



Trina Deary - Dispatch



Tom Schlottenmier - Dispatch

Re-hired in July was Officer Roy Aquafresca. He transferred back to Oxford from Millbury. Roy was originally hired by Oxford in 2013. I guess he decided to come back home to where it all began. Welcome back Roy! Roy is a great addition to the department with a good amount of training.



Roy Aquafresca Swearing in Ceremony

Despite the challenging year that 2020 has presented to us, officers continually answer the call and take care of our citizens. Every year, some officers truly rise above the normal course of service and conduct themselves in an exceptional manner. In those instances, it is our pleasure to acknowledge these fine deeds by way of formal commendations. This past year, four officers distinguished themselves.

In March, while assisting a State Trooper on a motor vehicle stop on Sutton Avenue, Officer Ryan Kasik's actions led to the recovery of an illegally possessed handgun. His Sergeant stated

that, “Officer Kasik’s observations, diligence and attention may have prevented a deadly situation.” The suspected was taken into custody for illegally possessing the gun and operating under the influence of drugs and alcohol.



Officer Ryan Kasik with Chief Saad

In August, the actions of Officer Richard Fairbanks and Officer Michael Fournier resulted in the arrest of three felony suspects who were wanted in the region for multiple car breaks. While ‘off duty’ at 1:34am, Officer Fairbanks took notice of several individuals breaking into cars just over the Oxford line into Leicester. He immediately notified Leicester and Oxford police and attempted to locate and identify the suspects. Officer Fairbanks’ Sergeant stated, “I firmly believe that if not for Officer Fairbanks’ vigilance while off duty and his immediate response, these suspects would have continued to commit crimes and evaded arrest that night. Officer Fairbanks’ devotion to duty reflected great credit upon himself and exemplified a police officer’s inherent responsibility to the community, whether on or off duty.” Officer Fournier responded as a mutual aid officer and was able to engage the suspects. His Sergeant states, “Officer Fournier was able to safely pursue the suspect vehicle, while maintaining communication and being mindful of the motoring public. After a multi-jurisdiction and multi-agency pursuit, three suspects were apprehended and charged with multiple felony offenses. The capture of these suspects has provided invaluable information regarding an ongoing multi-state investigation.”



Officers Fairbanks-Gifford-Fournier

And in December, Officer Roy Aquafresca was recognized. His commendation reads:

“During the early morning hours of December 16th, 2020, you encountered a suspicious male in the parking lot of McDonalds located on Sutton Avenue. Your subsequent inquiry and investigation resulted in the seizure of a large quantity of methamphetamine (app. 107 grams) and the arrest of the suspect for trafficking in a Class B substance. Your efforts in removing this dangerous drug off the streets are greatly appreciated by the citizens of Oxford and your fellow officers. OPD Proud!”



Officer Roy Aquafresca Commendation

Our annual ‘Police Week’ ceremony was held once again at the police department in front of the Harold J. Hartland Memorial on May 15th. Although an abbreviated version of the event was held, the names on the memorial were acknowledged and a prayer was read to honor law enforcement personnel of the past.



Police week 2020

The 'Drug Box' in the main foyer of the police department continues to be used frequently by our residents. It is the perfect way to dispose of unwanted pills and medicines that may be lying around your home, especially if you have children in the residence. The service allows us to destroy the drugs properly and safely. Feel free to take advantage of this 'free' service provided by the department.



"Drug Box"

In November, the department was informed that we were successful in obtaining Byrne Justice

Assistance Grant's (JAG) in the amount of \$20,000 to re-introduce a K-9 program back into the community. We are making strides in implementing this program. The designated K-9 officer will be Officer Ryan Kasik. In early 2021, we will be selecting a K-9 who will be the newest member of the OPD team.



Enhanced Police Department Patches. Thank you to Officer Bishoy Ibrahim for his efforts.



2020 Statistics

As of December 31, 2020, the police department is comprised of 22 full time officers, 2 part time officers, 6 full time emergency dispatchers, 5 part time dispatchers, an administrative assistant to the Chief, and a part time clerk.

Following is the annual list indicating the statistics in several main categories recorded by the department.

Arson	1
Assaults (To include Domestic Violence)	65
B&E (includes vehicles)	48
Counterfeit & Forgery	16
Embezzlement	1
Drug Violations	16
Drunk Driving/Impaired operation	31
Drunkenness (P/C)	1
Liquor Law Violations	6
Motor Vehicle Theft	10
Property Destruction	53
Rape	12
Shoplifting	93
Thefts Includes (Swindling)	143
Robbery	1
Weapons Violation	17
Disorderly	16
TOTALS	
Arrests	474
Incidents	684
Citations	1,661
Parking Violations	107
Accidents Investigated	234
Calls for Service	28,611
Orders Served	59

In closing, I would like to dedicate this year's annual report to the memory of Officer James McDonald who retired from the department in July of 2019 after serving 33 years, the majority of those years as Court Officer. He passed away in June of 2020. He will surely be missed by many.



Officer Jim McDonald

*Respectfully submitted,
Anthony Saad, Chief of Police*



SERVICE

SERVICE

SERVICE

PUBLIC SERVICE

PUBLIC SERVICE

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 PEG local broadcasting. All are located at 4 Maple Road. The Community Center also operates the splash pad at Carbuncle Pond.

As with all local recreation, the COVID-19 Pandemic of 2020 greatly impacted the ability of the Community Center to offer programming. Prior to our March 14th shutdown, we were enjoying a successful Winter Basketball League, higher-than-ever attendance in our Fitness Classes, and planning had begun for our Summer Program. We were able to complete our Winter Basketball League, with playoff games being completed on March 7th. Over 200 local children in grades 1 through 12 took part.

CHILDREN'S PROGRAMMING

Throughout March and April, the Children's Program Manager offered short, live craft and snack-making classes on the OCC Facebook page.

Our much-loved Summer Program was canceled, along with most others in the State. A ray of light, however, came in July as we reopened the Smolenski-Millette Splash Pad at Carbuncle Pond. Our greatly-reduced Splash Season still saw over 225 happy little visitors.

Another highlight for children's programming was our new Learn to Sew program for children age 6 through 13 offered in November. This

socially distanced, hands-on class was offered over 3 Saturdays and at the end, the children went home with a felt stuffy they created themselves. More such classes are being scheduled for 2021 – with some adult Learn to Sew classes, as well.

FITNESS PROGRAM

During shut-down, the Fitness Program Manager and several Instructors offered classes to our fitness members through our OCC Facebook Fitness Group and via Zoom. It was wonderful to have virtual contact with the people we had been accustomed to seeing almost daily for years. In addition to OCC virtual classes, we teamed with our licensing partners to allow our members' access to their emerging online platforms with the goal of working together to *keep people moving*.



Community Center Outdoor Yoga

In August, our fitness program resumed in-person classes outdoors – with 10 classes per week (one-third of our February class schedule). These were met with much enthusiasm and fortunately, the weather cooperated more often than not. In September, some indoor classes

resumed, with great restrictions on spacing, number of participants, and online pre-registration requirements. As all classes moved indoors in October, participants were patient, understanding, and compliant with mask-wearing and online pre-registration for classes. It has not been easy, but bringing physical activity, mental, and physical challenges, and distanced socialization has been incredibly meaningful for our team and our participants. Ending 2020, our fitness class schedule was at two-thirds of our pre-Covid19 offerings and enjoyed over 5,200 visits.

Along with classes, the Fitness Program offers Cardio and Weight Room use, now available by appointment only due to occupancy and space limitations. In total, we enjoyed over 5,500 visits to our Fitness Program in 2020. Our Silver Sneakers 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. Additionally, we appreciate the patience and support during the shutdown, and enthusiasm and understanding as we continue to work our way through varied and changing restrictions.

IN OTHER NEWS



OCC was selected for the third year in a row by the Lifesong Church Community Outreach Program as a volunteer site for their Day of Service. A team of volunteers visited in July and spent 2 hours weeding and mulching our entryway garden.

During the summer, the DPW installed a new playground structure at Carbuncle and worked hard to keep the Splash Pad operational.

The Community Center continues to house the Oxford Ecumenical Food Shelf, which has offered drive-through food pickup throughout the pandemic. The volunteers worked quickly to change their operating model from their highly-regarded service whereby clients entered the building and shopped from fully stocked shelves to the more traditional model of distributing pre-boxed/pre-bagged offerings.

2020 also saw the retirement of our Director of Community Programs, Stacy Barr. Her strength, leadership, smile and laugh will be greatly missed but we wish her a healthy and happy retirement.

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 safely and efficiently; the Board of Health and Public Health Nurses, Human Resources Department, and Town Manager's Office for direction and guidance in our phased re-opening; and our Town Police and Fire/EMS Departments for always responding quickly to every call.

Respectfully submitted,

Shelley Lambert, Interim Director/Program Manager

Program Staff: Claude Bingham, Keith Giard, Stacy White

OCC Fitness Instructor Team

RECREATION COMMISSION 2020

The year 2020 was a difficult year with the onset of the COVID-19 pandemic. This global pandemic disrupted the daily lives of people around the world. We, as a rural community like others across the state, had to deal with social distancing and the stay-at-home orders that disrupted not only leisure activities but outdoor and indoor recreation activities as well. COVID-19 led to the cancellation of festivals, concerts and other events in Oxford. This year

we have seen an immense impact on lifestyle behaviors, health, and personal wellbeing. The Recreation Commission was very limited in the resources and services we could offer to the community. These lost organized resources could have helped people cope with stress, through physical interaction, socialization and appreciation of nature.

Most of our events for sports leagues were canceled or postponed as we followed guidance from our state leaders in the fight to limit the infections by this unprecedented virus. A few sports in town saw limited play following strict guidelines forwarded from the governing league officers, state regulations and modifications from the Oxford Board of Health and the Recreation Commission. Outside sports that were allowed to play or practice on recreation property were tennis, baseball, softball, the Over 35 Fall Men's Soccer League and very limited fall practice time for the Oxford High School Girls Volleyball Team.

Due to all the restrictions, people found other ways to enjoy our recreation areas. There was a noted increase in the use of the numerous trails throughout the town for walking, hiking, running, biking and walking of dogs. People enjoyed rollerblading and skateboarding. Even though Carbuncle Beach was closed, small groups of people used the park for picnics. Other leisure activities enjoyed by the residents of Oxford were fishing, kayaking and canoeing. Cross country skiing, sledding, snowshoeing was limited in the winter due to the lack of snowfall in 2020. Outdoor activities allowed for plenty of space between people and posed a lower risk of spreading the virus. Again Oxford strictly followed the state recommendations during the pandemic.

The planned and scheduled maintenance of fields continued even with limited use that included fertilization, aerating, and the rotation of the utilized fields. The agricultural water system was used to water fields at Ruel Field. The sprinkler systems at the Stanley Johnson Little League Field and the Horgan Fields at Greenbriar Park were used to combat the drought conditions at the end of the summer.

The discussion continued regarding the safety netting and fence repairs on the Field 2 outfield at Ruel Field. Discussion also continued regarding the paving of the parking areas at Carbuncle Park and Ruel Field in 2021. Through the Smolenski-Millette Trust, there was approval for swings to begin construction of the central play area at Ruel Field that was approved by the Recreation Commission in Ruel's Master Plan. Installation is planned for 2021.

In 2020, the purchase of a private parcel of land that abuts Carbuncle Park became a reality and this acquisition added to the beach area. The State Trout Stocking Program at Carbuncle Pond continued. The Splash Pad was repainted and saw very limited use with strict guidelines in late August. A new slide playscape and swings were purchased and installed with funds from the Smolenski-Millette Trust on the west side of Carbuncle Park overlooking the beach.

The Treasure Land Playground area received a new slide playscape with funds from the Smolenski-Millette Trust and was erected in the center of the playground. The Trust also approved a toddler swing set with a special needs swing-chair that will be installed in 2021.



Treasure Land Playground

Recreational properties continue to be used for a variety of limited activities by a very diverse group of citizens of all ages. The Recreation Commission plans to meet monthly using a virtual ZOOM meeting until the state guidelines allow for in-person meetings. Leagues and private applications for field use will be

considered and processed utilizing current state mandates. The Recreation Commission will continue to research and authorize recreational opportunities following the strict guidelines during this pandemic. The outlook and focus of the Recreation Commission will continue to be on the Oxford community's health and wellbeing with the hope that COVID-19 can be controlled with the vaccine and we all can slowly begin to have some normalcy in our daily lives.

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

CONSERVATION COMMISSION

2020 proved to be a challenging year for the Oxford Conservation Commission, holding Public Hearings in person at the DPW Headquarters at 450 Main Street from January through April when the Commission had to adapt to the restrictions put in place by the Governor that suspended certain provisions of the Open Meeting Law and set strict limitations on the number of people that may gather in one place, resulting in the Commission having to hold Public Hearings virtually. Starting on April 15, 2020 the Commission began holding its meetings online and continued to hold all remaining meetings in 2020 virtually. Despite all the challenges this new meeting format produced, all remaining Public Hearings were held successfully. The Commission issued the following in 2020: six (6) Orders of Conditions, two (2) Amended Orders of Conditions, three (3) Extensions to Orders of Conditions, one (1) Order of Resource Area Delineation, five (5) Determinations of Applicability, eight (8) Certificates of Compliance and one (1) Enforcement Order.

In 2020, a total of 17 Public Hearings were held. The Conservation Commission and staff continued to conduct site visits and monitor ongoing projects throughout the year.

On July 15, 2020, Chairman Robert Manuel stepped down as Chairman, remaining on as a Commissioner, after eleven years of dedicated service spanning from November 5, 2008, where he took over as acting Chairman and being voted in as Chairman on December 17, 2008. The Commission expresses its gratitude for the years of dedicated service rendered by Mr. Manuel. At the same meeting on July 15th Paul Cunningham was voted in as the new Chairman and Edward Stuczko as Vice Chairman.

The annual Family Fishing Festival at Carbuncle Pond, co-sponsored by the Oxford Conservation Commission and the Massachusetts Division of Fisheries and Wildlife, had to be canceled due to the restrictions placed on the number of people allowed to gather in one place in response to the Coronavirus pandemic.

This year's Greenbriar Osprey nest welcomed two new chicks that grew successfully and fledged in the fall. The Osprey Webcam experienced multiple malfunctions that we hope to rectify in the coming year and continue to stream live nest activity. In August, CJ Elliot built a kiosk for his Eagle Scout project which is located below the osprey nest platform and will



Greenbriar Osprey Nest

be used for displaying information related to the osprey.

The Invasive Species Eradication Project addressing the Knotweed problem located at McKinstry Pond has shown very positive results. The project has been expanded to include all stands of Knotweed located at the McKinstry Pond site.

The Conservation Commission generally meets the first and third Wednesday evening at the DPW Headquarters, 450 Main Street but until further notice, the Commission will continue to meet remotely.

At the end of 2020, the Commission membership consisted of Paul Cunningham – Chairman, Edward Stuczko – Vice Chairman, Robert Manuel, William Zoldak, Arthur Firl, Albert Shahnarian and Thomas O'Neill. Supporting staff includes Judy Lochner, Conservation Agent and Alysia Turner, Clerk.

The Conservation Commission wishes to thank all the other Town Boards and Departments that worked with the Commission throughout the year.

*Respectfully submitted,
Paul Cunningham, Chairman*

COUNCIL ON AGING / SOCIAL CENTER

2020 started like every other year with plans for various lunches, activities, small groups and social events only to be stopped in its tracks on March 10th when Governor Charlie Baker issued a State of Emergency with strict restrictions soon to follow. As the Social Center shutdown to the public, the staff remained busy conducting wellness checks for our town seniors by phone. In May of 2020, Executive Director Stacy Barr and Clerk Melody Roland announced retirements. Laura LeBreton was asked to begin working closely with the outgoing Director to come up to speed and insure current levels of service to Oxford's senior population continued seamlessly after the retirements took place. Laura was promoted to Assistant Director in September. During the COVID-19 pandemic, the in-town van offered rides for "Early Bird" shopping for seniors at Market Basket. A Special thank you to Barbara Valentino for taking the 6AM shopping trip runs. The WRTA van continued to operate and take seniors to out- of-town appointments as well.

The Social Center held four (4) FREE drive-thru events; an Ice Cream Social, Brown Bag Lunch, Coffee & Muffin/Bagel and Trick or Treat, which

were well attended by seniors. In August we started a walking club to allow seniors to get together while being socially distanced. A phased opening of small groups started in August and continued in September. Debra Bayer joined the staff in September as the Culinary Supervisor. Meals were provided to seniors at a cost of \$3.00 per meal (including dessert and drink), with the option of either dining in or takeout.

The Social Center was the recipient of a NEW 2021 Ford 450 Type C Van thru the 2020 MassDOT Community Transit Grant Program to replace our 2013 van.

Staff of the Social Center received training and certification in CPR and First Aid.

In 2020, two (2) of our long-time Council Members, Alice Walker and Mary Brodeur, resigned from the COA board, and we welcomed new member Carolyn Merson.

Even with the COVID-19 pandemic, the Social Center provided over 700 in-town van rides, over 3000 WRTA van rides, over 500 congregate meals. Over 1500 additional service contacts occurred as an office or phone consultation provided to either a senior or family member.

Many thanks to all Staff, Council Members and especially our SENIORS for your continued support! We look forward to a better 2021!

*Respectfully submitted,
Laura B. Wilson, Director*

HISTORICAL COMMISSION

Three separate groups of people departed England during the 1600's to settle on land which is now known as Massachusetts. The Pilgrims, the Puritans and the Huguenots each came to America with their own story. A wealthy French Huguenot merchant named Gabriel Bernon purchased the south east corner of a much larger English Grant so that fellow Huguenots might escape religious persecution in their native France by coming here to live. Bernon financed their travel from France through England and on to the Settlement of New Oxford in 1686.

One of the reasons that this site may have appealed to Bernon was because it was located about fifty miles away from the English settlements that already held strong influence in Boston and along the coast on land also claimed by England. Bernon financed this Settlement and guided its development so that it might become self-sustaining. Although the Huguenots did make their mark in the wilderness, their influence began to lessen after they abandoned the Settlement in 1704. And yet, Oxford is one of the very few settlements in America that can trace its beginning back to French Huguenots. This claim is, indeed, unique to Oxford.

More than a year ago a Branding and Wayfinding Committee was formed in Oxford. The town hired a consultant for this committee to study many aspects of Oxford from the time of the Settlement to the present, 334 years later. In the words of the consultant "a brand that expresses the town's qualities, traditions and significant history" would identify Oxford's unique character. Within this branding process "a town-wide graphic, easily explained logo" would then be selected to be applied to "public wayfinding and informational signage, streetscape enhancement applications and appropriate social media tools." Such a branding and wayfinding project has been well received in many communities wishing to enhance their image. It provides a sense of identity and unity to a community.

Recognition of this Town's Huguenot beginning did emerge for consideration of this honor before public meetings ceased in March due to the Covid-19 Pandemic. Oxford would do well to celebrate its Huguenot history even more as this comprehensive program moves forward. It is true that two former Oxford residents are well known world-wide for their great humanitarian work. However, Huguenot connects the town with its authentic identity and clearly brands it distinctly as Huguenot. Since the past can inspire the future, there is so much within the Huguenot story that provides inspiration for today's generation and generations to come.

The Oxford Historical Commission rejoices with the Congregation of Oxford's First Congregational Church as it prepares to celebrate its 300th Anniversary in 2021. When the English came to settle in Oxford in 1713, they too were mandated to comply with the rule that a Minister of the Gospel needed to be part of any settlement on an English Grant. By 1721 the Congregational Church in Oxford was organized and a minister was formally installed. Town Meetings were held in the two previous Congregational Church structures because they were the only buildings large enough to accommodate the number of residents attending such meetings. Interestingly, when two well-known church archivists, Dorothy Taft Barre and Jeannette Rosebrooks, found the book containing the records of the first town meetings they made arrangements in Boston for its preservation. The OHC later accessed digital copies of those meetings for the Church and the town.

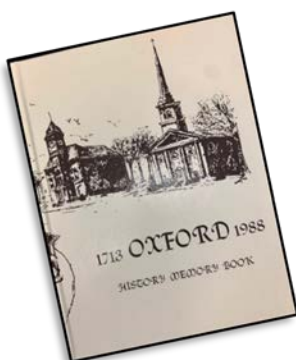
In spite of challenges posed by this deadly virus in 2020 it is important to know that town government creatively readjusted its way of carrying out town business. The following projects were undertaken by the OHC. Robert Grzyb of Dudley called the OHC in April to offer to construct, donate and install a new flag pole to replace the one that had just been removed from the 1872 North Gore District 8 School House on Joslin Park. The new flagpole was erected with the help of the Oxford DPW in October. A dedication is tentatively planned for Memorial Day, 2021. Another project was carried out in May. Representatives of the OHC and the Daughters of the American Revolution planted shrubs near the Monument which marks the encampment of the Provisional Army on nearby Camp Hill. In addition, although no public programs could be offered this year at the Huguenot Fort or at the school house, the OHC did honor requests for very small tours at the Fort. Oxford's most historic site continues to be well maintained because it is an important destination visited by many people.

Long term projects requesting input from the OHC did move ahead this year, but seemingly much more slowly than usual. "The Sacarrappa

Road Culvert and Retaining Wall Replacement and Sacarrappa Road Widening" was one such project. Discussions were ongoing between the design engineers overseeing the project, the U.S. Army Corps of Engineers, the MA Historical Commission, the OHC, the State and the Town of Oxford. The "Charlton-Oxford" Route 20 Reconstruction is another project which has been ongoing for some time. Various changes in the design have been made. This project specifically impacts the Abisha Learned property at the intersection of Route 20 at Route 56. This documented historic property defined Learnedville which we know today as "Texas Village."

The OHC is always grateful to accept donations to the town's historical archives. These donations can be a single paper or item related to Oxford or a significant collection of documents. Each serves as an addition to the town's archives. Carolyn J. Banfill donated an album in which she provided extensive documentation of her involvement with "The Oxford Pumpkin Spectacular in Oxford" covering the years 1989-1995. This event began simply as a free display of expertly carved lighted pumpkins placed near Woodward School. Since then it evolved into a well-known national event which has gone on to amaze millions of people in other parts of the country. Much of the album can be viewed on Carolyn's Facebook account.

The OHC has lost a former longtime valuable member of the Commission. John Pariseau enjoyed sharing his vast knowledge



of Oxford's history with others. It was obvious that John loved this town. His participation in future projects will be missed.

Historical inquiries about Oxford and its people come to the Commission from

near and far either in writing or by telephone. We are happy to respond immediately, or to

research the question and provide a response later. Only a few copies of the last printing of the History-Memory Book remain for sale. The OHC wishes to acknowledge the successful efforts of the following who sold these books: Selectmen's office, Carlos Pizza, Robbins Garden Center, OHC members and several other individuals.

The OHC looks forward to regularly scheduled meetings resuming in 2021 as nothing can actually replace the value of public, in-person meetings. OHC meetings are usually held on the third Monday of the month in Memorial Hall at 6:30pm. Special meetings are scheduled as needed. The public is always welcome.

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

PLANNING BOARD

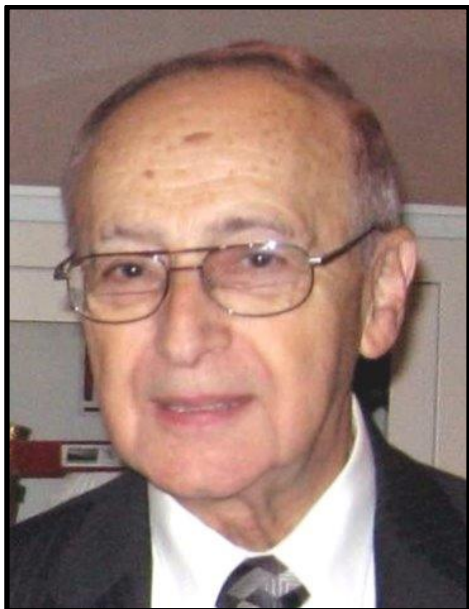
The Planning Board is chartered by the Town and Massachusetts General Law to administer local and state by-law and zoning and subdivision regulations. The Planning Board makes recommendations on all matters concerning the physical, economic, and environmental development of the Town. The Board is responsible 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. Additional staff consisted of Mary Herriage, Planning Assistant and the Board welcomed the

Town's first Director of Planning and Economic Development, Tony Sousa. Mr. Sousa brings much knowledge and experience to the position and will provide vital support to the Board and Town.

Sadly, long-time Board member, Ralph LePore passed in 2020. Mr. LePore served as a Planning Board member for over 20 years and rarely missed a meeting. He was a true gentleman who always kept Oxford's best interests in his heart. He will be sorely missed by the community of Oxford.



Ralph LePore

The Planning Board held twenty-one (21) meetings during the year 2020. 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 Board also approved a four (4) lot frontage subdivision on land off of Hope Avenue.

The Board endorsed eight (8) ANR plans showing lots with frontage on existing roads, resulting in lot line changes, easements, and/or the creation of new lots.

Five (5) Special Permit Applications were filed. Three were approved and two were withdrawn without prejudice. The approved special permits included the conclusion of the public hearing for a Large Scale Ground Mounted Solar Energy System at 191 Old Webster Road, a marijuana product manufacturer, and the construction of a new commercial building for auto service and sales and parts sales in the Industrial Park.

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

Four (4) stormwater management and land disturbance permits were received. One was approved for the construction of a single family home with associated site work and drainage and two were approved for commercial sites.

One application was withdrawn without prejudice for the construction of a single family home.

The Board considered and made recommendations at the June 25, 2020, Annual Town Meeting on a warrant article to establish a new Zoning By-Law for Large Scale Ground Mounted Solar Energy Systems. The by-law addresses recent issues with solar farms which include excessive land clearing, proximity to roads and residential areas, personal property taxes, and appropriate financial security for decommissioning the systems. The Zoning By-Law amendment was approved at the Annual Town Meeting and subsequently approved by the Attorney General. At the October 7, 2020, Special Town Meeting, the Board made several recommendations on several warrant articles, including the conveyance of Town owned land, a Zoning By-Law amendment to exclude gasoline or diesel engine water craft on Robinson Pond, a Zoning By-Law amendment to impose penalties for zoning violations, and a Zoning By-Law amendment allowing up to six egg laying chickens and/or ducks upon the grant of a license by the Board of Selectmen as opposed to requiring a special permit, all of which articles passed.

Notable approvals were a marijuana product manufacturer using a state-of-the-art extraction process, a new commercial building in the Industrial Park and the headquarters of East Coast Metal Roofing at the former Butler Fuel property on Sutton Avenue.

The Board continues to work on implementing the strategies 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.



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 (MPIC)

The Master Plan Implementation Committee (MPIC) was formed in 2017 upon adopting the 2017–2027 Master Plan. The Master Plan is a long-range plan that makes a series of recommendations about topics including land use, housing, community facilities, transportation, economic development, open space, and natural resources.

The Committee is responsible for serving as a liaison with town boards and committees that have a role in implementing the Master Plan and will encourage boards and committees to adopt a

process for reviewing and including Master Plan goals and recommendations in their regular meeting processes. From time to time, MPIC may create subcommittees to advance recommendations in the Master Plan.

MPIC members consist of volunteer representatives from various boards and residents interested in guiding the community's future. The Department of Land Management staffs the group.

MPIC met early in the calendar year. Although the group intended to meet in the spring of 2020, the meeting was canceled because of the COVID-19 pandemic. The topics of discussion for 2020 included open space improvements at Ruel Field, changing the town's solar bylaw, municipal facility needs, downtown infrastructure improvements, and grant funding options for programming and capital improvements. In the late fall of 2020, the town hired the director of planning and economic development. One key responsibility of the new position is to assist the



group with implementing and monitoring the plan's progress.

A notable accomplishment was the adoption of several amendments to the solar bylaw at spring town meeting. Some of the new provisions include a cap on the number of solar facilities and formalizing a process for PILOT agreements. The bylaw also includes new design, dimensional and density requirements to preserve town open space consistent with the Master Plan.

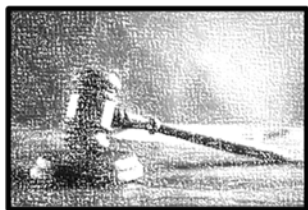
For an electronic copy of the Oxford Master Plan and to review supporting documents, please visit the Town of Oxford's website at www.oxfordma.us.

Current members include Roger McCarthy (Chair), Norman J. LeBlanc, Dennis E. Lamarche, Jean M. O'Reilly, Paul Cunningham, and John Eul. There is one opening available.

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 2020, the Board acted on one (1) Special Permit request to change a pre-existing non-conforming use to another non-conforming use and three (3) Variance requests to vary the dimensional requirements as prescribed by the Zoning By-Law.



At the close of the year, membership consisted of Peter Laflash, Chairman, David Silverman, Vice Chair, Stephen Balcunas, Clerk, and members Alfred St. Germain and Thomas Purcell. The Board welcomed Daniel Champagne as an Alternate Member. Michael Camosse, who served as an Alternate Member for over 10 years tendered his resignation in 2020.

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 located at 23 Wheelock Street, Oxford, MA 01540

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

The Oxford Housing Authority personnel includes Barry J. Nadon, Jr. - Executive Director, Cathleen M. Donovan - CHAMP Tenant Selection /Accounts Payable, Chenelle Jenkins - 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 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).

*Submitted by,
Barry J. Nadon, Jr.,
Executive Director*



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

While 2020 began on a positive note, with many successful programs being offered at the library in the cold months, things drastically changed beginning on March 13, 2020.

At the beginning of the year, we were able to provide two highly attended programs – one program we held in January titled, the *Haunted History of New England*, was one of our highest attended programs with 112 patrons in attendance. The other program we held in February was a history of teas and chocolates program which brought in 48 attendees. We hosted our weekly knitting and crocheting group along with our monthly book groups – one that is normally held in the library and another that is normally held at the Senior Center. We had planned a Paint Night program for March but unfortunately had to cancel, as the library was shut down due to COVID-19. With this major impact, we had to begin offering programs, including story times, virtually. At the end of the summer, our Assistant Director, Cathleen Sullivan began offering our evening book group via Zoom. While it isn't the same as meeting in person, it has allowed our patrons to connect safely during this time.

This pandemic brought many new obstacles to the library. On March 13, 2020, the library officially closed to the public. Due to the

uncertainties of this virus, all borrowing and returning of materials came to a halt. As new information unfolded, the library began offering lobby pick-up to our patrons on July 20, 2020 – 4 months after having to close our doors to the public. As we have still not been able to allow patrons into the building, we have been trying to offer as many services as possible and in the safest way. Along with the borrowing of materials, we are able to offer faxing, copying, and wireless printing, via our lobby pick-up. These have always been beneficial services and we are pleased to be able to still provide these, even though they are now slightly modified. Some “behind the scenes” tasks we have had to undertake include the quarantining of all returned library materials. Our large meeting space in the basement has become our “quarantine zone” and has also become a storage area for all seating furniture to prepare for when we are able to allow patrons into the building again. We have also installed plexiglass at both of our circulation desks for the protection of both our staff and patrons. You will also find hand sanitizing stations located throughout the building. A policy has been put in place that requires a mask be worn at all times. Floor markers have been placed to ensure that social distancing of 6 feet or more is followed.



Our public computers with internet access continued to be one of our more popular services at the beginning of 2020. Unfortunately, with the closing of the building, this service had to stop. Patrons are still able to access our wireless internet in the parking lot – while it may not be a strong signal, it has helped just enough for any important tasks that need to be done. In 2021, we will be offering wireless hotspots that patrons will be able to borrow and use with their personal devices at home. We look forward to being able to provide this service in the very near future.

The Children's Room was busy as usual at the beginning of 2020 with programs, story times and

clubs. Children's Librarian, Deborah Bilis presented a vast array of events for Oxford's youth which included STEM programs, painting



programs, music & movement classes, many crafty make-and-take programs and more! Our Children's Services Assistant, Kathleen McGrath, did a splendid job with story times for

different age groups at the beginning of the year. When the library closed in March, Ms. Deb and Ms. Kathy began offering virtual story times in the spring via Facebook Live – it was a great way for our staff to connect with our patrons during such an uncertain time. In the fall of 2020, Ms. Kathy began filming longer story times, which included singing segments, which were uploaded to our library's YouTube channel. In 2021 we will begin broadening this service along with offering more virtual programs for our young residents.



Thanks to a state grant the library received in 2019/2020, preservation work began on an old section of the library building this past summer - work is projected to be complete by early 2021. The main focus of this project was to address some underlying structural damage, as well as the replacement of the library's front door, all while

keeping the historic integrity of the building intact. I would like to thank everyone who has been involved in this project and for ensuring our cherished building will last for many decades to come.

The Friends of the Library is still here to support our library! Unfortunately, the Friends had to cancel both the spring and fall book sales for 2020. President Janet Chesties and Treasurer Laura Kneeland both stepped down from their long-filled positions in August of 2020. They both dedicated many years of service to our wonderful Friends group. They will, however, continue to be members of the Friends. Shannon Vyff is now the Interim President and Robin Briggs is now the Interim Treasurer – we are thankful for their willingness to fill these positions temporarily. If you would like to become a part of this amazing group, be sure to visit their website to find out how you can join! www.friendsofoxfordfreelibrary.org

We are continuously grateful for 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.



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 success!

Additionally, I would like to thank those who have made donations to the library 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 dedicated and hard-working staff, the Board of Trustees, all Town departments, and our ever faithful patrons. This was certainly a difficult year for us all, but together, we were able to make it through. We look forward to the day when we will be able to have our loyal patrons back in the building, but until then, we wish you all good health and safety.

*Respectfully submitted,
Brittany McDougal, Library Director*

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

2020 certainly turned out to be a year like no other. The global pandemic shut down our library on March 13, 2020 and caused quite a change in how we offer services, as presented in our Library Director's report. The health and safety of our staff and patrons is one of our top priorities and we, along with our Director, will continue to monitor the situation to determine when will be the safest time to reopen our doors once more.

The library continues to be your place to find the information you seek and the recreational reading, listening, and viewing that you enjoy – even during a pandemic. With our lobby pick-up, patrons are still able to retrieve the materials they need most. We are proud of the “free” in Oxford Free Public Library, and rightfully so this year when it is needed most. Our goal is to ensure every Oxford resident free and equal access to all library services, even though this year caused some of these services to be modified. Our collection is always changing and growing to fit the needs of our community.

This year our Director made sure to provide even more digitally accessible materials through our OverDrive collection. In 2021, the library plans to begin offering wireless hotspots that patrons



will be able to borrow, so that they may connect to the internet at home with their personal devices. We are constantly evolving.

It was decided that our annual Art in the Yard exhibit would be postponed for 2020. We know this exhibit has brought much joy to our residents over the years, but we wanted to ensure we were taking all the proper precautions in keeping our staff and patrons safe. We look forward to bringing back this joyful exhibit in the future.

This year also brought the sad passing of our beloved friend and former Trustee, John I. “Jack” Flynn. Mr. Flynn served on the Oxford Library Board for 12 dedicated years. He, along with his late wife, Grace Flynn, were long-time residents and strong advocates of our library. Mr. Flynn will be missed dearly, by both the staff and Library Board of Trustees.

We want to thank long-time President of the Friends, Janet Chesties, and long-time Treasurer of the Friends, Laura Kneeland, for their many years of service to the Friends of the Library. They both stepped down from their positions in August after nearly a decade of being in said positions. Their work never went unnoticed and we are thankful for the time they unselfishly dedicated to the library.

The Board is grateful to those who have made a donation or asked that donations be made in their memory to the Oxford Free Public Library. Your generosity is greatly appreciated and helps to secure the future of your library.



We are thankful to all the staff and volunteers who keep the library running so smoothly - providing excellent customer service to our patrons day-to-day. This year has especially shown the true dedication our staff has to this wonderful community.

We thank you for your continued patronage and support. We look forward to welcoming you back to your library soon. Be well.

Respectfully submitted,

John J. Bowes, Chair

Carole A. Steina, Vice-Chair

Harry R. Williams



Oxford Public Library

2020 TOWN CLERK STATISTICS & REVENUE

Vital Statistics

	<u>Births</u>	<u>Marriages</u>	<u>Deaths</u>
2019	119	57	153
2020	87	58	189
Birth Certificates		\$ 1,845.00	
Marriage Intentions		1,370.00	
Marriage Certificates		1,800.00	
Death Certificates		<u>3,970.00</u>	
Total Vital Statistics Receipts			\$8,985.00

Miscellaneous Receipts

Business Certificates	\$ 2,590.00	
Miscellaneous	110.00	
Photostat Copies	.00	
Raffles and Bazaars	40.00	
List of Residents	30.00	
Pole Locations	160.00	
Registration of Flammables	1,357.50	
Certificate of Residency	.00	
General By-Laws	.00	
Zoning By-Laws	.00	
Zoning Maps	.00	
Sub-Division Control Laws	.00	
Charter	.00	
Municipal Legislation	.00	
Notary Fees	12.50	
Fines – Non-criminal Disposition (Bd of Health)	.00	
Marijuana Tickets	200.00	
Yard Sale Permits	<u>.00</u>	
Total Miscellaneous Receipts		\$ 4,500.00

Animal Control

Dog & Kennel Licenses & Late Charges	\$6,488.00	
Cat Licenses & Late Charges	2,602.00	
Duplicate Dog/Cat Tags & Transfers	3.00	
Fines Non-criminal Disposition (Animal Control)	<u>375.00</u>	
Total Animal Control Receipts		\$9,468.00

Receipts by Debit/Credit/Electronic Check

Birth/Marriage/Death Certificates	\$4,870.00	
Dog Licenses & Late Charges	3,568.00	
Cat Licenses & Late Charges	694.00	
Fines Non-criminal Disposition (Animal Control)	<u>200.00</u>	
Total Electronic Receipts		\$ 9,332.00

Total Receipts by Town Clerk paid to Town Treasurer **\$32,285.00**



PUBLIC WORKS

PUBLIC WORKS

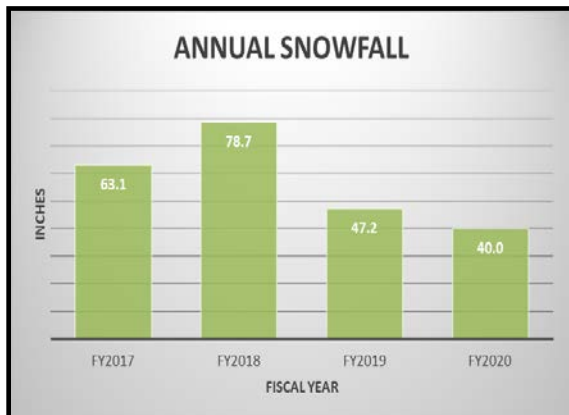
DEPARTMENT OF PUBLIC WORKS

“It is the mission of the Oxford Department of Public Works to provide the community, its visitors, and all Town departments the highest quality public works, essential services, and facilities in a responsive, safe, efficient, and cost-effective manner. Through the dedicated effort of our team, the DPW plans, constructs, and maintains the Town’s infrastructure to support and enhance quality of life, public safety, environmental sustainability, and economic growth.”

Oxford DPW Mission Statement

Winter Snow & Ice Statistics

The DPW responded to 7 measurable snow and/or ice events requiring deicing and/or plowing of roadways in Fiscal Year 2020. The DPW responded to 7 unmeasurable events/needs such as black ice, intersection clearing, and removal of snow piles. The season started on December 1, 2019, with 17.0 inches of snow and ended on April 18, 2020, with 4.1 inches of snow. The highest snowfall event occurred on December 1-3, 2020 with 17.0 inches. Officially, 40.0 inches of snow fell on the Town of Oxford. (Source: Town Contract Meteorologist: Precision Weather Forecasting/New England Weather Science)



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, procurement and construction management for public works projects; technical review of most development proposals within the Town; and provides support to other Town departments.

Considerable overlap occurs between administration and engineering. Administration and Engineering also administer the DPW’s permit program for road openings/trenches, driveways, drainlayers, and sewer connections. Administration also administers the DPW’s professional development, continuing education, and safety programs for all employees.

- Issued 9 drainlayers licenses, 6 driveway permits, 13 trench/road opening permits, 8 sewer connection permits.
- Most of DPW operations staff took a first aid/first responder class held by the Oxford Fire Department.
- Highway/Forestry staff completed a roadway flagger certification class.
- Facilities Division staff completed asbestos awareness training.

Notable Construction Projects

- Installation of a new traffic control signal and roadway improvements at Main Street

(Route 12) and Harwood Street was completed. The project was funded from a grant from IPG Corporation and through a MassWorks grant from the Commonwealth of Massachusetts. Total cost: \$2.5M.

- Drainage improvements on Rawson Avenue and Corbin Road to rectify persistent flooding in the area complete. Total cost: \$220,000.
- Dudley Road micro-milling in advance of paving complete. Total cost: \$36,000.
- Paving of Dudley Road and Quobaug Avenue complete. Total cost: \$469,000.
- Paving of Mt. Pleasant Street complete. Total cost: \$116,000.
- Restriped downtown pavement markings with durable, high retroreflective thermoplastic material. Total cost: \$23,000.

Notable Engineering Projects

Design of improvements to the Sacarrappa Road Bridge (culvert, dam) was completed. Public outreach and coordination with the local Historical Commission was completed. Permit review by pertinent state and federal agencies was significantly delayed due to the COVID-19 pandemic. The fieldstone 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 completed the design with its structural engineering consultant. The DPW plans on putting the project out to bid in early 2021.

- 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 and construction of Phase I improvements to the Carbuncle beach house parking lot was completed. The May 1, 2019, Annual Town Meeting appropriated \$100,000 for the work. The DPW plans on bidding the project out in spring of 2021.

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 this is routinely inundated with beavers. The proposed work includes adding drainage, replacing a culvert, and restoring impacted wetlands.
- Design to replace the culvert on Hall Road is ongoing. The roadway has routinely been overtopped by the stream during significant wet weather events. The stream is perennial and serves as a fish passage. The existing condition of the culvert is very poor and obstructs fish passage. The DPW previously submitted a grant application to the Division of Ecological Restoration to replace the culvert. The grant application was unsuccessful. The DPW will continue to investigate funding sources as the design is advanced.
- Master planning and Transportation Improvement Program pre-submittal design work advanced for the Main Street corridor reimagining. The Town's consultant submitted the Project Need and Project Initiation forms to MassDOT and their Project Review Committee to apply for a spot on the Transportation Improvement Program (TIP) to receive federal funding. 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.) and safety as top priorities.

- 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. The DPW will resubmit the grant application in FY2021.
- 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.

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.

- Rebuilt 2 catch basins.
- Rehabilitated railroad track crossing on Water Street in coordination with P&W Railroad personnel.
- Refurbished tennis courts at Greenbriar Park.
- Assembled new playground equipment and playground chips at the Treasure Land Playground.
- Assembled new playground equipment and playground chips at Carbuncle Beach.
- Installed a new flagpole at the old schoolhouse at Joslin Park.
- Installed several ornamental benches on concrete pads and landscape planters at the Joslin Park and Band Stand.
- Formed and poured new accessible concrete sidewalks at the Carbuncle Beach house.
- Installed delineator posts in advance of Depot Road at Old Worcester Road Intersection.
- Installed delineators and striped 60+ parking spots at the Steve Palermo Little League field and dog park.



New Playground Equipment

PARKS & CEMETERY DIVISION



DPW Spreading New Chips

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 enhancing public green spaces and cemeteries for the public to enjoy the outdoors and honor their loved ones. 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.

Notable projects include the laying of sod in a large, damaged area of the High School football field and cleanup of the High School courtyard. Division personnel interred a total of 45 in Oxford Cemeteries. Of the total, 21 were full burials and 24 were cremation burials. A total of 42 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 10 emergency tree calls
- Removed a record number of 87 high-risk trees from public roadways with in-house and contracted help
- Performed clean-up/limb removal for 14 wind events with tree damage - 6 with wind gusts in excess of 50mph, 3 with wind gusts in excess of 70mph, 1 was a hurricane event in August
- Continued the Town's aggressive brush mowing with a large, rented brush mower.
- Unfortunately had to cancel Arbor Day plantings with Boy Scouts due to the COVID-19 pandemic.
- Planted 6 crab apples on Main Street.
- Distributed 200 lilac Rose of Sharon seedlings at DPW HQ in honor of Arbor Day while practicing strict COVID-19 safety protocols.
- Cleared the woody overgrowth at the old landfill on Federal Hill Road.
- 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.

The Facilities Division saw its role and responsibility expand even further this past year due to the COVID-19 pandemic. The pandemic gave rise to enhanced cleaning procedures, water testing, and enhanced maintenance on building systems, especially HVAC systems, to ensure students and employees occupied the safest, healthiest spaces possible. The Facilities Division was also tasked with the installation of plexiglass dividers at exterior and interior service windows and the installation of exterior drop boxes and bulletin boards at Town Hall to accommodate COVID-19 protocols.

Notable Facilities Projects

- Completed 1,845 repair and preventative work orders.
- Airflow study at all school buildings for strategies to reduce indoor transmission of COVID-19. Total cost: \$10,000
- Installed energy-efficient VFD variable speed HVAC drives at the Barton School and High School. Funded by the Green Communities grant program. Total cost: \$23,400
- Applied exterior stain coating on the large exterior decks of the Carbuncle Beach House. Total cost: \$6,800
- Repaired and resurfaced the splash pad at the Carbuncle Beach House. Total cost: \$3,250

- Replaced existing carpet with floor tile in 7 classrooms at Chaffee School. Total cost: \$30,500
- Installed remote access HVAC controls at Chaffee School. Total cost: \$27,000
- Replaced air conditioning on the second floor of Fire HQ. Total cost: \$7,000
- Replaced existing light fixtures with energy-efficient LED fixtures at Fire HQ. Funded by the Green Communities grant program. Total cost: \$53,000
- Completed historic preservation project repairing exterior brickwork, windows, and doors at the Library. Partially funded by a \$55,000 state grant. Total cost: \$352,000
- Replaced existing light fixtures with energy-efficient LED fixtures at the Library. Funded by the Green Communities grant program. Total cost: \$106,000
- Replaced existing light fixtures with energy-efficient LED fixtures at the North Fire Station. Funded by the Green Communities grant program. Total cost: \$22,000
- Installed a door access intercom system with a remote lock to accommodate COVID-19 protocols at Police HQ. Total cost: \$1,200
- Replaced existing light fixtures with energy-efficient LED fixtures at the Senior Center. Funded by the Green Communities grant program. Total cost: \$34,000

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 2020, the DPW took delivery of a Ford Super Duty F-350 plow/dump truck for use by the Highway Division and a Ford F-150 pick-up truck for use by the Cemetery & Grounds Superintendent. DPW also took delivery of an ASV Track Loader with a snowblower, auger, and bucket attachments, and a 20ft trailer to haul the ASV. The track loader is used for clearing snow from sidewalks and is used for many specialty projects during the spring/summer construction season.



SEWER

The Sewer Division is tasked with maintaining sewer service for approximately 1,000 residents in two service areas. The areas with sewer 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 2020 annual average daily flow of the North Service Area was 44,911 gallons per day. The Fiscal Year 2020 annual average daily flow of the Southwest Service Area was 17,674 gallons per day. The North Service Area usage charge was unchanged at \$12.35 per 1,000 gallons effective July 1, 2019. The Southwest Service Area usage charge was unchanged at \$16.86 per 1,000 gallons.

2020 saw the departure of DPW Director Sean Divoll. Mr. Divoll was the Director for nearly 13 years from August 2008 to October 2020. Under his leadership, the DPW grew considerably and was modernized in many areas. Mr. Divoll left an indelible mark upon the Town through his commitment to the DPW over the years. We

thank him for his service and wish him well in his future endeavors.

Jared Duval returned to the Oxford DPW in November 2020 to assume the role of Director. Mr. Duval was previously the DPW Engineer and Assistant DPW Director. He brings both private and public sector experience in construction and engineering and looks forward to serving the community once again.

2020 was a year of trials and tribulations due to the COVID-19 pandemic. Like most organizations, the Oxford DPW was forced to adapt to maintain a level of service and keep our people safe and healthy. It was not easy and required splitting shifts, remote work, and some ingenuity to continue our mission while ensuring our people were able to keep the community, themselves, and their families healthy. I want to commend our men and women for their flexibility and kindness for one another over the past year. Their attitude and approach to their work is the reason the DPW was able to continue to provide essential services to the Town through the pandemic without incident.

In closing, I want to thank the men and women of the Oxford DPW for their dedication and hard work. I also want to thank the families of those in the Oxford DPW for enduring the long hours away from their loved ones while they serve the Town and keep Oxford's streets safe and accessible. I am honored to be a part of our team in the DPW and take great pride in the work our men and women do every day to make Oxford an even better community to live in.

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 essential toward fulfilling our mission statement each and every day.

*Respectfully submitted,
Jared M. Duval, P.E.,
Department of Public
Works Director*





SCHOOLS

OXFORD PUBLIC SCHOOLS

ADMINISTRATIVE STAFF LISTING

SCHOOL YEAR 2019-2020

SCHOOL COMMITTEE

Daniel P. Coonan, Chairman
David Cornacchioli, Vice Chairman
September Forbes, Secretary
Palmina E. Griffin, Member
William C. Spitz, Member (*thru February 2020*)
Corey J. Burke (*beginning July 2020*)
Helen Coffin, Recording Secretary

TECHNOLOGY DEPARTMENT

Kadion Phillips, Director
Nicholas Packard, Data Coordinator/Registrar
John Reynolds, Computer Technician
Sean Sumner, Computer Technician

FOOD SERVICES DEPARTMENT

Patricia Hokanson, Director
Julia Gunderman, Office Secretary

CENTRAL ADMINISTRATION OFFICE

Elizabeth Zielinski, Superintendent (*thru February 2020*)
Kristine E. Nash, Acting Superintendent (*beginning March*)
Helen Coffin, Executive Assistant
Justin Leduc, School Business Administrator
Caitlyn Dawe, Human Resources Specialist
Naida Lepore, Budget Specialist

STUDENT SERVICE DEPARTMENT

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
Maureen Soto, Behavior Analyst
Samantha Allyn-Bennett, Psychologist

OXFORD HIGH SCHOOL

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

CLARA BARTON SCHOOL

John Quinn, Principal
Christen Hutchinson, Assistant Principal
Corina McGown, Office Secretary

OXFORD MIDDLE SCHOOL

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

A.M. CHAFFEE SCHOOL

Robert Pelczarski, Principal
Susan Grenier, 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:

As Chairman of the Oxford School Committee, it is with great pleasure and honor that I present to you this annual report for the Oxford Public Schools - 2019-2020 school year.

The Oxford School Committee, in accordance with the Oxford Town Charter, consists of five individuals elected to 3-year staggered terms of office. With the mid-year resignation of longtime member William Spitz and the delay in holding the Annual Town Election due to the pandemic, the Committee continued its important work with four active members through the end of the 2019-2020 school year. Mr. Daniel Coonan served as Chairman. Mr. David Cornacchioli served as Vice Chairman. Mrs. September Forbes continued in her role as Secretary and Authorized Signer for financial warrants. Membership also included Mrs. Palmina Griffin. Ms. Rachel Storey, President of the Oxford High School Student Council, served as Student Representative.

The regular meetings of the School Committee were scheduled on the 2nd and 4th Mondays of the month unless otherwise noted. All meetings were duly posted with the Office of the Town Clerk per the state's Open Meeting Laws. Meetings held from March - June were held remotely due to the COVID-19 pandemic. Dr. Elizabeth Zielinski served as Superintendent of Schools until her departure in February 2020. Dr. Kristine Nash was appointed as Acting Superintendent of Schools in March for the remainder of the 2019-2020 school year. Mr. Justin Leduc served as School Business Administrator and Director of Operations. Mrs. Helen Coffin served as the Committee's Executive Assistant and Recording Secretary. Attorney Marc Terry of Mirick, O'Connell served as the District's general and labor legal counsel.

Work outside of regular meetings comes through workshops and subcommittees. The Policy Subcommittee, chaired by Mrs. Griffin with the assistance of Mr. Cornacchioli and numerous

citizen volunteers, continued to be very active in its ongoing review and revisions of the School Committee Policy Manual. Mrs. Forbes and Mr. Cornacchioli represented the School Committee on the Personnel and Negotiations Subcommittee, which was very active during the year with successful union negotiations and ratification of four collective bargaining agreements. Mr. Coonan and Mrs. Griffin continued their work with the District Accountability and Curriculum Subcommittee along with District employees and citizens of the Town. Finally, Mr. Coonan and Mrs. Griffin continued their representation on the School Buildings and Safety Subcommittee.

The Committee kicked off the year by holding a retreat/workshop to discuss and determine its 2019-2020 District goals. Discussion focused on important topics such as Professional Development, Food Services, Community Outreach, School Safety, Social-Emotional Learning, and Budget. In an effort to strengthen communication and collaboration with parents and citizens of Oxford, the Committee held a well-attended "Coffee Hour" to engage members of the community.

The Committee continued its quarterly Community Service Award program to honor and recognize individual community members who give of their time and/or talents. The Committee also continued its Educator of the Year Award program, which serves to recognize educators for their contributions to the District including classroom instruction, student interaction, and professional behavior. Given the unusual circumstances surrounding the COVID-19 pandemic, the Committee was very pleased to honor "*All Oxford Educators*" as Educator of the Year 2019-2020. Further, the Committee proudly recognized nine (9) retirees with a total of 157 years of service.

Other School Committee business included evaluating the Superintendent of Schools and implementation of the annual operating budget as voted at the Annual Town Meeting. The School Committee held its Public Hearing in March on the 2020-2021 budget and School Choice. The Committee also met with the Oxford Finance

Committee to submit a 5-year Capital Plan. The Committee approved an Internal Controls Manual and was pleased to report to the Town of Oxford that the District received no findings in its annual audit report. The Committee approved the submission of four (4) Statements of Intent (SOI) to the Massachusetts School Building Authority (MSBA) for extensive renovations needed at all schools. The Committee voted to join the Central Massachusetts Education Collaborative (CMC), which will be beneficial for our students.

Invited guests at School Committee meetings included monthly updates from students of the Middle School, and various special presentations from both the Clara Barton and A. M. Chaffee Schools with a focus on mindfulness, bullying, and social-emotional learning. The school building administrators presented their annual School Improvement Plans (SIPs) and Student Handbooks. A presentation was made on the new ACE Program (formerly COFFEE) at Oxford High School. Information was received in connection with Oxford High School's growth and improvement plan related to its New England Association of Schools and Colleges (NEASC) educational accreditation. Lastly, the Committee held a lengthy meeting with the District's student transportation company, Durham School Services, to address ongoing transportation concerns.

Many changes took place during March for the Oxford Public Schools. After the departure of Superintendent Zielinski, the Committee appointed and welcomed back Dr. Kristine Nash as Acting Superintendent of Schools. Shortly following this appointment, our town, state, and nation was faced with the COVID-19 pandemic. School buildings were mandated to close and students were required to learn remotely. Dr. Nash immediately went to work with our administrative team to create a Remote Learning Plan and updated Grading Plans for the District and School Committee's timely approval. She also worked closely with the teachers' union and the District's Personnel and Negotiations Subcommittee to successfully negotiate alterations to teacher working conditions for the School Committee's subsequent acceptance.

The school year ended on a rather quiet note with many sports, extra-curricular activities, and end-of-year festivities canceled or greatly altered, including the graduation ceremony of the Class of 2020, which was held live but socially distanced, on July 25th, on the Oxford High School football field.

In closing, 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 their 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 Special Education and Student Services 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, 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 (BBT) process, parents have the right to request an evaluation of their son or daughter at any time, either through the attending school or directly through the Special Services Department.

Oxford Public Schools provided a variety of special education services to 284 students during the 2019-2020 school year. This shows a decrease 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 89 students, which is an increase of 16 students from the previous school year. Additionally, the District provided English Language Learner support to 6 students, which is a decrease of 2 students from the previous year.

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

Personnel Changes

New Hires: Julie Trembley, Special Education Teacher, High School; Samantha Allyn, School Psychologist, Districtwide; Mandy Castillo, Integrated Pre-school Teacher, Chaffee; Tessa Stacy, Special Education Teacher, Chaffee; Michaela Bliss, Guidance Counselor, High School; Allison True, Speech/Language Pathology Assistant, Districtwide

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 curricula with tiered levels of 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 English Language Learner (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 Learner (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, in order to accomplish these goals, English Language Learners will receive Sheltered English Instruction (SEI) in classrooms under state and federal laws. Sheltered English 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 ELL students be assessed annually to measure their proficiency in reading, writing, listening, and speaking English, as well as the progress they are making in learning English. In fulfillment of these laws, ELL students are required to participate in ACCESS testing. In accordance with the regulations, the ELL teacher annually assesses the English proficiency of the ELL students and assists them in becoming more proficient in English through tutorial assistance, classroom teacher consultation, and direct instruction, while ensuring equal access to the curriculum.

District Educational Stability/Homeless Education Liaison

The McKinney-Vento Homeless Assistance Act (McKinney-Vento Act) ensures homeless children and youth have equal access to the same free appropriate public education, including 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 appropriate public education that is provided to other children and youth. In Oxford, the homeless liaison is the Assistant Superintendent of Student Services and Special Education, who can be reached at 508-987-6050 x1115.

Title I

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

The Oxford Public Schools is a whole school Title I program, which is determined by the percentage of children from low-income families who attend each school. Essentially, the schoolwide program focuses on improving instruction for all students. 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. 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 and math services. In addition, reading and math services are provided to eligible students at Barton in Grades 2-4. Reading and math assistance is also provided in Grades 5 and 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 2019-2020. The results of that data analysis determined student need. Data collection and testing in September were added to the previous data to determine supplemental education. Student progress was monitored throughout the fall of 2019. Title I staff were

hired at Chaffee, Barton, and Oxford Middle School for the school year 2019-2020. The recently hired Title I staff provide Reading and Math Support services and have specialized training in helping struggling readers.

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

TECHNOLOGY DEPARTMENT

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 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 rollout 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 made 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 School (Chaffee) is located at 9 Clover Street and serves Preschool, Kindergarten, and Grade 1 students in our District. The Clara Barton School (Barton) is located at 25 Depot Road and serves students in Grades 2, 3, and 4 in our District. Chaffee opened the school year with an enrollment of 268 students with 48 in Preschool, 104 in Kindergarten, and 116 in Grade 1. Barton began the school year enrolling 383 students with 104 in Grade 2, 145 in Grade 3, and 134 in Grade 4. Class sizes range from 20-27 students per class. Each grade level has the support of an inclusion teacher to provide services to those students on an Individual Education Plan (IEP).

The elementary schools welcomed four new staff members during the 2019-2020 school year. Barton added an Assistant Principal as well as a Title I teaching assistant. Chaffee also welcomed a Title I teaching assistant. A new music teacher was hired to service the students at both Barton and Chaffee. Our music, physical education, art, library, and mindfulness programs continue to be an integral part of our students' weekly schedule.



Four veteran Oxford teachers retired at the end of the school year: Becki Torti (Grade 3 at Barton), Sandy Jackson (Grade 4 at Barton), Sandy Granahan (Kindergarten at Chaffee), and Mary Jane Burke (Preschool at Chaffee).

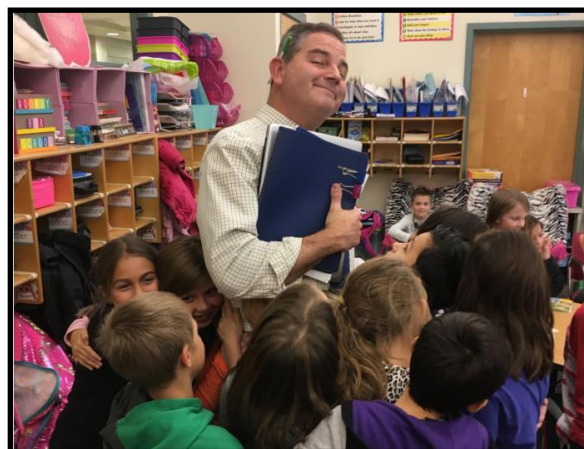
Chaffee continues to have a full-time Reading Interventionist on staff with Mrs. Jill Cofsky assuming the responsibilities under our Title I grant. She has been a tremendous asset to the Chaffee students. Barton continues to have a full-time Reading Interventionist with Mrs. Kelly Delgado in the coaching role, and Mrs. Salonich joined the team as 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.

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

Casillo continued this work with the students in Grades 2 and 3 at Barton.

On December 10, 2019, Chaffee was chosen as a stopover for the Wreaths Across America Program. The entire town celebrated as a caravan of over 100 vehicles paraded through the streets and came to Chaffee to celebrate and honor Gold Star Families and all that served in our armed forces. This was a great day for our school and the entire Town of Oxford.

At Barton, the morning BOKS (Building Our Kids Success) Program continued with great success in its fourth year of inception. The Program is held for students before school two mornings a week. This program allows students to kick-start their brains in the morning through playing and socializing. Each week there is a focus lesson that includes a group energizer, a weekly skill such as push-ups, sit-ups, or squats, which are incorporated into group games, relays, or obstacle courses. Students are then led into stretches, a cool down, and discuss the nutrition tip of the week. Our dedicated and enthusiastic staff volunteers include Mrs. Schoemer, Mrs. Bennett, Mrs. Thornton, Mrs. Gilligan, and Mrs. Roemer, and a host of volunteer parents. Barton also completed its first season of Let Me Run. This program supports the social and emotional development of boys in Grades 3 and 4 and culminated with a community project and a 5K run.



Our elementary students continue to utilize Oxford's own Wilson Reading System. At Kindergarten through Grade 3, we utilize Foundations, 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 Envision Math. This program is aligned with the Common Core State Standards for Mathematics. The children are displaying a more in-depth understanding of mathematical concepts as a result of this implementation. The District continues to use the reading curriculum called Wonders by McGraw-Hill. This program also aligns with the Common Core State Standards with a strong emphasis on the three ELA shifts that coincide with our District improvement goal of strengthening the instructional core.

Both elementary schools receive academic support through the federal Title I program. Barton received about seven new Chromebook carts (which is about 200 new devices) in early March. All Chaffee and Barton grade levels are now equipped with interactive whiteboards. 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 in our second year of working with the MTSS: Tiered Academic Support Literacy Academy in conjunction with The Novak Group for Literacy. Mrs. Tara Trainor has worked with all 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 districtwide professional development days.

On March 13, 2020, the state closed all schools due to the COVID-19 virus. All students stayed home and staff had to make a quick switch to a different teaching method. In April, staff made packets of student work that would last, what we

thought, would be for two weeks while schools remained closed. Then, as the closure continued, staff had to quickly learn how to teach remotely, and our schools provided Chromebooks to students to receive the online instruction in the spring. The schools held parades so students had a chance to see their teachers in May and collect any school supplies they had left in the building.

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

HIGH SCHOOL

Oxford High School (OHS) welcomed back 539 students on August 27, 2019, for the start of the 2019-2020 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 also welcomed ten new members to its staff for the 19-20 school year. Mr. Mark Anderson (ACE), Mrs. Brandy Berube (Science), Mr. Patrick Button (English), Ms. Katie Cameron (History), Ms. Victoria Monette (Science), Ms. Kristina Provenzano (Spanish), Mr. Justin Richards (Computer Science), and Ms. Julie Tremblay (Project Success) joined our teaching ranks. Ms. Michaela Bliss joined our Counseling team and Mrs. Sharon Thyden became our attendance secretary. Oxford High School was also pleased to welcome the former COFFEE Program (now ACE) into the building.



After a very busy and successful fall and winter, the 19-20 school year as we planned and expected it to be, came to a screeching halt when schools were closed across the state on March 13th due to the COVID-19 pandemic. Everyone had to quickly adapt to our “new normal” as school buildings and most businesses remained closed for the remainder of the school year. Teaching and learning quickly went remote and our teachers, students, and parents worked extremely hard to ensure that students still had access to their education. MCAS testing was waived and the College Board canceled many of their standardized tests. AP exams looked different and students completed these exams online for the first time.



New learning opportunities adjoined new beginnings as the Class of 2020 left as graduates of Oxford High School. Calling themselves the “Quarantine Class”, these 12th graders bravely navigated their final year of high school missing out on many senior activities including prom and their senior class trip. Through the diligence of class advisor, Ms. Lindsay Castonguay and the class officers (Suzie Lambert, Peyton Coonan, Sara Kersting-Mumm, and Molly Cook), the Commencement Exercises took place on the main athletic field on Saturday, July 25, 2020. Memorable words of wisdom, hope, and promise for a bright future were shared with students and staff alike.

Whether in-person or remote, the work done in the classroom was highlighted by the activities of service and citizenship outside of the classroom. The National Honors Society and Junior National Honors Society have continued to engage OHS in

monthly service projects that support our neighbors in Town and surrounding communities while the OHS Student Council worked hard to ensure student involvement throughout the entire school year.

Navy Junior Reserve Officers Training Corps

The Navy Junior Reserve Officers Training Corps (NJROTC) unit of Oxford High School celebrated its silver anniversary and entered its twenty-fifth year of operation! This year, 53 students were enrolled across the four-year academic electives with 21 new cadets joining the program. Oxford cadets continued their exceptional pattern of success compiling an impressive list of activities, trips, competitions, and community service projects. Master Chief David E. Youngsman was the Acting Senior Naval Science Instructor.

The NJROTC Drill Team and Competition Color Guard continued its record of excellence as part of the All Navy New England Drill League (ANNEDL). Drill Team members were coached by Master Chief Youngsman who was aided by volunteer assistant coaches and former NJROTC Drill Team members Connor Harnois and Steven Bouchard. Oxford earned an invitation to the Area 4 Championships for the first time in unit history, where the team finished in 9th place overall.



NJROTC Drill Team after taking FIRST PLACE overall at Drill Meet in NY - 12/21/2019

The NJROTC Color Guard and Honor Guard continued to represent the school and town in many high visibility events in 2019-2020 prior to

COVID-19, as well as smaller events within the COVID-19 guidelines. The crowning event was the Color Guard's participation in the opening ceremony for the "Wreath's Across America" at the Chaffee Elementary School. Other events included leading the Town of Oxford's Veterans Day parade, the annual Veterans Day Brunch, as well as performances at multiple sporting events, meetings, and parades. The Color Guard and Honor Guard represented Oxford High School while leading the "Celebrate Massachusetts" Parade at the Eastern States Exhibition.

Marksmanship Team members participated in the 2019 Secretary of the Navy JROTC National Air Rifle postal competition where the precision team finished 1st place in Area 4! They also participated in postal competitions against peers in NJROTC Area 4.

NJROTC Academic Teams competed against over 1700 teams nationwide in the annual NJROTC National Academic Exam in spring of 2019 where two teams finished in the top 30% of the nation. They also competed in three academic postal meets in 2019-2020 as well as the nationwide competition of JLAB where one team advanced to round two of competition for the first time.

On October 28, 2019, Oxford NJROTC held their annual Navy Offsite Inspection and Pass in Review ceremony. The Inspecting Officer was CDR Larry McCullen, Commanding Officer of The College of the Holy Cross NROTC. The cadets passed the inspection with flying colors earning the grade of "Outstanding", which contributed significantly toward earning the Distinguished Unit Award at the end of the year.

The cadets enjoyed many orientation field trips throughout the year. Oxford cadets, their families, and guests enjoyed a formal night out with amazing food at their annual Navy Military Ball at the Holy Cross Hogan Center in Worcester, MA on January 11, 2020.



***NJROTC cadets visit Boston to tour "Old Ironsides"
- USS Constitution - 12/3/2019***

In May 2020 the Navy Program Offices in Pensacola, FL announced that Oxford had earned the Naval Service Training Command (NSTC) Distinguished Unit Award with Honors – Oxford NJROTC's 19th award in the 20 years of the award's existence. The twenty-fourth annual End of Year Awards Banquet was postponed due to COVID-19 restrictions. The graduating seniors were presented their awards immediately following their graduation ceremony in a small socially-distanced gathering. The cadets were also awarded over \$5000 in combined scholarship awards from generous support of the family of CDR Michael Masley, and local Veterans' groups including Daughters of the American Revolution, Oxford VFW Post 5663, Military Officers' Association of America, and Disabled American Veterans. All five seniors are enrolled in either a 2- or 4-year university.



***NJROTC Cadets Amy Vo, Michael Hurley, and
Tyler Gagnon present a check to Oxford
Ecumenical Council President John Kneeland and
Co-Chair Christina St. Martin - 12/12/2019***

Oxford cadets remained very active in community service. At the end of school year 2019-2020, the unit reported over 2500 hours of documented service and over 600 hours of school service despite the impact of COVID-19 restrictions in the last 4 months of the school year. These events included assisting Oxford veterans replace over 1200 American Flags for Memorial Day, to honor those service members buried in Oxford cemeteries, conducting Adopt-a-Highway on a two-mile stretch of Route 12, assisting with the Oxford Food Shelf's holiday food distribution efforts, performing annual appearances for local groups such as Town of Oxford Veterans Brunch, assisting with weekly Bingo concession operations, and the annual Veterans Day and the annual Oxford Tree Lighting ceremony. This has directly resulted in scholarships from the Executive Board of the American Legion of Massachusetts as well as support from the Massachusetts American Legion Boys State, and the Massachusetts Legion Auxiliary Girls State Programs.



NJROTC Cadets assist Veterans in placing over 1200 flags at North Cemetery - 5/20/2019

The Oxford NJROTC is very proud to report that all of its team competitions, special activities, regular and special trips, equipment support, and special operations were supported in 2019-2020 by another very generous grant provided by the trustees of the Cecelia Smolenski-Millette Trust Fund, complemented by unsolicited donations from local and regional sources and through federal funds made available from the Navy.

Of very special note, OHS NJROTC is the only unit we know of in the nation that is currently allowed to teach non-cadet students a course

specifically developed for cadets enrolled in junior ROTC programs. The course is known as Cultural Studies: An Introduction to Global Awareness.

Simply put – the Oxford High School NJROTC Program had another year of high unit involvement and cadet achievement in 2019-2020! HooYah!



Color Guard performs opening ceremonies for Wreaths Across America - 12/10/2019

Athletics

Fall 2019. The Oxford High School volleyball team completed their most successful season in the history of the program. The team finished 10-10 in the regular season and qualified for the MIAA Division 3 Central Mass. Tournament for the first time in program history. The season ended with a loss in the first round to Hopedale. The girls' soccer team qualified for the MIAA Division 4 Central Mass. Tournament for the third consecutive year with a 9-8-2 record. They opened with a 4-0 loss vs. Notre Dame Academy in the first round. The Oxford High School football team ended our fall season on a positive note, defeating Bay Path on Thanksgiving 26-14, the third consecutive win on Thanksgiving for the Pirates.

Winter 2019. The Oxford High School girls' basketball team qualified for the MIAA Division 3 Central Mass. Tournament for the fifth straight season, finishing the regular season with a 10-10 record. The girls lost to Sutton in the first round 44-24. The boys' basketball team captured the Southern Worcester County League - C Conference Championship for the second time in

three years. This title qualified the team for the MIAA Division 3 Central Mass. Tournament where the boys fell to Whitinsville-Christian in the first round.

Spring 2020. The spring athletic season was canceled statewide by the MIAA due to the COVID-19 pandemic.

In closing, inside and outside of the classroom, the 2019-2020 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, Principal - Oxford High School

Robert Truax, Assistant Principal - Oxford High School

David Youngsman, NJROTC Instructor

Kevin May, Athletic Director



Oxford High School - Graduating Class of 2020

Auclair, Isabella S.
Bachant, Kacey-Lyn M.
Bates, Kelsey E.
Beaulieu, Danielle J.
Bedard, Jessica A.
Belanger, Katilyn A.
Brown, Cobe X.
Bute, Cassandra C.
Cajuste, Anne Christelle S. **
Carlson, Mathias E.
Choudhry, Khadeer G. **
Cook, Molly A. **
Coonan, Peyton, E. **
DeLaCruz, Justice A.
DeLaCruz, Michael J.
Dupuis, Faith P.
Duval, Alexander L.
Elwood, Kaili R.
Ferraro, Kayla E.
Forcina, Sara E.
Foskett, Trevor J.
Fournier, Hailey M.
Fradsham, Kaylee A.
Freeland, Justin J.
Fuller, Trinity M.
Garcia, Jazzeray A.
Gardner, Nakkia L.
Geragonis, Nicholas S.
Gevry, Michael, W.C.
Gleason, Dejay F.
Goyette, Calib P.
Gray, Cassandra K.
Green, Alexander A.
Hairapetian, Melody E.
Hanks, Ashley E.
Harrison, Justin
Hatstat, Chloe M.
Henderson, Marissa A.
Higgins, Conor P.
Hodsdon-Beurman, Skyla M.
Jessie, Liam R.
Kersting-Mumm, Sarah A. **
Kleiza, Alexis L.
Lambert, Suzannah R. **
LaRonde-Navin, Vincent A.
Meech, Samantha I. **

Meyer, Haley M.
Moquin-Gagnon, Haylie M.
Mullen, Jenna M.
Murphy, Colin M.
Nelson, Crystal R.
Olson, Teegue D.
Ortiz, Abigail A.
Ortiz Montoya, Joaquin A.
Palmer, Dillon T.
Perry, Micaela L.
Plasse, Cody M.
Poston, Tajae J.
Purretta, Anthony M.
Robinson, Isabella G.
Rodriguez, Sara E.
Rosario, Isabella M. **
Ryan, Nathan K.
Sanchez, Alyah
Scioletti, Lauren, J.
Sellig, Nicholas D.
Shaughnessy, Christiana L.
Shaw, Cynthia G.
Smith, Brandon H.
Staniunas, Brianna R.
Starr, Jaedyn M.
Storey, Rachel R. **
Strzelewicz, Makayla M.
Sund-Lussier, Jacob M.B.
Swenson, Hailey A.
Thibault, Nicolas R.
Tokam, Paolo M.
Tomlin, Madeline M. **
Torres, Justin
Trainque, Katelyn L.
Vetal, Sydney E.
Vigeant, Jamie M.
Villalobos, Santiago A.
Volpe, Hannah M. **
Weiner, Kelly I.
White, Joshua C.
Williams, Elijah S.
Winsky, Christina L.
Zografos, Sophia M.
Zografos, Steven

**National Honor Society

Scholarship Recipients – Class of 2020

Isabella Auclair

Mary Olive-Wood Scholarship

Kelsey Bates

John & Abigail Adams Scholarship

Danielle Beaulieu

OHS Wellness Department Health Award

Cassandra Bute

Mary Olive-Wood Scholarship
Commander Michael Masley Scholarship
Disabled American Veterans Patriotism Award
OHS NJROTC Honor Cadet Award

Mathias Carlson

John & Abigail Adams Scholarship
OHS Visual Arts Department- Digital Arts Award
OHS Visual Arts Department- Studio Art Award
OHS English Department Award

Khadeer Choudhry

John & Abigail Adams Scholarship
Jane Robertson Scholarship
Dr. Schur Scholarship

Molly Cook

Oxford High Scholarship

Peyton Coonan

John & Abigail Adams Scholarship
Eugene A. McKenney Scholarship
Jeffrey Fallavollita Scholarship
Gahagan Family Scholarship
Susan Kirk Scholarship
Central Mass Athletics Director's Award

Justice DeLaCruz

John & Abigail Adams Scholarship

Michael DeLaCruz

John & Abigail Adams Scholarship

Kaili Elwood

Guertin Citizenship Award
Commander Michael Masley Scholarship

Sara Forcina

John & Abigail Adams Scholarship

Kaylee Fradsham

John & Abigail Adams Scholarship
Foreign Language Department- Spanish Award

Justin Freeland

Wayne Westall Scholarship
OHS Yearbook Award

Nicholas Geragonis

John & Abigail Adams Scholarship
Central Mass Athletics Director's Award

Michael Gevry

John & Abigail Adams Scholarship
OHS Family Scholarship
Wilson F. Duncan Scholarship
OHS Science Department Award

Dejay Gleason

John & Abigail Adams Scholarship

Calib Goyette

John & Abigail Adams Scholarship

Chloe Hatstat

John & Abigail Adams Scholarship

Conor Higgins

John & Abigail Adams Scholarship

Sarah Kersting-Mumm

John & Abigail Adams Scholarship
Irwin D. & Lillian E. Pottle Scholarship
Oxford Education Association Scholarship
Oxford Booster Club Scholarship
Oxford Booster Club Service Award
OHS National Honor Society Award
OHS Mathematics Department Award



Suzannah Lambert

John & Abigail Adams Scholarship
Webster-Dudley-Oxford Chamber of
Commerce
Oxford Education Association Scholarship
Oxford District Nursing Association
Scholarship
OHS Faculty & Staff Dress Down Friday
Scholarship
Veronica Hamel Scholarship
Oxford Booster Club Scholarship
Oxford Booster Club Service Award

Vincent LaRonde-Navin

John & Abigail Adams Scholarship

Samantha Meech

John & Abigail Adams Scholarship
OHS Social Studies Department Award
Southern Worcester County Principals'
Award
OHS Coaches' Award

Colin Murphy

Worcester County Chapter of the Military
Officers
Commander Michael Masley Scholarship
OHS Performing Arts Department-Theater
Award
Oxford School Committee NJROTC
Leadership Award

Crystal Nelson

John & Abigail Adams Scholarship
Irwin D. & Lillian E. Pottle Scholarship
Oxford Booster Club Scholarship

Abigail Ortiz

John & Abigail Adams Scholarship

Dillon Palmer

John & Abigail Adams Scholarship

Cody Plasse

Life-Ways Award

Isabella Robinson

John & Abigail Adams Scholarship
OHS Performing Arts Department-Chorus
Award

Sara Rodriguez

OHS Wellness Department-Physical
Education Award

Isabella Rosario

Amy Lafleche Athletic Scholarship

Nicholas Sellig

OHS Wellness Department-Physical
Education Award

Christiana Shaughnessy

Oxford Booster Club Scholarship

Cynthia Shaw

John & Abigail Adams Scholarship
Commander Michael Masley Scholarship
Veterans of Foreign Wars Scholarship
Daughters of the American Revolution
ROTC Award
OHS Principal's NJROTC Award
OHS NJROTC Distinguished Cadet Award
OHS Performing Arts Department-Band
Award

Jaedyn Starr

John & Abigail Adams Scholarship

Rachel Storey

John & Abigail Adams Scholarship
Mary Olive-Wood Scholarship

Jacob Sund-Lussier

Ernie Boss Award for Athletics

Madeline Tomlin

John & Abigail Adams Scholarship

Hannah Volpe

Gahagan Family Scholarship

Kelly Weiner

John & Abigail Adams Scholarship

Joshua White

Growth Mindset Award

Christina Winsky

John & Abigail Adams Scholarship

BAY PATH REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

Bay Path Regional Vocational Technical High School graduated a class of 246 students in July of 2020. To comply with COVID-19 guidelines, the graduation was conducted in three separate outdoor “Drive-in” ceremonies in front of the school. The ceremonies were very well received by students, families and staff. Bay Path accepted a class of 315 freshmen in September 2020. Our current enrollment has reached an all-time high of 1,171 students.

Of the 32 Oxford seniors who graduated, 16 are now gainfully employed in an occupation related to their training and 15 are attending College. Currently, 134 students from Oxford are enrolled in one of the 22 vocational technical programs for the 2020-2021 school year.

Thirteen Oxford students are receiving extra services from our Special Education Department. Nine Oxford students have chosen to attend school in a full remote model as opposed to the hybrid model, which is a combination of in-person and remote classes. Four Oxford students are taking advantage of our cooperative education program and will be earning while learning at one of the 44 different participating local businesses and industries. Currently, we have students in cooperative education programs at 3 business located in Oxford.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profits and residents from any of our ten district towns. During the 2019-2020 school year, our 22 programs completed 367 work orders, of which, 35 were for residents of the Town of Oxford.

Due to current COVID-19 restrictions, our Hilltop Restaurant, Minuteman Shoppe, and Cosmetology program are closed to the general public. We continue to monitor the pandemic along with State and local health officials and will periodically review our options and what services provided by our students may once again be available to residents of the Bay Path district.

These learning opportunities benefit not only the students but provide useful services at reasonable costs. We hope to again offer this type of work soon.

Our Evening School Program continues to serve the adult needs of our 10-town district, as well as the additional surrounding towns. While our Fall and Spring program offerings have been significantly reduced, again due to the ongoing pandemic, we had a combined enrollment of 98 students in 6 career vocational programs. The program also continues to offer 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 District’s ten member communities and subsequently moved out of district before completing their high school education. It is important to note that the town where these students now reside must pay on an out of district tuition cost for each student ranging in cost between \$16,153 and \$18,118. These towns also pay the transportation costs for those students.

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

At Bay Path, we will continue to serve Oxford with the finest career vocational technical education programs available for the high school students and adults, and will, when possible, use our skills and facilities to further town projects as they add to our students’ education.

Respectfully submitted,
Kyle J. Brenner, Superintendent-Director



2020 TOWN MEETINGS AND ELECTION RESULTS

Town of Oxford
Annual Town Election Results
(May 19, 2020) Held June 30, 2020

CANDIDATE			PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
			339	198	329	254	1120
MODERATOR	3yrs	vote 1					
Blanks			61	37	55	55	208
Russell C. Rheault			276	156	268	196	896
Write-ins			2	5	6	3	16
TOTALS			678	396	658	508	2240
BOARD OF SELECTMEN	3yrs	vote 2					
Blanks			127	68	123	88	406
John G. Saad			239	134	221	169	763
Meaghan E. Troiano			193	122	206	156	677
Randy J. Moody			117	68	104	91	380
Write-ins			2	4	4	4	14
TOTALS			678	396	658	508	2240
SCHOOL COMMITTEE	3yrs	vote 2					
Blanks			374	212	330	288	1204
September Gray Forbes			227	120	227	169	743
Corey J. Burke (Write-in)			62	29	57	34	182
Rebecca Burne Harvey (Write-in)			12	17	27	12	68
Gordon Cook (Write-in)			2	12	10	4	28
Write-ins			1	6	7	1	15
TOTALS			678	396	658	508	2240
LIBRARY TRUSTEE	3yrs	vote 1					
Blanks			70	37	63	64	234
Harry Roger Williams III			267	159	265	189	880
Write-ins			2	2	1	1	6
TOTALS			339	198	329	254	1120
SWCRVSDC	3yrs	vote 1					
Blanks			62	33	57	65	217
Benjamin J. LaMountain			273	160	270	187	890
Write-ins			4	5	2	2	13
TOTALS			339	198	329	254	1120
BALLOT QUESTION 1		vote 1					
Blanks			19	17	22	17	75
Yes			93	48	77	61	279
No			227	133	230	176	766
TOTALS			339	198	329	254	1120

Total # Registered Voters 9,477

Voted 1,120

Voter Turnout % 11.8%

PRESIDENTIAL PRIMARY MARCH 3, 2020
TOWN OF OXFORD

Early Ballots 333
Absentee Ballots 37
UOCAVA Ballots 6

REGISTERED VOTERS: **9388**
VOTED: **2812**
PERCENT **30%**

	ONE	TWO	THREE	FOUR	TOTAL
DEMOCRAT					
PRESIDENTIAL PREF					
BLANKS	2	0	0	2	4
DEVAL PATRICK	4	1	4	6	15
AMY KLOBUCHAR	8	13	4	5	30
ELIZABETH WARREN	61	56	67	38	222
MICHAEL BENNET	0	2	1	1	4
MICHAEL R. BLOOMBERG	49	56	60	39	204
TULSI GABBARD	3	5	7	3	18
CORY BOOKER	0	1	0	0	1
JULIAN CASTRO	0	0	0	0	0
TOM STEYER	7	4	5	8	24
BERNIE SANDERS	202	133	158	125	618
JOSEPH R. BIDEN	202	161	182	165	710
JOHN K. DELANEY	0	0	1	0	1
ANDREW YANG	1	1	0	1	3
PETE BUTTIGIEG	11	14	25	22	72
MARIANNE WILLIAMSON	1	0	0	0	1
NO PREFERENCE	6	3	4	11	24
WRITE-INS	6	1	3	1	11
TOTAL	563	451	521	427	1962
STATE COMM MAN					
BLANKS	166	122	170	128	586
KEVIN J. TAGLIAFERRI	394	328	345	293	1360
WRITE-INS	3	1	6	6	16
TOTAL	563	451	521	427	1962
STATE COMM WOMAN					
BLANKS	151	114	166	126	557
LISA A. MOSCZYNSKI	409	336	350	298	1393
WRITE-INS	3	1	5	3	12
TOTAL	563	451	521	427	1962
DEMOCRAT TOWN COMM (35)					
BLANKS	17458	13840	16045	13283	60626
MARY L. WELLS	275	249	278	211	1013
JOHN H. FLATTERY	277	229	262	206	974
RALPH NALBANDIAN	248	226	245	188	907
RICHARD F. HANAUER	242	229	239	184	894
JOHN G. SAAD	362	272	328	258	1220
JEANNE H. SAAD	299	250	284	212	1045
ANN M. MUMM	261	238	257	186	942
MARIA O'CONNOR	270	248	264	207	989
WRITE-INS	4	1	28	7	40
JOHN BOWES	3	2	3	2	10
REBECCA HARVEY	4	0	1	1	6
RUSS RHEAULT	1	0	1	0	2
ROBERT KING	1	0	0	0	1
DEREK BEGONIS	0	1	0	0	1
TOTAL	19705	15785	18235	14945	68670

REPUBLICAN					
PRESIDENTIAL PREF					
BLANKS	0	0	1	0	1
WILLIAM F. WELD	9	11	12	18	50
JOE WALSH	3	3	0	2	8
DONALD J. TRUMP	196	191	181	189	757
ROQUE "ROCKY" DE LA FUENTE	2	0	1	1	4
NO PREFERENCE	1	3	3	1	8
WRITE-INS	1	3	1	2	7
TOTAL	212	211	199	213	835
STATE COMM MAN					
BLANKS	18	21	19	20	78
RYAN CHAMBERLAND	130	131	125	124	510
KEVIN WILLIAM POWERS	64	58	53	68	243
WRITE-INS	0	1	2	1	4
TOTAL	212	211	199	213	835
STATE COMM WOMAN					
BLANKS	50	43	40	54	187
MAUREEN MALONEY	162	167	157	155	641
WRITE-INS	0	1	2	4	7
TOTAL	212	211	199	213	835
REPUBLICAN TOWN COMM (35)					
BLANKS	7061	7032	6635	7107	27835
ROBERT J. AMARAL, III	105	107	94	111	417
ROBERT J. SHEDD	121	115	112	118	466
EMILY ANDERSON	129	125	122	118	494
WRITE-INS	2	6	2	1	11
PAWEL OBRZYCKI	2	0	0	0	2
TOTAL	7420	7385	6965	7455	29225
GREEN RAINBOW					
PRESIDENTIAL PREF					
BLANKS	0	0	0	0	0
DARIO HUNTER	0	0	0	0	0
SEDINAM KINAMO CHRISTIN MOYOWASIFZA-CURRY	0	0	0	1	1
KENT MESPLAY	0	0	0	0	0
HOWARD HAWKINS	0	0	0	0	0
NO PREFERENCE	0	0	0	0	0
WRITE-INS	0	0	0	0	0
TOTAL	0	0	0	1	1
STATE COMM MAN					
BLANKS	0	0	0	1	1
WRITE-INS	0	0	0	0	0
TOTAL	0	0	0	1	1
STATE COMM WOMAN					
BLANKS	0	0	0	1	1
WRITE-INS	0	0	0	0	0
TOTAL	0	0	0	1	1
GR RAINBOW TOWN COMM (10)					
BLANKS	0	0	0	10	10
WRITE-INS	0	0	0	0	0
TOTAL	0	0	0	10	10

LIBERTARIAN					
BLANKS	0	0	0	0	0
ARVIN VOHRA	0	0	0	0	0
VERMIN LOVE SUPREME	0	0	0	1	1
JACOB GEORGE HORNBERGER	0	0	1	0	1
SAMUEL JOSEPH ROBB	0	0	0	0	0
DAN TAXATION IS THEFT BEHRMAN	0	0	1	0	1
KIMBERLY MARGARET RUFF	0	2	0	0	2
KENNETH REED ARMSTRONG	0	1	0	0	1
ADAM KOKESH	0	0	0	0	0
JO JORGENSEN	0	0	0	0	0
MAX ABRAMSON	0	0	0	0	0
NO PREFERENCE	2	1	0	1	4
WRITE-INS	1	0	3	0	4
TOTAL	3	4	5	2	14
STATE COMM MAN					
BLANKS	2	4	4	2	12
WRITE-INS	1	0	1	0	2
TOTAL	3	4	5	2	14
STATE COMM WOMAN					
BLANKS	1	2	4	1	8
WRITE-INS	2	2	1	1	6
TOTAL	3	4	5	2	14
LIB TOWN COMM (10)					
BLANKS	28	39	49	19	135
WRITE-INS	2	1	1	1	5
TOTAL	30	40	50	20	140
TOTAL VOTES	778	666	725	643	2812

REGISTERED VOTERS:	9608
# VOTED	2728
PERCENT	28%

DEMOCRAT

PRECINCT	ONE	TWO	THREE	FOUR	TOTAL
SENATOR CONGRESS					
BLANKS	1	4	1	2	8
EDWARD J. MARKEY	205	190	186	145	726
JOSEPH P. KENNEDY III	328	256	350	269	1203
ALL OTHERS	1	0	1	2	4
TOTAL	535	450	538	418	1941
REP IN CONGRESS					
BLANKS	68	59	83	61	271
JAMES P. MCGOVERN	465	390	453	353	1661
ALL OTHERS	2	1	2	4	9
TOTAL	535	450	538	418	1941
COUNCILLOR					
BLANKS	60	51	66	45	222
PAUL M. DEPALO	247	220	245	173	885
PADRAIC RAFFERTY	227	179	226	199	831
ALL OTHERS	1	0	1	1	3
TOTAL	535	450	538	418	1941
SENATOR GEN COURT					
BLANKS	518	434	514	409	1875
ALL OTHERS:	9	6	5	1	21
CHRISTINE CREAN	8	10	19	8	45
					0
					0
TOTAL	535	450	538	418	1941
REP GEN CT 18TH DIST					
BLANKS	529	xxxxxx	xxxxxx	415	944
ALL OTHERS	6	xxxxxx	xxxxxx	3	9
TOTAL	535	xxxxxx	xxxxxx	418	953
REP GEN CT 7TH DIST					
BLANKS	xxxxxx	444	535	xxxxxx	979
ALL OTHERS	xxxxxx	6	3	xxxxxx	9
TOTAL	xxxxxx	450	538	xxxxxx	988
REGISTER PROBATE					
BLANKS	57	46	65	42	210
JOHN B. DOLAN, III	142	150	178	137	607
KASIA WENNERBERG	335	254	294	237	1120
ALL OTHERS	1	0	1	2	4
TOTAL	535	450	538	418	1941

REPUBLICAN					
PRECINCT	ONE	TWO	THREE	FOUR	TOTAL
SENATOR CONGRESS					
BLANKS	8	4	3	6	21
SHIVA AYYADURAI	90	71	71	72	304
KEVIN J. O'CONNOR	117	93	119	115	444
WRITE-INS: Kennedy	0	1	0	2	3
WRITE-INS: Markey	0	0	1	0	1
ALL OTHERS	2	0	0	0	2
TOTAL	217	169	194	195	775
REP IN CONGRESS					
BLANKS	36	29	23	32	120
TRACY LYN LOVVORN	180	140	170	161	651
ALL OTHERS	1	0	1	2	4
TOTAL	217	169	194	195	775
COUNCILLOR					
BLANKS	212	167	191	187	757
ALL OTHERS	5	2	3	8	18
TOTAL	217	169	194	195	775
SENATOR GEN COURT					
BLANKS	18	18	13	18	67
RYAN C. FATTMAN	197	151	181	176	705
ALL OTHERS	2	0	0	1	3
TOTAL	217	169	194	195	775
REP GEN CT 18TH DIST					
BLANKS	34	xxxxxx	xxxxxx	26	60
JOSEPH D. McKENNA	182	xxxxxx	xxxxxx	165	347
ALL OTHERS	1	xxxxxx	xxxxxx	4	5
TOTAL	217	xxxxxx	xxxxxx	195	412
REP GEN CT 7TH DIST					
BLANKS	xxxxxx	21	21	xxxxxx	42
PAUL K. FROST	xxxxxx	146	173	xxxxxx	319
ALL OTHERS	xxxxxx	2	0	xxxxxx	2
TOTAL	xxxxxx	169	194	xxxxxx	363
REGISTER PROBATE					
BLANKS	24	17	19	21	81
STEPHANIE K. FATTMAN	192	150	174	172	688
ALL OTHERS	1	2	1	2	6
TOTAL	217	169	194	195	775

GREEN RAINBOW PARTY					
PRECINCT	ONE	TWO	THREE	FOUR	TOTAL
SENATOR CONGRESS					
BLANKS	0	0	0	0	0
ALL OTHERS	0	0	0	0	0
TOTAL	0	0	0	0	0
REP IN CONGRESS					
BLANKS	0	0	0	0	0
ALL OTHERS	0	0	0	0	0
TOTAL	0	0	0	0	0
COUNCILLOR					
BLANKS	0	0	0	0	0
ALL OTHERS	0	0	0	0	0
TOTAL	0	0	0	0	0
SENATOR GEN COURT					
BLANKS	0	0	0	0	0
ALL OTHERS	0	0	0	0	0
TOTAL	0	0	0	0	0
REP GEN CT 18TH DIST					
BLANKS	0	xxxxxx	xxxxxx	0	0
ALL OTHERS	0	xxxxxx	xxxxxx	0	0
TOTAL	0	xxxxxx	xxxxxx	0	0
REP GEN CT 7TH DIST					
BLANKS	xxxxxx	0	0	xxxxxx	0
ALL OTHERS	xxxxxx	0	0	xxxxxx	0
TOTAL	xxxxxx	0	0	xxxxxx	0
REGISTER PROBATE					
BLANKS	0	0	0	0	0
ALL OTHERS	0	0	0	0	0
TOTAL	0	0	0	0	0

LIBERTARIAN PARTY					
PRECINCT	ONE	TWO	THREE	FOUR	TOTAL
<i>SENATOR CONGRESS</i>					
BLANKS	0	0	0	0	0
WRITE-INS: Kennedy	3	2	0	1	6
WRITE-INS: Markey	0	0	0	1	1
ALL OTHERS	0	2	1	2	5
TOTAL	3	4	1	4	12
<i>REP IN CONGRESS</i>					
BLANKS	1	0	0	2	3
ALL OTHERS	2	4	1	2	9
TOTAL	3	4	1	4	12
<i>COUNCILLOR</i>					
BLANKS	1	1	0	3	5
ALL OTHERS	2	3	1	1	7
TOTAL	3	4	1	4	12
<i>SENATOR GEN COURT</i>					
BLANKS	3	1	0	2	6
ALL OTHERS	0	3	1	2	6
TOTAL	3	4	1	4	12
<i>REP GEN CT 18TH DIST</i>					
BLANKS	1	xxxxxx	xxxxxx	2	3
ALL OTHERS	2	xxxxxx	xxxxxx	2	4
TOTAL	3	xxxxxx	xxxxxx	4	7
<i>REP GEN CT 7TH DIST</i>					
BLANKS	xxxxxx	1	0	xxxxxx	1
ALL OTHERS	xxxxxx	3	1	xxxxxx	4
TOTAL	xxxxxx	4	1	xxxxxx	5
<i>REGISTER PROBATE</i>					
BLANKS	1	1	0	2	4
ALL OTHERS	2	3	1	2	8
TOTAL	3	4	1	4	12
TOTAL VOTERS	755	623	733	617	2728

**TOWN OF OXFORD
OFFICIAL RESULTS STATE ELECTION
NOVEMBER 3, 2020**

		PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
Votes cast in each precinct		1967	1,848	1,997	1,770	7582
Hand Counts (UOCAVA & late arrivals)		4	8	7	6	25
TOTAL VOTES:		1971	1856	2004	1776	7607
ELECTORS OF PRESIDENT AND VICE PRESIDENT						
Blanks		9	4	9	11	33
Biden and Harris		945	876	964	808	3593
Hawkins and Walker		17	9	8	10	44
Jorgensen and Cohen		34	31	38	39	142
Trump and Pence		955	928	978	904	3765
All Others (Write ins)		11	8	7	4	30
TOTAL		1971	1,856	2,004	1,776	7607
SENATOR IN CONGRESS						
Blanks		49	29	35	29	142
Edward J. Markey		941	886	952	831	3610
Kevin J. O'Connor		965	918	988	903	3774
Write in Shiva		13	15	25	11	64
All Others (Write ins)		3	8	4	2	17
TOTAL		1971	1,856	2,004	1,776	7607
REPRESENTATIVE IN CONGRESS						
Blanks		56	34	49	44	183
James P. McGovern		1022	950	1038	887	3897
Tracy Lyn Lovvorn		892	868	917	842	3519
All Others (Write ins)		1	4	0	3	8
TOTAL		1971	1856	2004	1776	7607
COUNCILLOR						
Blanks		609	588	597	585	2379
Paul M. DePalo		1303	1227	1357	1153	5040
All Others (Write ins)		59	41	50	38	188
TOTAL		1971	1856	2004	1776	7607
SENATOR IN GENERAL COURT						
Blanks		89	65	78	66	298
Ryan C. Fattman		1232	1133	1172	1119	4656
Christine Crean		649	654	751	590	2644
All Others (Write ins)		1	4	3	1	9
TOTAL		1971	1,856	2,004	1,776	7607
REPRESENTATIVE IN GENERAL COURT 18th District						
Blanks		459			419	878
Joseph D. McKenna		1485			1335	2820
All Others (Write ins)		27			22	49
TOTAL		1971			1,776	3747
REPRESENTATIVE IN GENERAL COURT 7th District						
Blanks			104	123		227
Paul K. Frost			1,136	1,224		2360
Terry Burke Dotson			609	654		1263
All Others (Write ins)			7	3		10
TOTAL			1856	2004		3860

**TOWN OF OXFORD
OFFICIAL RESULTS STATE ELECTION
NOVEMBER 3, 2020**

REGISTER OF PROBATE						
Blanks		178	176	178	154	686
Stephanie K. Fattman		1105	1,050	1,139	1,022	4316
John B. Dolan, III		688	628	686	599	2601
All Others (Write ins)		0	2	1	1	4
TOTAL		1971	1856	2004	1776	7607
QUESTION 1 - VEHICLE MAINTENANCE						
Blanks		78	57	50	79	264
Yes		1444	1,333	1,415	1,282	5474
No		449	466	539	415	1869
TOTAL		1971	1856	2004	1776	7607
QUESTION 2 - RANKED CHOICE VOTING						
Blanks		78	62	67	74	281
Yes		606	571	602	590	2369
No		1287	1223	1335	1112	4957
TOTAL		1971	1856	2004	1776	7607

*Total Registered Voters in EACH Precinct		Precinct 1	Precinct 2	Precinct 3	Precinct 4	
Democratic		497	472	492	453	1,914
Republican		319	319	323	321	1,282
Green Rainbow		1	1	-	3	5
Libertarian		13	19	17	13	62
Unenrolled		1673	1,559	1,702	1,578	6,512
Other		36	27	25	26	114
		2539	2,397	2,559	2,394	9,889

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	
Total Votes counted in each Precinct	1971	1856	2004	1776	7607

Voter Turnout 77%

WORCESTER, SS.

To either of the Constables of the Town of Oxford in the County of Worcester
GREETINGS

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 **Thursday, June 25, 2020 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 rescind the X borrowing authorization approved by the vote taken under Article X of the X Town Meeting for the purpose of X; or act thereon.
Sponsored by the Town Manager

ARTICLE 3. 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 2021 Chapter 90 Apportionment); or act thereon.
Sponsored by the Town Manager

ARTICLE 4. To see if the Town will vote to transfer from the unexpended balance of the appropriations made by the vote taken under the following Articles of the following Annual Town Meetings for the following purposes:

Article #	Town Meeting Date	Description	Amount
11	May 6, 2015	One-Ton Dump Truck for the DPW	\$11,117.00
8	May 3, 2017	DPW-Fleet Replacement Program	\$15,399.30
13	May 2, 2018	Backhoe Loader Replace #45	\$16,205.00
10	May 1, 2019	OHS- Track Re-Surfacing	\$5,200.00
		TOTAL	\$47,921.30

ARTICLE 5: To see if the Town will to accept the provisions of Massachusetts General Laws Chapter 60, §15B authorizing the Town to establish a tax title collection revolving fund for the Treasurer-Collector to be known as the Tax Title Collection Revolving Fund; and to vote pursuant to the provisions of Massachusetts General Laws Chapter 44, §53E½ to establish a new revolving fund to be known as the Board of Health Revolving Fund; and further, to amend the

Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds by inserting two new rows at the end of the Table of authorized revolving funds, as follows:

Program or Purpose	Representative or Board Authorized to Spend	Department Receipts
Board of Health – to pay costs and expenses associated with inspections.	Board of Health with Town Manager Approval	Fines and fees from inspections.
Tax Title Collection – to pay fees, charges and costs incurred for tax title redemption and sale of foreclosed real property	Treasurer Collector	Tax Title Receivables

or act thereon.

Sponsored by the Town Manager.

ARTICLE 6. To see if the Town will vote pursuant to Massachusetts General Laws Chapter 44, §53E 1/2 to establish the fiscal year 2021 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)

Board of Health: Sixty Thousand Dollars (\$60,000.00)

Tax Title Collection: Fifty Thousand Dollars (\$50,000.00)

or act thereon.

Sponsored by the Town Manager

ARTICLE 7. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Celebration Stabilization Fund, for Fiscal Year 2021; or act thereon.

Sponsored by the Town Manager

ARTICLE 8. To see if the Town will vote to raise by taxation or transfer from Free Cash a sum of money to the Compensated Absence Fund, any vote under this article to take effect upon adoption; or act thereon.

Sponsored by the Town Manager

ARTICLE 9. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Stabilization Fund, for Fiscal Year 2021; or act thereon.
Sponsored by the Town Manager

ARTICLE 10. 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 2021; or act thereon.
Sponsored by the Town Manager

ARTICLE 11. 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, 2020 (Fiscal Year 2021); or act thereon.
Sponsored by the Finance Committee

ARTICLE 12. 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 2021; or act thereon.
Sponsored by the Town Manager

ARTICLE 13. To see if the Town will vote to accept Massachusetts General Laws Chapter 44, §53F 3/4, which establishes a special revenue fund known as the PEG Access and Cable Related Fund, to reserve cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement, the fund to begin operation for Fiscal Year 2021, which begins on July 1, 2020; or act thereon.
Sponsored by the Town Manager.

ARTICLE 14. To see if the Town will vote to transfer a sum of money from available funds to the PEG Access and Cable Related Fund and appropriate from the PEG Access and Cable Related Fund said sum for salaries and expenses related to Public Access programs and services; or act thereon.
Sponsored by the Town Manager.

ARTICLE 15. To see if the Town will vote to raise, transfer from available funds, or borrow pursuant to the provisions of General Laws Chapter 44 or any other enabling legislation, and appropriate a sum of money to pay cost of engineering, designing, constructing and reconstructing roadways throughout the Town, 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 16. To see if the Town will vote pursuant to the provisions of General Laws Chapter 40, §58 to allow imposition of a municipal charges lien on real property located within the Town

for Animal Control charges or fees, including but not limited to boarding and veterinarian costs, if those charges or fees have not been paid by the due date; or act thereon.

ARTICLE 17. To see if the Town will vote to amend the Oxford Zoning By-Law to add CHAPTER XXV “Large Scale Ground Mounted Solar Energy Systems” in the form set forth below, and further to amend CHAPTERS IV, V & VI: Residential, Commercial, and Industrial Zoning Districts to add the language in ***bold italics as set*** forth below for the purpose of adding the term “Large Scale Ground Mounted Solar Energy Systems” to the use tables of each chapter; or act thereon.

CHAPTER XXV

Large Scale Ground Mounted Solar Energy Systems

1.0 PURPOSE

It is the purpose of this Chapter is to regulate the development of new large scale ground mounted solar energy systems by providing standards for the placement, design, construction, operation, monitoring, modification and removal of such systems that address public safety, minimize impacts on scenic, natural and historic resources and to provide adequate financial assurance for the eventual decommissioning of such installations.

2.0 APPLICABILITY

This provisions set forth in this Chapter shall apply to the construction, operation, and/or repair of all large ground mounted solar energy systems and to physical modifications that materially alter the type, configuration, or size of these systems or related equipment. Solar energy systems for the primary purpose of agriculture are exempt from this Chapter except where necessary to protect public health, safety or welfare pursuant to MGL c. 40A §3. Solar energy systems for one and two family dwellings are also exempt from this Chapter. The Planning Board shall approve no more than 15 total Large Scale Ground Mounted Solar Energy Systems town-wide and no system shall exceed 5 MW dc. This limit shall not include roof-mounted, canopy, or municipal systems on Town owned parcels.

3.0 DEFINITIONS

3.1 Large Scale Ground Mounted Solar Energy System. A solar energy system that is structurally mounted on the ground and is not roof mounted and has a minimum nameplate capacity of greater than 250kw DC and is designed, constructed and intended to convert solar energy to electricity (generated for residential or commercial use).

3.2 Small Scale Ground Mounted Solar Energy System. A solar energy system that is structurally mounted on the ground (not roof-mounted) and has less than a minimum nameplate capacity of 250 kW DC.

3.3. Roof-Mounted Solar Energy System. A solar energy system that is structurally mounted to the roof of a building.

3.4 Rated Nameplate Capacity. The maximum rated output of electric power production of the solar energy system in Direct Current (DC).

3.5. Solar Parking Canopy. An elevated structure that hosts solar panels installed over parking lots or other hardscape areas. Also may be called solar carport installation.

3.6 Project Area. The project area shall consist of that area of land used for the installation of the solar panels, utility poles, appurtenant structures, fencing, entrance and interior access ways, drainage infrastructure, electronics, and any surrounding shade management areas.

4.0 GENERAL REQUIREMENTS

4.1 Special Permit and Site Plan Review. All large scale ground mounted energy systems, require a special permit and site plan approval by the Planning Board prior to construction, installation or modification as provided in this Chapter.

4.2 Stormwater Management and Land Disturbance. Projects within the jurisdiction of the Conservation Commission [with respect to wetlands] shall file a Notice of Intent, Stormwater Management Permit, and Land Disturbance Permit applications with the Conservation Commission concurrently with the Planning Board, and shall comply with the regulations of Chapters Sixty-Six and Sixty-Seven of the Town of Oxford General By-Laws, Stormwater Management and Land Disturbance and Stormwater Management Requirements, in addition to meeting Massachusetts Stormwater Standards. If the project is not within the jurisdiction of the Conservation Commission, the Stormwater Management and Land Disturbance permit applications shall be filed with the Planning Board in conjunction with the special permit and site plan applications.

4.3 The construction and operation of all large scale solar energy systems shall be consistent with all applicable local, state and federal requirements, including but not limited to all applicable environmental, safety, construction, electrical, and communications requirements. All buildings and fixtures forming part of a solar energy system shall be constructed in accordance with the State Building Code.

4.4 No large scale solar energy system shall be constructed, installed or modified as provided in this Chapter without first obtaining a building permit.

5.0 REQUIRED DOCUMENTS. In addition to the submission requirements for Site Plan Review in this By-Law, the applicant shall provide the following documents:

5.1 Plans and drawings of the solar energy system signed and stamped by a Professional Engineer licensed to practice in Massachusetts showing the proposed layout of the system, to include the zoning district designation for the parcel(s) of land comprising the project site, and an “existing conditions” plan sufficient to determine “pre-construction condition” for purposes of stabilizing and/or re-vegetating the site to its original state and minimize erosion upon discontinuance, decommissioning or abandonment of the solar energy system, including an inventory and plan of all vegetation proposed to be removed.

5.2 Technical specifications of the major system components, including the solar arrays, mounting system, electrical equipment, battery storage components, and other supporting equipment and structures. No arrays/panels shall exceed a height of eight (8) feet. Accessory battery units and cooling equipment shall not exceed ten (10) feet in height and are limited to one 50 feet long x 15 feet wide x 10 feet tall unit per 2 MW of system capacity.

- 5.3 Documentation of the major system components to be used including the PV panels, mounting system, and inverter, and any battery storage components.
- 5.4 One-line or three-line electrical diagram detailing the solar energy system, associated components and electrical interconnection methods, with all Massachusetts Electrical Code, 527 CMR §12.00 compliant disconnects and overcurrent devices.
- 5.5 Color renderings not less than 1 inch = 50 feet showing sight line views from abutting streets and properties of the proposed installation.
- 5.6 Color aerial view both before and after proposed installation showing tree coverage and buffer zone not less than 1 inch = 50 feet.
- 5.7 A glare analysis and proposed mitigation, if any, to minimize the impact of glare on affected properties.
- 5.8 The names, addresses, telephone numbers, and e-mail addresses of: the owner and applicant, as well as all co-proponents or property owners, if any; and of the proposed system installer and operator and agents authorized to act on their behalf, which information shall be updated within 30 days whenever the land changes ownership, a new installer is retained by the owner or applicant, or a new operator takes over operation of the system.
- 5.9 Documentation evidencing actual or prospective access to and control of the project site sufficient to allow for construction and operation of the proposed system, e.g., an easement, lease or license agreement, or an option to enter into the same, fully executed by the record owner of the property and the applicant.
- 5.10 The applicant shall submit evidence satisfactory to the Planning Board that the utility company has been informed in writing of the intent to install a solar energy system and that the utility company has responded in writing to the interconnection notice.
- 5.11 If the applicant enters into a purchase agreement for the sale of energy produced from the project, the Assessor's office shall be notified and copied on the signed agreement.
- 5.12 Irrespective of whether the project would otherwise be exempt, in whole or in part, from the payment of personal or real property taxes, the applicant shall, before any building permit is issued for the project, pursuant to G.L. c.59, §38H (or successor statutory provision), enter into a tax agreement or Payment in Lieu of Taxes agreement with the Town that provides for payment to the Town of an amount that is a fair approximation of what the taxes for the project, based on full and fair cash value, would have been in the absence of such an exemption, as determined by the Board of Assessors. The applicant shall provide the Board of Assessors with such information regarding the project as the Board of Assessors requests in order to develop a valuation of the project
- 5.13 Financial surety that satisfies Section 12 of this Chapter.
- 5.14 Operation and Maintenance Plan. The applicant shall submit a plan for the operation and maintenance of the Large Scale Solar Energy System along with a signed agreement with a maintenance company. This plan shall include measures for maintaining year round safe access for emergency vehicles, snow plowing, stormwater controls, vegetation control, and general procedures for operating and maintaining the energy system including the fencing, fire access roads and landscaping. Use of pesticides and herbicides

is prohibited. Adherence to the Operation and Maintenance Plan shall be included as a condition of the Special Permit.

5.15 Stormwater Pollution Prevention Plan (SWPP) shall be submitted to the Town prior to the start of any site work.

5.16 Proof of liability insurance.

5.17 A decommissioning plan that satisfies Section 11 of this Chapter.

The Planning Board may waive documentary requirements as it deems appropriate.

6.0 DESIGN, DIMENSIONAL AND DENSITY REQUIREMENTS

6.1 Setback and Height Restrictions. The project and its facilities, including appurtenant structures (including but not limited to equipment shelters, storage facilities, transformers, fences and substations) shall have a setback from front, side and rear property lines and public ways of at least two hundred (200') feet and if the system abuts an open field, i.e., farmland or pasture land, it shall have a setback from front, side and rear property lines and public ways of at least three hundred (300') feet. The Planning Board may reduce visual mitigation planting requirements if sufficient natural vegetation exists in the setback area.

6.2 Each Large Scale Solar Energy System shall provide the following:

6.2.1 Fencing: (a) shall be not greater than eight (8') feet in height and shall surround the entire field; (b) shall be placed six (6") inches off the ground to allow migration of wildlife; (c) solid fencing may also be required at the discretion of the Planning Board; and (d) fencing shall consist of a commercial grade, high quality (HF40 or better) framework, galvanized chain link, ends, corners and posts. The Planning Board may require additional measures such as coated galvanized fencing and screening bands or aluminized chain link.

6.2.2 Emergency Access System (EAS) padlock or box shall be provided at each gate.

6.2.3 Signage with emergency contact information: (a) a minimum of 24 inch x 36 inch white background and black lettering; (b) street name and number; (c) owner of solar system; and (24 hour emergency contact name and phone number.

6.2.4 Low growth ground cover routinely maintained no closer than six (6") inches of lowest point on solar panels.

6.2.5 Access roads and turn-around areas sufficient for emergency access around the perimeter of the project and within the project area as determined by the Fire Department to be adequate for emergency apparatus and response. Said access shall be agreed upon between the applicant and the Fire Department prior to approval by the Planning Board.

6.2.6 Training for emergency services shall be provided by the applicant or owner for emergency responders including fire, police, and EMS services in regards to shutdown procedures, as approved sufficient by the emergency services.

6.3 Buffering/Visual Mitigation: The visual impact of the project, including all appurtenant structures, shall be visually mitigated. Structures shall be buffered/shielded from view and/or clustered to avoid adverse visual impacts as deemed necessary by the Planning Board using landscaping and natural features as appropriate to accomplish the

mitigation. Evergreens shall be at least 8 feet tall at time of planting and shall be spaced four (4') feet apart or at the discretion of the Planning Board. Plant choices to incorporate habitat forage plantings for pollinators is encouraged. Water bags shall be filled as needed for three growing seasons to assure the plants' survival. Dead or diseased plants shall be replaced. A proposed project in a residential zone shall provide a buffer with a minimum width of two hundred (200') feet measured from the fence of the proposed solar system to the property line of all abutting properties.

6.4 Lighting. Lighting shall be limited to that required for safety and operational purposes, and shall not be intrusive in any way on abutting properties. Lighting shall incorporate full cut-off fixtures to reduce light pollution.

6.5 Signage. No signage is permitted except the emergency sign required in Section 6.2.3 above.

6.6 Utility Connections. All utility connections within two hundred (200') feet of a public way shall be underground. The Planning Board may grant a waiver depending on soil conditions, shape or topography of the site.

6.7 Land Clearing. Clearing shall be limited to 30% of the total parcel, as determined by the Planning Board, for the construction, operation and maintenance of the solar energy system.

6.8 Environmental Impacts. Proposed structures (including panels) shall be integrated into the existing terrain and surrounding landscape by: (a) minimizing impacts to wetlands, steep slopes and hilltops (b) protecting visual amenities and scenic views; (c) minimizing tree, vegetation, and soil removal; and (d) minimizing grade changes.

6.9 Stormwater Runoff Volume Impacts. In addition to meeting the Massachusetts Stormwater Standards, stormwater runoff from the proposed project shall not adversely impact downgradient properties and wetland resources. The applicant shall provide pre-development and post-development stormwater runoff volume calculations for the 2, 10, and 100 year storm events. An analysis of downgradient impacts shall be performed to determine if there will be any changes to the hydrological character of wetlands and if there will be flooding to downstream properties, drainage systems and wetland resource areas. Mitigation measures shall be included to reduce any impacts resulting from increases or decreases in stormwater runoff volumes.

6.10 Stormwater Management System. The stormwater system shall not allow discharge of water until all contributing ground surfaces are stabilized and stormwater is clean. Prior to full operation of the stormwater system, all basins, forebays and conveyance systems shall be cleaned of all sediment.

6.11 Site Re-Vegetation. Stabilization methods shall include re-vegetating disturbed areas other than array areas with the same non-invasive native species that were removed. These areas include along roadways, around arrays and fences, and cut and fill areas. Any of those areas of pre-development that were growing invasive or non-native species that are disturbed shall be replaced with native vegetative cover and consideration shall be given to selecting plants for pollinators where appropriate. A planting schedule and plan shall be submitted for approval by the Board.

6.12 Replacement of Shade Trees. Tree canopies proposed to be removed beyond the solar panels due to shading shall be replaced with lower height native trees or shrubs upon approval by the Board. A shading analysis shall be provided for any such areas.

6.13 Noise. Noise generated by solar energy systems, cooling fans, associated equipment and machinery shall conform at a minimum to applicable state and local noise regulations, including the DEP's Division of Air Quality noise regulations, 310 CMR

6.14. In addition, for the purposes of this by-law, a source of sound will be considered in violation of this section if the source increases the broadband sound level by more than 5db(C).

7.0 DURING CONSTRUCTION. During the construction phase of the system, the applicant, owner, contractor, etc. shall adhere to the following:

7.1 Hours of Construction. Hours of construction shall be Monday through Friday from 7:00 a.m. to 6:00 p.m.

7.2 The applicant shall Hydro seed the site as construction progresses.

7.3 The applicant shall engage engineering and surveying services as construction progresses to ensure compliance with the Planning Board's requirement for an as-built plan prior to issuance of an occupancy permit.

7.4 While construction progresses, the applicant shall submit field reports by its civil engineer to the Board on a weekly basis, and before and after every rain event of 0.5 inches or more until the site is completely stabilized. The field report shall include standard field report information, weather conditions, type of inspection, present phase of construction, storm event information since the last inspection, and reports of any stormwater discharges.

7.5 The applicant shall request inspections for erosion control measures and stormwater management components in accordance with the requirements of the Stormwater Management By-Law, Land Disturbance By-Law, and any Order of Conditions granted by the Conservation Commission.

8.0 EMERGENCY SERVICES. The operator shall provide a copy of the Operations and Maintenance Plan, electrical schematic and site plan to the Oxford Fire and Police Departments. The operator shall cooperate with local emergency services in developing an emergency response plan which plan shall be reviewed annually with local emergency officials and revised as necessary. All means of shutting down the solar energy system shall be clearly marked. The premises shall identify a qualified emergency contact person to provide assistance during an emergency. The operator shall change the contact information immediately and so notify the Oxford Fire and Police Departments whenever there is a change in the contact person.

9.0 POST APPROVAL ACTIVITIES.

9.1 The operator shall maintain the facility in good condition. Maintenance shall include, but not be limited to, painting, structural repairs, equipment inspection for fluid leakage, tree planting health, and integrity of fencing and other security measures. The operator shall be responsible for maintaining access for emergency vehicles that is

determined to be adequate by the Oxford Fire and Police Departments, and any other local emergency services, and for maintaining adequate access for any maintenance equipment.

9.2 The operator shall provide the Planning Board with a yearly operations and maintenance report of the operation status, including but not limited to efficiency of energy production. This report shall be submitted no later than 45 days after the end of the calendar year. The applicant shall incur the cost for the Town to hire an engineer to review the report. If said report is not submitted, the Town may consider this as evidence the facility has been abandoned and the Planning Board may take action as described in Section 10.0.

9.3 The Town, through its boards and agents, shall be permitted to enter the premises in the event of emergency, or otherwise, upon 48 hours' written notice to the applicant for the purpose of monitoring compliance with the terms of the Special Permit.

10.0 MODIFICATIONS. Proposed modification of an approved facility requires preliminary review by the Planning Board to determine if amendment of the existing special permit and site plan approval is required. No building permit shall issue for such modification until such review is completed and further approvals are obtained as required.

11.0 DISCONTINUANCE, DECOMMISSIONING, ABANDONMENT AND REMOVAL.

11.1 Removal Requirements. Any project that has reached the end of its useful life, or is operating at less than 25% of its original MW capacity or has been discontinued, decommissioned, or abandoned, as defined below in Section 10.4, shall be removed. The owner or operator shall physically remove the energy system within one hundred fifty (150) days after the date of discontinuance or abandoned operations or decommissioning. The owner or operator shall notify the Planning Board and Building Commissioner by certified mail of the proposed date of discontinued operations or decommissioning and submit the plans for removal.

11.2 Removal. Removal shall consist of physical removal of all equipment from the site, including, but not limited to, the solar arrays, structures, foundations, equipment, battery storage equipment, security barriers, and electrical transmission lines.

11.3 Stabilization/Re-Vegetation. Upon discontinuance, decommissioning or abandonment of the project, the applicant shall stabilize or re-vegetate the site as necessary to return the site to its original state and minimize erosion. This may include plantings to ensure re-vegetation of fields to prevent run-off and wetland impacts. The Planning Board may waive this requirement if the applicant submits a proposed re-use plan for the site.

11.4 Abandonment. The system shall be considered abandoned upon: (a) notice by the owner or operator to the Planning Board, as provided in Section 10.1, stating a proposed date of discontinuance or decommissioning; (b) when the solar energy system fails to operate at 25% of the original capacity; or (c) operations are discontinued for more than one (1) year without the written consent of the Planning Board. If the owner or operator fails to remove the energy facility in accordance with the requirements of this Section,

the Town may, to the extent it is otherwise duly authorized by law, enter the property and physically remove the system.

12.0 FINANCIAL SURETY.

12.1 Prior to the issuance of a building permit, the applicant shall provide security in the form of a cash deposit in an amount determined by the Planning Board to be sufficient for the Town to cover the cost of stabilization of the site in the event the applicant abandons construction of the project, or in the event the construction of the project threatens public health and safety, including the integrity of surrounding property.

12.2 Prior to issuance of a building permit, the applicant shall provide a performance bond covering the decommissioning and removal of the project and restoration of the project site in accordance with this Section 12. The bond shall be in form and content approved by the Planning Board; shall be issued by a surety qualified to do business in Massachusetts; and shall be maintained without interruption until the removal of the project and restoration of the project site in accordance with the decommissioning plan submitted by applicant under this Section 12, although the bond may be renewed on an annual or other basis.

12.3 Prior to issuance of a building permit and submission of a signed performance bond, the applicant shall provide a form of performance bond for review and approval of the Planning Board; a detailed, written decommissioning plan describing the manner by which the project will be decommissioned and removed and the project site restored as near as practicable to its original condition, reasonable wear and tear excepted; and a detailed, written estimate by a professional engineer (registered in Massachusetts) of the cost of such decommissioning, removal and restoration (without deduction for the salvage value of the project). Such estimate shall include but not be limited to the costs for lawful disposal of all materials including fluids and hazardous materials.

12.4 Notwithstanding the foregoing, in the sole discretion of the Planning Board, in lieu of a performance bond an applicant may be permitted or required by the Planning Board to furnish financial security in the form of a cash deposit or Stand by Letter of Credit or other reasonable form.

12.5 The sum of the bond or financial security shall be in an amount approved by the Planning Board, and shall include an escalator for inflation during the term of such bond or security.

13.0 SPECIAL PERMIT CRITERIA. The Planning Board may approve an application for a large solar energy system if the Board finds that the system complies with the Site Plan Review and Approval criteria in Chapter XIV and with the conditions for granting Special Permits in Chapter XV. Large scale solar energy systems shall also satisfy the following additional criteria:

13.1 Environmental features of the site are protected, and surface runoff will not cause damage to surrounding properties or increase soil erosion and sedimentation of nearby streams and ponds.

13.2 The visual impact of the system on the immediate abutters and on the nearby neighborhood has been effectively neutralized through appropriate design, landscaping or structural screening.

13.3 The Planning Board may also impose conditions as it finds reasonably appropriate to safeguard the Town or neighborhood including, but not limited to, screening, lighting, noise, fences, modification of the exterior appearance of electrical cabinets, battery storage systems, or other structures, limitation upon system size, and means of vehicular access or traffic features.

13.4 No occupancy permit shall be granted by the Building Inspector, nor shall the site be energized or interconnected to the utility until the Planning Board has received, reviewed, and approved an as-built plan that demonstrates that the work proposed on the approved site plan, including all stormwater management components and associated off-site improvements, have been completed in accordance with the approved plan and certified same to the Building Commissioner. The Planning Board may, in its discretion, approve an as-built plan upon provision of a proper bond, covenant or third party agreement to secure incomplete work where such work is not immediately necessary for lawful operation of the system without negative effect on public health and safety and surrounding properties. The applicant shall make every effort to coordinate necessary surveying and finalization of the as-built plans and submission of required construction control documents prior to the conclusion of construction that would prevent the applicant from interconnecting to the utility. Notwithstanding the above, a temporary occupancy permit may be granted with the approval of the Planning Board subject to conditions for completion of work imposed by the Planning Board.

- 14.0 **SEVERABILITY.** If any provision of this by-law is found to be invalid by a court of competent jurisdiction, the remainder of this by-law shall not be affected but shall remain in full force. The invalidity of any provisions of this by-law shall not affect the validity of the remainder of the Zoning By-Law.

**USES ALLOWED IN RESIDENTIAL DISTRICTS
TABLE I**

USE	DISTRICT			
	R-1	R-2	R-3	R-4
AGRICULTURE				
Agriculture, horticulture, floriculture and viticulture	P	P	P	P
Roadside stands (for sale of products primarily produced on the land under five (5) acres, on which the facility is located)	P	P	-	-

RECREATION				
	Golf Courses	P	P	S S*
	Outdoor Tennis or Swimming Club	S*	S	S S*
	Day Camps	S*	S	S S*
	Campgrounds with Tent Sites	S*	S*	- -
	Picnic and Outing Areas	S	S	S S
	Hiking, Jogging or Fitness Trails	P	P	P P
	Riding Stables	P	P	- -
RESIDENTIAL				
	One Family Dwellings Detached	P	P	P P
	Boarding or Lodging Houses for not greater than four (4) paying guests	-	S	S P
	Two Family Dwellings and Duplexes	-	P	P P
	Multiple Family Dwelling	-	S*	S* P
11/16/05	Cluster Residential Developments	P	P	P P
05/08/14	Accessory/In-Law Apartments	S	S	S S
05/05/99	Assisted Living Residence	-	S*	S* S*
INSTITUTIONAL				
	Municipal Structures or Uses	P	P	P P
	Museums	-	S	P P
	Churches	P	P	P P
	Cemeteries	P	P	- -
	Philanthropic, Historical or Charitable Organizations	-	S	S* -
OTHER				
	Earth Removal Operations	-	S	S S
	Public Utilities and Facilities	S	S	S S
	Airfields	-	S	- -
	<i>Large Scale Ground Mounted Solar Energy Systems</i>	<i>S*</i>	<i>S*</i>	<i>S* S*</i>

Note: See Chapter XIV, Section 5.0, regarding Special Permit Process.

10/03/18

USES ALLOWED IN COMMERCIAL DISTRICTS
TABLE II

ESTABLISHMENT	DISTRICT				
	NOB	GB	OP	HI	VB
COMMERCIAL					
Wholesale Trade	-	P	-	-	-
Building Materials Dealers, Hardware Stores	P	P	-	S	-
Lumber Dealers	-	P	-	S	-
Retail Nurseries, Lawn and Garden Supply Stores	-	P	-	-	-
Mobile Home Dealers	-	P	-	-	-
General Merchandise Stores such as department stores and variety stores	P	P	-	P	S*
Food Stores	P	P	-	P	P
Automotive Dealers and Gasoline Service Stations	-	P	-	S	-
Auto and Home Supply Stores	-	P	-	P	-
Apparel and Accessories Stores	P	P	-	P	P
Furniture, Home Furnishings and Equipment Stores	P	P	-	P	P
Eating Places, except Fast Foods and Drive-In Restaurants	P	P	P	P	S*
Fast Foods and Drive-In Restaurants	-	P	S	S*	-
Drinking Places for consumption of alcohol on site	-	P	-	S*	-
Miscellaneous Retail Stores	P	P	-	P	P
Fuel and Ice Dealers	-	P	-	-	-
All Finance, Insurance and Real Estate Establishments	P	P	P	P	P
Free-Standing Automatic Bank Machines	S	S	S	S	S*
Hotels, Motels and Country Inns	S	P	S	P	S*
Personal Services, such as laundries, beauty and barber shops	P	P	-	-	P
Photographic Studios	P	P	-	P	P
Commercial Darkroom	-	-	-	-	-
Funeral Service and Crematories	-	P	-	-	P
BUSINESS SERVICES					
Automobile Renting and Leasing Services without Drivers	-	P	-	-	-
Parking Lots and Structures	P	P	P	P	P
Auto Repair Shops	-	P	-	S*	-
Automotive Services, such as car washes and towing services	-	P	-	S	-
Miscellaneous Repair Services	P	P	-	-	S
Motion Picture Theaters	-	P	-	P	-
Amusement and Recreation Services, including only dance studios and schools, bowling alleys and billiard parlors, athletic clubs and indoor tennis courts	P	P	S	P	P
Health Services, including offices of physicians, dentists, osteopaths, other health practitioners, outpatient care	P	P	P	S	P

THE COMMONWEALTH OF MASSACHUSETTS

**TOWN OF OXFORD
ANNUAL TOWN ELECTION WARRANT**

WORCESTER, SS.

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

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in ELECTIONS 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 19, 2020***, to cast their votes for the following Town offices and ballot question.

POSTPONED DUE TO THE COVID-19 PANDEMIC

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

QUESTION 1

Shall the Town of Oxford be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued in order to pay costs of engineering, designing, constructing and reconstructing roadways throughout the Town, including the payment of all other costs incidental and related thereto?

Yes ____ No ____

The polls will be open from **10:00 A.M. to 6:00 P.M.**

IN ACCORDANCE WITH CHAPTER 45 OF THE ACTS OF 2020, DUE TO THE COVID-19 PANDEMIC, THE ANNUAL TOWN ELECTION WAS POSTPONED BY VOTE OF THE BOARD OF SELECTMEN. ON MAY 12, 2020, THE BOARD OF SELECTMEN VOTED TO RE-SCHEDULE THE ANNUAL TOWN ELECTION FOR TUESDAY, JUNE 30, 2020.

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 voting.

Given under our hands this 16 day of June, 2020.

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 said voting, as within directed.

Stephen T. L. L.
Constable of Oxford

A true copy, ATTEST:

Date: 6/17, 2020

April A. Kelley

The meeting was called to order by Town Moderator Russell C. Rheault at 7:03 in the afternoon in the Oxford High School gym due to the social distancing requirement of the Covid-19 Pandemic. The Moderator announced that a quorum had been attained. There were 127 voters and 14 non-voters present. Due to Special Legislation that had been enacted, the meeting could have been conducted with a reduced quorum, however we surpassed the normal requirement.

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. Veteran John G. Saad 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

Report of the Finance Committee

Tonight, we put before you a level funded balanced budget in an attempt to be proactive in addressing our future as a community in these challenging times. Our community continues to be an aging one with 1 in 4 of our population is over the age of 65 and our roads and infrastructure continue to decline as does our student enrollment. Our focus has been a balanced approach on the future of our community in maintaining the level of our services and the integrity of our infrastructure.

- The budget is a level funded budget of \$40,760,559
- Each Department head along with the town manager has reduced their operating budgets by \$615,696 and the School Department by \$511,389 for a total reduction of \$1,127,084, which is just \$48,893 over our F/Y 2020 budget.
- In light of our aging infrastructure our Capital Committee entertained requests for \$6,838,774 and we prioritized and approved \$2,001,840 leaving \$4,836,934 unfunded.
- In an effort to address the voices of the community with regard to the current road conditions our town manager has modeled a balanced approach of funding over the next fifteen years, so that the impact to the taxpayers is minimal and allows for previous borrowings to offset future tax increases as they are retired. The borrowings drawings are spread over the next five years as the road work moves forward.

John Eul, Chairman

Article 2. RESCIND BORROWING AUTHORIZATION – MAY 4, 2011 ANNUAL TOWN MEETING – ARTICLE 19

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

VOTED: To rescind the Three Million Three Hundred Thousand Dollar \$3,300,000.00 borrowing authorization approved by the vote taken under Article 19 of the May 4, 2011 Annual Town Meeting for the purpose of the Oxford Middle School Renovation Project.

A Unanimous Vote.

Article 3. STATE HIGHWAY AID FY 2021 CHAPTER 90 APPORTIONMENT

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Five Hundred Ten Thousand Four Hundred Twenty-Two Dollars (\$510,422.00) be appropriated from the Commonwealth of Massachusetts, State Highway Aid (Fiscal Year 2021 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 4. TRANSFERS OF UNEXPENDED BALANCES

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: To transfer from the unexpended balance of the appropriations made by the vote taken under the following Articles of the following Annual Town Meetings for the following purposes:

Article #	Town Meeting Date	Description	Amount
11	May 6, 2015	One-Ton Dump Truck for the DPW	\$11,117.00
8	May 3, 2017	DPW-Fleet Replacement Program	\$15,399.30
13	May 2, 2018	Backhoe Loader Replace #45	\$16,205.00
10	May 1, 2019	OHS- Track Re-Surfacing	\$5,200.00
TOTAL			\$47,921.30

such total amount to be used for the purchase of a lawn mower, Oxford High School Cemetery Access and Monument Cleaning for the Department of Public Works.

A Unanimous Vote.

Article 5. GENERAL BY-LAWS - CHAPTER SEVENTY-THREE – REVOLVING FUNDS

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: to accept the provisions of Massachusetts General Laws Chapter 60, §15B authorizing the Town to establish a tax title collection revolving fund for the Treasurer-Collector to be known as the Tax Title Collection Revolving Fund; and to vote pursuant to the provisions of Massachusetts General Laws Chapter 44, §53E½ to establish a new revolving fund to be known as the Board of Health Revolving Fund; and further, to amend the Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds by inserting two new rows at the end of the Table of authorized revolving funds, as follows:

Program or Purpose	Representative or Board Authorized to Spend	Department Receipts
Board of Health – to pay costs and expenses associated with inspections.	Board of Health with Town Manager Approval	Fines and fees from inspections.
Tax Title Collection – to pay fees, charges and costs incurred for tax title redemption and sale of foreclosed real property	Treasurer Collector	Tax Title Receivables

Carried.

Approved by the Attorney General on October 2, 2020.

**Article 6. GENERAL BY-LAWS - CHAPTER SEVENTY-THREE – REVOLVING FUNDS
SPENDING LIMITS**

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

VOTED: Pursuant to Massachusetts General Laws Chapter 44, §53E 1/2 to establish the fiscal year 2021 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)
Board of Health: Sixty Thousand Dollars (\$60,000.00)
Tax Title Collection: Fifty Thousand Dollars (\$50,000.00)

Carried.

Article 7. CELEBRATION STABILIZATION FUND

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 8 of the October 5, 2016, Special Town Meeting for the Founders Day Celebration Account, the sum of Fifteen Thousand Dollars (\$15,000.00) and appropriated to the Celebration Stabilization Fund.

Carried.

Article 8. COMPENSATED ABSENCE FUND

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

VOTED: That the sum of Fifty Thousand Dollars (\$50,000.00) be transferred from Free Cash and be appropriated to Compensated Absence Fund, any vote under this article to take effect forthwith upon its adoption.

Carried.

Article 9. STABILIZATION FUND

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

A discussion ensued.

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

From:	
Free Cash	250,000.00
High School Stabilization Account (Fund 931)	11,388.56
SPED Stabilization Account (Fund 938)	468.47
	\$261,857.03
To:	
Stabilization Fund, for Fiscal Year 2021	\$261,857.03

A Unanimous Vote.

Article 10. OTHER POST EMPLOYMENT BENEFITS

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

VOTED: That the sum of Fifty-Five Thousand Dollars (\$55,000.00) be raised by taxation and the sum of Nine Hundred Fifteen Dollars and Twenty-One Cents (\$915.21) be transferred from the Retirement Trust Fund and appropriated for the Other Post Employment Benefits (OPEB) Liability Trust Fund for Fiscal Year 2021.

Carried.

Article 11. FISCAL YEAR 2021 BUDGET

The Moderator explained the procedure for voting on the Town Departmental Budgets under Article 11 of the Warrant. The procedure was used to expedite the action of the Fiscal Year (July 1, 2020 - June 30, 2021) Budget, which was read and the following items were held:

Land Management, EMS/Fire, Department of Public Works, Council on Aging, Retirement & Insurance, 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	1,800
Selectmen	39,100
Town Manager	386,721
Finance Committee	101,300
Finance Department	1,093,063
Legal Services	85,000
Personnel Board	82,485
Town Clerk	194,586
*Land Management	*
Memorial Hall	87,018
PUBLIC SAFETY	
Police	2,572,680
*EMS/Fire	*
EOC	4,389
Animal Control	78,750
PUBLIC WORKS	
*DPW	*
Municipal Utilities	405,000
HUMAN SERVICES	
*Council on Aging	*
Veteran's Services	208,049
CULTURE AND RECREATION	
Library	405,198
Community Center Enterprise	265,508
Historical Commission	1,264
Celebrations	9,000
DEBT SERVICE	
Debt Financing	1,376,493
EMPLOYEE BENEFITS	
*Retirement & Insurance	*
SEWER	
*Sewer Enterprise	*
WATER	
*Water Enterprise	*
EDUCATION	
Oxford Public Schools	18,066,975
SWCRVSD (Bay Path)	1,418,052

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 One Hundred Forty-Five Thousand Two Hundred Eighty-Three Dollars (\$145,283.00) 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 Eighty-Five Thousand Two Hundred Eighty-Three Dollars (\$385,283.00) be appropriated for the FY21 Land Management Budget.

Carried.

EMS/FIRE:

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

VOTED: That the sum of One Million Thirty-Seven Thousand Thirty Dollars (\$1,037,030.00) be raised by taxation; and, Seven Hundred Sixty Thousand Dollars (\$760,000.00) be transferred from the Ambulance Receipts Reserved for Appropriation Account; and, that the total amount of One Million Seven Hundred Ninety-Seven Thousand Thirty Dollars (\$1,797,030.00) be appropriated for the FY21 EMS/FIRE Budget.

Carried.

DEPARTMENT OF PUBLIC WORKS:

A motion was moved and seconded and recommended by the Finance Committee, that the sum of Three Million Sixty-six Thousand Nine Hundred Eighty Dollars (\$3,066,980.00) be raised by taxation and appropriated for the Department of Public Works.

A discussion ensued.

VOTED: That the sum of Three Million Sixty-six Thousand Nine Hundred Eighty Dollars (\$3,066,980.00) be raised by taxation and appropriated for the Department of Public Works.

Carried.

COUNCIL ON AGING:

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

VOTED: That the sum of One Hundred Forty-Two Thousand Twenty-Eight Dollars (\$142,028.00) 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 Fifty-Seven Thousand Twenty-Eight Dollars (\$157,028.00) be appropriated for the FY21 Council on Aging Budget.

A Unanimous Vote.

RETIREMENT & INSURANCE:

A motion was moved and seconded and recommended by the Finance Committee, that the sum of Seven Million Four Hundred One Thousand Ninety Dollars (\$7,401,090.00) be raised by taxation and appropriated for Retirement and Insurance for Fiscal Year 2021.

A discussion ensued.

VOTED: That the sum of Seven Million Four Hundred One Thousand Ninety Dollars (\$7,401,090.00) be raised by taxation and appropriated for Retirement and Insurance for Fiscal Year 2021.

Carried.

SEWER ENTERPRISE:

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

of Four Hundred Ninety-Nine Thousand Fifteen Dollars (\$499,015.00) be raised and offset by Sewer Enterprise receipts and that Four Hundred Sixty-Eight Fifteen Dollars (\$468,015.00) be appropriated for the FY21 Sewer Enterprise Operational Budget and that Thirty-One Thousand Dollars (\$31,000.00) be transferred to the General Fund to defray Sewer indirect costs.

A discussion ensued.

VOTED: That the sum of Four Hundred Ninety-Nine Thousand Fifteen Dollars (\$499,015.00) be raised and offset by Sewer Enterprise receipts and that Four Hundred Sixty-Eight Fifteen Dollars (\$468,015.00) be appropriated for the FY21 Sewer Enterprise Operational Budget and that Thirty-One Thousand Dollars (\$31,000.00) 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 Sixty-Nine Thousand Two Hundred Forty-Nine Dollars (\$69,249.00) be raised and offset by Water Enterprise receipts and that Thirty-One Thousand Dollars (\$31,000.00) be appropriated from the Water Enterprise retained earnings for a total appropriation of One Hundred Thousand Two Hundred Forty-Nine Dollars (\$100,249.00) for the FY21 Water Enterprise Operational Budget.

A Unanimous Vote.

BUDGET - FISCAL YEAR 2021
July 1, 2020 - June 30, 2021

	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
GENERAL GOVERNMENT			
Moderator	1,800		1,800
Selectmen	39,100		39,100
Town Manager	386,721		386,721
Finance Committee	101,300		101,300
Finance Department	1,093,063		1,093,063
Legal Services	85,000		85,000
Personnel Board	111,069		111,069
Town Clerk	194,586		194,586
Land Management	385,283	(240,000)	145,283
Memorial Hall	87,018		87,018
GENERAL GOVERNMENT	2,484,940		
LESS APPLIED INCOME		(240,000)	
TOTAL GENERAL GOVERNMENT			2,244,940
PUBLIC SAFETY			
Police	2,572,680		2,572,680
EMS/Fire	1,797,030	(760,000)	1,037,030
EOC	4,389		4,389
Animal Control	78,750		78,750
PUBLIC SAFETY	4,452,849		
LESS APPLIED INCOME		(760,000)	
TOTAL PUBLIC SAFETY			3,692,849
PUBLIC WORKS			
DPW	3,066,980		3,066,980
Municipal Utilities	405,000		405,000
TOTAL PUBLIC WORKS	3,471,980		3,471,980
HUMAN SERVICES			
Council on Aging	157,028	(15,000)	142,028
Veteran's Services	208,049		208,049
HUMAN SERVICES	365,077		
LESS APPLIED INCOME		(15,000)	
TOTAL HUMAN SERVICES			350,077
CULTURE AND RECREATION			
Library	405,198		405,198
Community Center	265,508		265,508
Historical Commission	1,264		1,264
Celebrations	9,000		9,000
TOTAL CULTURE & RECREATION	680,970		680,970
DEBT SERVICE			
Debt Financing	1,376,493		1,376,493
TOTAL DEBT SERVICE	1,376,493		1,376,493
EMPLOYEE BENEFITS			
Retirement & Insurance	7,401,090		7,401,090
TOTAL EMPLOYEE BENEFITS	7,401,090		7,401,090
	APPROPRIATION	TRANSFERRED FROM	RAISED BY TAXATION

		AVAILABLE FUNDS OR OFFSET RECEIPTS	
SEWER			
Sewer Enterprise	499,015	(499,015)	0
SEWER ENTERPRISE	499,015		
LESS APPLIED INCOME		(499,015)	
TOTAL SEWER ENTERPRISE			0
WATER			
Water Enterprise	100,249	(100,249)	0
WATER ENTERPRISE	100,249		
LESS APPLIED INCOME		(100,249)	
TOTAL WATER ENTERPRISE			0
EDUCATION			
Oxford Public Schools	18,066,975		18,066,975
SWCRVSD (Bay Path)	1,418,052		1,418,052
TOTAL EDUCATION	19,485,027		19,485,027
GRAND TOTAL	40,317,690		
LESS APPLIED INCOME		(1,614,264)	
NET RAISED BY TAXATION			38,703,426

Article 12. CAPITAL OUTLAY

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.

Requirement of a 2/3 vote.

Carried.

2. A motion was moved and seconded and recommended by the Finance Committee and that the sum of One Million Eleven Thousand Nine Hundred Eighty-Three Dollars (\$1,011,983.00) be transferred from Free Cash and appropriated for the following items, each item being considered a separate appropriation:

A discussion ensued.

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.

VOTED: That the sum of One Million Eleven Thousand Nine Hundred Eighty-Three Dollars (\$1,011,983.00) be transferred from Free Cash and appropriated for the following items, each item being considered a separate appropriation:

Building Improvement Fund (Split Funded)	265,000
COA- Van for Service Expansion (Primarily Grant Funded)	12,893.00
DPW – Fleet Replace/Repair/Lease Purchase	150,000.00
DPW – Facilities – Office Space Exploration/Rehab/Lease	80,000.00
DPW – Parks-Greenbriar Restroom Facility	35,000.00
DPW – Parks – Chaffee Playground Rehab	40,000.00
Fire/EMS – Self Contained Breathing Apparatus (SCBA) Lease Purchase	137,500.00
OCC – Generator (Split Funded)	13,143.00

Police – Taser Replacement	25,662.00
OPS – Math Curriculum	126,000.00
OHS & OMS – Fiber Network Switches	38,815.00
Townwide - Branding and Wayfinding Signage	60,000.00
Townwide – Green Communities Local Match	27,970.00

Requirement of a 2/3 vote.

Carried.

3. A motion was moved and seconded and recommended by the Finance Committee that the sum of One Hundred Ninety-Two Thousand Dollars (\$192,000.00) be transferred from the OTS Donation Account and appropriated for the following items, each item being considered a separate appropriation

A discussion ensued.

VOTED: That the sum of One Hundred Ninety-Two Thousand Dollars (\$192,000.00) be transferred from the OTS Donation Account and appropriated for the following items, each item being considered a separate appropriation:

DPW- Purchase Trash Truck	139,000.00
DPW – Demolition of Joslin School Annex	53,000.00

Requirement of a 2/3 vote.

Carried.

4. A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of One Hundred Twenty-Six Thousand Dollars (\$126,000.00) be transferred from the Building Inspector Revolving Fund and appropriated for the following items, each item being considered a separate appropriation:

Building Improvement Fund (split funded)	100,000.00
Shared Vehicle – Inspections	26,000.00

Requirement of a 2/3 vote.

Carried.

5. A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Forty-Six Thousand Eight Hundred Fifty-Seven Dollars (\$46,857.00) be transferred from FEMA Available Funds and appropriated for the OCC-Generator (Split Funded).

A Unanimous Vote.

6. A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Eighty-Five Thousand Dollars (\$85,000.00) be transferred from the Cemetery Perpetual Care Fund and appropriated for the Paving North Cemetery.

Requirement of a 2/3 vote.

Carried.

7. A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Forty Thousand Dollars (\$40,000.00) be transferred from Sewer Enterprise Retained Earnings and appropriated for the Oxford Center Sewer Feasibility Study.

A Unanimous Vote.

TOTAL OF CAPITAL PROGRAMS

\$2,001,840.00

Article 13. ACCEPTANCE MGL CHAPTER 44 §53F ¾ - PEG ACCESS AND CABLE RELATED FUND

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: To accept Massachusetts General Laws Chapter 44, §53F 3/4, which establishes a special revenue fund known as the PEG Access and Cable Related Fund, to reserve cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement, the fund to begin operation for Fiscal Year 2021, which begins on July 1, 2020.

A Unanimous Vote.

Article 14. PEG ACCESS AND CABLE RELATED 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 the PEG Access and Cable Related Fund.

Carried.

Article 15. DEBT EXCLUSION - ROADWAYS

A motion was moved and seconded and recommended by the Finance Committee:
To appropriate the sum of Fifteen Million Dollars (\$15,000,000.00) to pay costs of a multi-year project of engineering, designing, constructing and reconstructing roadways throughout the Town, 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(1), or pursuant to 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. The initial borrowing under this vote shall not exceed Five Million Dollars (\$5,000,000.00). Subsequent borrowings of additional amounts under this vote shall not exceed Five Million Dollars (\$5,000,000.00) and shall be issued at intervals of at least five years from the date of issue of the initial borrowing or the second borrowing made pursuant to this vote, as the case may be, unless the Selectmen shall have determined that the borrowing of such funds in a larger amount and/or on a more rapid basis, shall be in the best interests of the Town.

A lengthy discussion ensued.

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

Carried by 2/3 vote.

VOTED: To appropriate the sum of Fifteen Million Dollars (\$15,000,000.00) to pay costs of a multi-year project of engineering, designing, constructing and reconstructing roadways throughout the Town, 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(1), or pursuant to 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. The initial borrowing under this vote shall not exceed Five Million Dollars (\$5,000,000.00). Subsequent borrowings of additional amounts under this vote shall not exceed Five Million Dollars (\$5,000,000.00) and shall be issued at intervals of at least five years from

the date of issue of the initial borrowing or the second borrowing made pursuant to this vote, as the case may be, unless the Selectmen shall have determined that the borrowing of such funds in a larger amount and/or on a more rapid basis, shall be in the best interests of the Town.

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

Article 16. MUNICIPAL CHARGES LIEN

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

VOTED: Pursuant to the provisions of General Laws Chapter 40, §58 to allow imposition of a municipal charges lien on real property located within the Town for Animal Control charges or fees, including but not limited to boarding and veterinarian costs, if those charges or fees have not been paid by the due date.

Carried.

Article 17. ZONING BY-LAW AMENDMENTS: CHAPTER XXV - LARGE SCALE GROUND MOUNTED SOLAR ENERGY SYSTEMS; CHAPTERS IV, V & VI – RESIDENTIAL, COMMERCIAL and INDUSTRIAL ZONING DISTRICT TABLES

A motion was moved and seconded, the Finance Committee deferred to the Planning Board and the Planning Board recommended.

VOTED: To amend the Oxford Zoning By-Law to add CHAPTER XXV “Large Scale Ground Mounted Solar Energy Systems” in the form set forth below, and further to amend CHAPTERS IV, V & VI: Residential, Commercial, and Industrial Zoning Districts to add the language in ***italics*** as set forth below for the purpose of adding the term “Large Scale Ground Mounted Solar Energy Systems” to the use tables of each chapter.

CHAPTER XXV

Large Scale Ground Mounted Solar Energy Systems

1.0 PURPOSE

It is the purpose of this Chapter is to regulate the development of new large scale ground mounted solar energy systems by providing standards for the placement, design, construction, operation, monitoring, modification and removal of such systems that address public safety, minimize impacts on scenic, natural and historic resources and to provide adequate financial assurance for the eventual decommissioning of such installations.

2.0 APPLICABILITY

This provisions set forth in this Chapter shall apply to the construction, operation, and/or repair of all large ground mounted solar energy systems and to physical modifications that materially alter the type, configuration, or size of these systems or related equipment. Solar energy systems for the primary purpose of agriculture are exempt from this Chapter except where necessary to protect public health, safety or welfare pursuant to MGL c. 40A §3. Solar energy systems for one and two family dwellings are also exempt from this Chapter. The Planning Board shall approve no more than 15 total Large Scale Ground Mounted Solar Energy Systems town-wide and no system shall exceed 5 MW dc. This limit shall not include roof-mounted, canopy, or municipal systems on Town owned parcels.

3.0 DEFINITIONS

3.1 Large Scale Ground Mounted Solar Energy System. A solar energy system that is structurally mounted on the ground and is not roof mounted and has a minimum nameplate capacity of greater than 250kw DC and is designed, constructed and intended to convert solar energy to electricity (generated for residential or commercial use).

3.2 Small Scale Ground Mounted Solar Energy System. A solar energy system that is structurally mounted on the ground (not roof-mounted) and has less than a minimum nameplate capacity of 250 kW DC.

3.3. Roof-Mounted Solar Energy System. A solar energy system that is structurally mounted to the roof of a building.

- 3.4 Rated Nameplate Capacity. The maximum rated output of electric power production of the solar energy system in Direct Current (DC).
- 3.5. Solar Parking Canopy. An elevated structure that hosts solar panels installed over parking lots or other hardscape areas. Also may be called solar carport installation.
- 3.6 Project Area. The project area shall consist of that area of land used for the installation of the solar panels, utility poles, appurtenant structures, fencing, entrance and interior access ways, drainage infrastructure, electronics, and any surrounding shade management areas.

4.0 GENERAL REQUIREMENTS

- 4.1 Special Permit and Site Plan Review. All large scale ground mounted energy systems, require a special permit and site plan approval by the Planning Board prior to construction, installation or modification as provided in this Chapter.
- 4.2 Stormwater Management and Land Disturbance. Projects within the jurisdiction of the Conservation Commission [with respect to wetlands] shall file a Notice of Intent, Stormwater Management Permit, and Land Disturbance Permit applications with the Conservation Commission concurrently with the Planning Board, and shall comply with the regulations of Chapters Sixty-Six and Sixty-Seven of the Town of Oxford General By-Laws, Stormwater Management and Land Disturbance and Stormwater Management Requirements, in addition to meeting Massachusetts Stormwater Standards. If the project is not within the jurisdiction of the Conservation Commission, the Stormwater Management and Land Disturbance permit applications shall be filed with the Planning Board in conjunction with the special permit and site plan applications.
- 4.3 The construction and operation of all large scale solar energy systems shall be consistent with all applicable local, state and federal requirements, including but not limited to all applicable environmental, safety, construction, electrical, and communications requirements. All buildings and fixtures forming part of a solar energy system shall be constructed in accordance with the State Building Code.
- 4.4 No large scale solar energy system shall be constructed, installed or modified as provided in this Chapter without first obtaining a building permit.

5.0 REQUIRED DOCUMENTS. In addition to the submission requirements for Site Plan Review in this By-Law, the applicant shall provide the following documents:

- 5.1 Plans and drawings of the solar energy system signed and stamped by a Professional Engineer licensed to practice in Massachusetts showing the proposed layout of the system, to include the zoning district designation for the parcel(s) of land comprising the project site, and an "existing conditions" plan sufficient to determine "pre-construction condition" for purposes of stabilizing and/or re-vegetating the site to its original state and minimize erosion upon discontinuance, decommissioning or abandonment of the solar energy system, including an inventory and plan of all vegetation proposed to be removed.
- 5.2 Technical specifications of the major system components, including the solar arrays, mounting system, electrical equipment, battery storage components, and other supporting equipment and structures. No arrays/panels shall exceed a height of eight (8) feet. Accessory battery units and cooling equipment shall not exceed ten (10) feet in height and are limited to one 50 feet long x 15 feet wide x 10 feet tall unit per 2 MW of system capacity.
- 5.3 Documentation of the major system components to be used including the PV panels, mounting system, and inverter, and any battery storage components.
- 5.4 One-line or three-line electrical diagram detailing the solar energy system, associated components and electrical interconnection methods, with all Massachusetts Electrical Code, 527 CMR §12.00 compliant disconnects and overcurrent devices.
- 5.5 Color renderings not less than 1 inch = 50 feet showing sight line views from abutting streets and properties of the proposed installation.
- 5.6 Color aerial view both before and after proposed installation showing tree coverage and buffer zone not less than 1 inch = 50 feet.
- 5.7 A glare analysis and proposed mitigation, if any, to minimize the impact of glare on affected properties.
- 5.8 The names, addresses, telephone numbers, and e-mail addresses of: the owner and applicant, as well as all co-proponents or property owners, if any; and of the proposed system installer and operator and agents authorized to act on their behalf, which information shall be updated within 30 days whenever the land changes ownership, a new installer is retained by the owner or applicant, or a new operator takes over operation of the system.

5.9 Documentation evidencing actual or prospective access to and control of the project site sufficient to allow for construction and operation of the proposed system, e.g., an easement, lease or license agreement, or an option to enter into the same, fully executed by the record owner of the property and the applicant.

5.10 The applicant shall submit evidence satisfactory to the Planning Board that the utility company has been informed in writing of the intent to install a solar energy system and that the utility company has responded in writing to the interconnection notice.

5.11 If the applicant enters into a purchase agreement for the sale of energy produced from the project, the Assessor's office shall be notified and copied on the signed agreement.

5.12 Irrespective of whether the project would otherwise be exempt, in whole or in part, from the payment of personal or real property taxes, the applicant shall, before any building permit is issued for the project, pursuant to G.L. c.59, §38H (or successor statutory provision), enter into a tax agreement or Payment in Lieu of Taxes agreement with the Town that provides for payment to the Town of an amount that is a fair approximation of what the taxes for the project, based on full and fair cash value, would have been in the absence of such an exemption, as determined by the Board of Assessors. The applicant shall provide the Board of Assessors with such information regarding the project as the Board of Assessors requests in order to develop a valuation of the project

5.13 Financial surety that satisfies Section 12 of this Chapter.

5.14 Operation and Maintenance Plan. The applicant shall submit a plan for the operation and maintenance of the Large Scale Solar Energy System along with a signed agreement with a maintenance company. This plan shall include measures for maintaining year round safe access for emergency vehicles, snow plowing, stormwater controls, vegetation control, and general procedures for operating and maintaining the energy system including the fencing, fire access roads and landscaping. Use of pesticides and herbicides is prohibited. Adherence to the Operation and Maintenance Plan shall be included as a condition of the Special Permit.

5.15 Stormwater Pollution Prevention Plan (SWPP) shall be submitted to the Town prior to the start of any site work.

5.16 Proof of liability insurance.

5.17 A decommissioning plan that satisfies Section 11 of this Chapter.

The Planning Board may waive documentary requirements as it deems appropriate.

6.0 DESIGN, DIMENSIONAL AND DENSITY REQUIREMENTS

6.1 Setback and Height Restrictions. The project and its facilities, including appurtenant structures (including but not limited to equipment shelters, storage facilities, transformers, fences and substations) shall have a setback from front, side and rear property lines and public ways of at least two hundred (200') feet and if the system abuts an open field, i.e., farmland or pasture land, it shall have a setback from front, side and rear property lines and public ways of at least three hundred (300') feet. The Planning Board may reduce visual mitigation planting requirements if sufficient natural vegetation exists in the setback area.

6.2 Each Large Scale Solar Energy System shall provide the following:

6.2.1 Fencing: (a) shall be not greater than eight (8') feet in height and shall surround the entire field; (b) shall be placed six (6'') inches off the ground to allow migration of wildlife; (c) solid fencing may also be required at the discretion of the Planning Board; and (d) fencing shall consist of a commercial grade, high quality (HF40 or better) framework, galvanized chain link, ends, corners and posts. The Planning Board may require additional measures such as coated galvanized fencing and screening bands or aluminized chain link.

6.2.2 Emergency Access System (EAS) padlock or box shall be provided at each gate.

6.2.3 Signage with emergency contact information: (a) a minimum of 24 inch x 36 inch white background and black lettering; (b) street name and number; (c) owner of solar system; and (24 hour emergency contact name and phone number.

6.2.4 Low growth ground cover routinely maintained no closer than six (6'') inches of lowest point on solar panels.

6.2.5 Access roads and turn-around areas sufficient for emergency access around the perimeter of the project and within the project area as determined by the Fire Department to be adequate for emergency apparatus and response. Said access shall be

agreed upon between the applicant and the Fire Department prior to approval by the Planning Board.

6.2.6 Training for emergency services shall be provided by the applicant or owner for emergency responders including fire, police, and EMS services in regards to shutdown procedures, as approved sufficient by the emergency services.

6.3 Buffering/Visual Mitigation: The visual impact of the project, including all appurtenant structures, shall be visually mitigated. Structures shall be buffered/shielded from view and/or clustered to avoid adverse visual impacts as deemed necessary by the Planning Board using landscaping and natural features as appropriate to accomplish the mitigation. Evergreens shall be at least 8 feet tall at time of planting and shall be spaced four (4') feet apart or at the discretion of the Planning Board. Plant choices to incorporate habitat forage plantings for pollinators is encouraged. Water bags shall be filled as needed for three growing seasons to assure the plants' survival. Dead or diseased plants shall be replaced. A proposed project in a residential zone shall provide a buffer with a minimum width of two hundred (200') feet measured from the fence of the proposed solar system to the property line of all abutting properties.

6.4 Lighting. Lighting shall be limited to that required for safety and operational purposes, and shall not be intrusive in any way on abutting properties. Lighting shall incorporate full cut-off fixtures to reduce light pollution.

6.5 Signage. No signage is permitted except the emergency sign required in Section 6.2.3 above.

6.6 Utility Connections. All utility connections within two hundred (200') feet of a public way shall be underground. The Planning Board may grant a waiver depending on soil conditions, shape or topography of the site.

6.7 Land Clearing. Clearing shall be limited to 30% of the total parcel, as determined by the Planning Board, for the construction, operation and maintenance of the solar energy system.

6.8 Environmental Impacts. Proposed structures (including panels) shall be integrated into the existing terrain and surrounding landscape by: (a) minimizing impacts to wetlands, steep slopes and hilltops (b) protecting visual amenities and scenic views; (c) minimizing tree, vegetation, and soil removal; and (d) minimizing grade changes.

6.9 Stormwater Runoff Volume Impacts. In addition to meeting the Massachusetts Stormwater Standards, stormwater runoff from the proposed project shall not adversely impact downgradient properties and wetland resources. The applicant shall provide pre-development and post-development stormwater runoff volume calculations for the 2, 10, and 100 year storm events. An analysis of downgradient impacts shall be performed to determine if there will be any changes to the hydrological character of wetlands and if there will be flooding to downstream properties, drainage systems and wetland resource areas. Mitigation measures shall be included to reduce any impacts resulting from increases or decreases in stormwater runoff volumes.

6.10 Stormwater Management System. The stormwater system shall not allow discharge of water until all contributing ground surfaces are stabilized and stormwater is clean. Prior to full operation of the stormwater system, all basins, forebays and conveyance systems shall be cleaned of all sediment.

6.11 Site Re-Vegetation. Stabilization methods shall include re-vegetating disturbed areas other than array areas with the same non-invasive native species that were removed. These areas include along roadways, around arrays and fences, and cut and fill areas. Any of those areas of pre-development that were growing invasive or non-native species that are disturbed shall be replaced with native vegetative cover and consideration shall be given to selecting plants for pollinators where appropriate. A planting schedule and plan shall be submitted for approval by the Board.

6.12 Replacement of Shade Trees. Tree canopies proposed to be removed beyond the solar panels due to shading shall be replaced with lower height native trees or shrubs upon approval by the Board. A shading analysis shall be provided for any such areas.

6.13 Noise. Noise generated by solar energy systems, cooling fans, associated equipment and machinery shall conform at a minimum to applicable state and local noise regulations, including the DEP's Division of Air Quality noise regulations, 310 CMR

6.14. In addition, for the purposes of this by-law, a source of sound will be considered in violation of this section if the source increases the broadband sound level by more than 5db(C).

- 7.0 DURING CONSTRUCTION. During the construction phase of the system, the applicant, owner, contractor, etc. shall adhere to the following:
- 7.1 Hours of Construction. Hours of construction shall be Monday through Friday from 7:00 a.m. to 6:00 p.m.
- 7.2 The applicant shall Hydro seed the site as construction progresses.
- 7.3 The applicant shall engage engineering and surveying services as construction progresses to ensure compliance with the Planning Board's requirement for an as-built plan prior to issuance of an occupancy permit.
- 7.4 While construction progresses, the applicant shall submit field reports by its civil engineer to the Board on a weekly basis, and before and after every rain event of 0.5 inches or more until the site is completely stabilized. The field report shall include standard field report information, weather conditions, type of inspection, present phase of construction, storm event information since the last inspection, and reports of any stormwater discharges.
- 7.5 The applicant shall request inspections for erosion control measures and stormwater management components in accordance with the requirements of the Stormwater Management By-Law, Land Disturbance By-Law, and any Order of Conditions granted by the Conservation Commission.
- 8.0 EMERGENCY SERVICES. The operator shall provide a copy of the Operations and Maintenance Plan, electrical schematic and site plan to the Oxford Fire and Police Departments. The operator shall cooperate with local emergency services in developing an emergency response plan which plan shall be reviewed annually with local emergency officials and revised as necessary. All means of shutting down the solar energy system shall be clearly marked. The premises shall identify a qualified emergency contact person to provide assistance during an emergency. The operator shall change the contact information immediately and so notify the Oxford Fire and Police Departments whenever there is a change in the contact person.
- 9.0 POST APPROVAL ACTIVITIES.
- 9.1 The operator shall maintain the facility in good condition. Maintenance shall include, but not be limited to, painting, structural repairs, equipment inspection for fluid leakage, tree planting health, and integrity of fencing and other security measures. The operator shall be responsible for maintaining access for emergency vehicles that is determined to be adequate by the Oxford Fire and Police Departments, and any other local emergency services, and for maintaining adequate access for any maintenance equipment.
- 9.2 The operator shall provide the Planning Board with a yearly operations and maintenance report of the operation status, including but not limited to efficiency of energy production. This report shall be submitted no later than 45 days after the end of the calendar year. The applicant shall incur the cost for the Town to hire an engineer to review the report. If said report is not submitted, the Town may consider this as evidence the facility has been abandoned and the Planning Board may take action as described in Section 10.0.
- 9.3 The Town, through its boards and agents, shall be permitted to enter the premises in the event of emergency, or otherwise, upon 48 hours' written notice to the applicant for the purpose of monitoring compliance with the terms of the Special Permit.
- 10.0 MODIFICATIONS. Proposed modification of an approved facility requires preliminary review by the Planning Board to determine if amendment of the existing special permit and site plan approval is required. No building permit shall issue for such modification until such review is completed and further approvals are obtained as required.
- 11.0 DISCONTINUANCE, DECOMMISSIONING, ABANDONMENT AND REMOVAL.
- 11.1 Removal Requirements. Any project that has reached the end of its useful life, or is operating at less than 25% of its original MW capacity or has been discontinued, decommissioned, or abandoned, as defined below in Section 10.4, shall be removed. The owner or operator shall physically remove the energy system within one hundred fifty (150) days after the date of discontinuance or abandoned operations or decommissioning. The owner or operator shall notify the Planning Board and Building Commissioner by certified mail of the proposed date of discontinued operations or decommissioning and submit the plans for removal.

11.2 Removal. Removal shall consist of physical removal of all equipment from the site, including, but not limited to, the solar arrays, structures, foundations, equipment, battery storage equipment, security barriers, and electrical transmission lines.

11.3 Stabilization/Re-Vegetation. Upon discontinuance, decommissioning or abandonment of the project, the applicant shall stabilize or re-vegetate the site as necessary to return the site to its original state and minimize erosion. This may include plantings to ensure re-vegetation of fields to prevent run-off and wetland impacts. The Planning Board may waive this requirement if the applicant submits a proposed re-use plan for the site.

11.4 Abandonment. The system shall be considered abandoned upon: (a) notice by the owner or operator to the Planning Board, as provided in Section 10.1, stating a proposed date of discontinuance or decommissioning; (b) when the solar energy system fails to operate at 25% of the original capacity; or (c) operations are discontinued for more than one (1) year without the written consent of the Planning Board. If the owner or operator fails to remove the energy facility in accordance with the requirements of this Section, the Town may, to the extent it is otherwise duly authorized by law, enter the property and physically remove the system.

12.0 FINANCIAL SURETY.

12.1 Prior to the issuance of a building permit, the applicant shall provide security in the form of a cash deposit in an amount determined by the Planning Board to be sufficient for the Town to cover the cost of stabilization of the site in the event the applicant abandons construction of the project, or in the event the construction of the project threatens public health and safety, including the integrity of surrounding property.

12.2 Prior to issuance of a building permit, the applicant shall provide a performance bond covering the decommissioning and removal of the project and restoration of the project site in accordance with this Section 12. The bond shall be in form and content approved by the Planning Board; shall be issued by a surety qualified to do business in Massachusetts; and shall be maintained without interruption until the removal of the project and restoration of the project site in accordance with the decommissioning plan submitted by applicant under this Section 12, although the bond may be renewed on an annual or other basis.

12.3 Prior to issuance of a building permit and submission of a signed performance bond, the applicant shall provide a form of performance bond for review and approval of the Planning Board; a detailed, written decommissioning plan describing the manner by which the project will be decommissioned and removed and the project site restored as near as practicable to its original condition, reasonable wear and tear excepted; and a detailed, written estimate by a professional engineer (registered in Massachusetts) of the cost of such decommissioning, removal and restoration (without deduction for the salvage value of the project). Such estimate shall include but not be limited to the costs for lawful disposal of all materials including fluids and hazardous materials.

12.4 Notwithstanding the foregoing, in the sole discretion of the Planning Board, in lieu of a performance bond an applicant may be permitted or required by the Planning Board to furnish financial security in the form of a cash deposit or Stand by Letter of Credit or other reasonable form.

12.5 The sum of the bond or financial security shall be in an amount approved by the Planning Board, and shall include an escalator for inflation during the term of such bond or security.

13.0 SPECIAL PERMIT CRITERIA. The Planning Board may approve an application for a large solar energy system if the Board finds that the system complies with the Site Plan Review and Approval criteria in Chapter XIV and with the conditions for granting Special Permits in Chapter XV. Large scale solar energy systems shall also satisfy the following additional criteria:

13.1 Environmental features of the site are protected, and surface runoff will not cause damage to surrounding properties or increase soil erosion and sedimentation of nearby streams and ponds.

13.2 The visual impact of the system on the immediate abutters and on the nearby neighborhood has been effectively neutralized through appropriate design, landscaping or structural screening.

13.3 The Planning Board may also impose conditions as it finds reasonably appropriate to safeguard the Town or neighborhood including, but not limited to, screening, lighting,

noise, fences, modification of the exterior appearance of electrical cabinets, battery storage systems, or other structures, limitation upon system size, and means of vehicular access or traffic features.

13.4 No occupancy permit shall be granted by the Building Inspector, nor shall the site be energized or interconnected to the utility until the Planning Board has received, reviewed, and approved an as-built plan that demonstrates that the work proposed on the approved site plan, including all stormwater management components and associated off-site improvements, have been completed in accordance with the approved plan and certified same to the Building Commissioner. The Planning Board may, in its discretion, approve an as-built plan upon provision of a proper bond, covenant or third party agreement to secure incomplete work where such work is not immediately necessary for lawful operation of the system without negative effect on public health and safety and surrounding properties. The applicant shall make every effort to coordinate necessary surveying and finalization of the as-built plans and submission of required construction control documents prior to the conclusion of construction that would prevent the applicant from interconnecting to the utility. Notwithstanding the above, a temporary occupancy permit may be granted with the approval of the Planning Board subject to conditions for completion of work imposed by the Planning Board.

- 14.0 **SEVERABILITY.** If any provision of this by-law is found to be invalid by a court of competent jurisdiction, the remainder of this by-law shall not be affected but shall remain in full force. The invalidity of any provisions of this by-law shall not affect the validity of the remainder of the Zoning By-Law.

USES ALLOWED IN RESIDENTIAL DISTRICTS
TABLE I

USE	DISTRICT			
	R-1	R-2	R-3	R-4
AGRICULTURE				
Agriculture, horticulture, floriculture and viticulture	P	P	P	P
Roadside stands (for sale of products primarily produced on the land under five (5) acres, on which the facility is located)	P	P	-	-
RECREATION				
Golf Courses	P	P	S	S*
Outdoor Tennis or Swimming Club	S*	S	S	S*
Day Camps	S*	S	S	S*
Campgrounds with Tent Sites	S*	S*	-	-
Picnic and Outing Areas	S	S	S	S
Hiking, Jogging or Fitness Trails	P	P	P	P
Riding Stables	P	P	-	-
RESIDENTIAL				
One Family Dwellings Detached	P	P	P	P
Boarding or Lodging Houses for not greater than four (4) paying guests	-	S	S	P
Two Family Dwellings and Duplexes	-	P	P	P
Multiple Family Dwelling	-	S*	S*	P
11/16/05 Cluster Residential Developments	P	P	P	P
05/08/14 Accessory/In-Law Apartments	S	S	S	S
05/05/99 Assisted Living Residence	-	S*	S*	S*
INSTITUTIONAL				
Municipal Structures or Uses	P	P	P	P
Museums	-	S	P	P
Churches	P	P	P	P

Cemeteries	P	P	-	-
Philanthropic, Historical or Charitable Organizations	-	S	S*	-
OTHER				
Earth Removal Operations	-	S	S	S
Public Utilities and Facilities	S	S	S	S
Airfields	-	S	-	-
<i>Large Scale Ground Mounted Solar Energy Systems</i>	<i>S*</i>	<i>S*</i>	<i>S*</i>	<i>S*</i>

Note: See Chapter XIV, Section 5.0, regarding Special Permit Process.

10/03/18

USES ALLOWED IN COMMERCIAL DISTRICTS
TABLE II

ESTABLISHMENT	DISTRICT				
	NOB	GB	OP	HI	VB
COMMERCIAL					
Wholesale Trade	-	P	-	-	-
Building Materials Dealers, Hardware Stores	P	P	-	S	-
Lumber Dealers	-	P	-	S	-
Retail Nurseries, Lawn and Garden Supply Stores	-	P	-	-	-
Mobile Home Dealers	-	P	-	-	-
General Merchandise Stores such as department stores and variety stores	P	P	-	P	S*
Food Stores	P	P	-	P	P
Automotive Dealers and Gasoline Service Stations	-	P	-	S	-
Auto and Home Supply Stores	-	P	-	P	-
Apparel and Accessories Stores	P	P	-	P	P
Furniture, Home Furnishings and Equipment Stores	P	P	-	P	P
Eating Places, except Fast Foods and Drive-In Restaurants	P	P	P	P	S*
Fast Foods and Drive-In Restaurants	-	P	S	S*	-
Drinking Places for consumption of alcohol on site	-	P	-	S*	-
Miscellaneous Retail Stores	P	P	-	P	P
Fuel and Ice Dealers	-	P	-	-	-
All Finance, Insurance and Real Estate Establishments	P	P	P	P	P
Free-Standing Automatic Bank Machines	S	S	S	S	S*
Hotels, Motels and Country Inns	S	P	S	P	S*
Personal Services, such as laundries, beauty and barber shops	P	P	-	-	P
Photographic Studios	P	P	-	P	P
Commercial Darkroom	-	-	-	-	-
Funeral Service and Crematories	-	P	-	-	P
BUSINESS SERVICES					
Automobile Renting and Leasing Services without Drivers	-	P	-	-	-
Parking Lots and Structures	P	P	P	P	P
Auto Repair Shops	-	P	-	S*	-
Automotive Services, such as car washes and towing services	-	P	-	S	-
Miscellaneous Repair Services	P	P	-	-	S
Motion Picture Theaters	-	P	-	P	-
Amusement and Recreation Services, including only dance studios and schools, bowling alleys and billiard parlors, athletic clubs and indoor tennis courts	P	P	S	P	P
Health Services, including offices of physicians, dentists, osteopaths, other health practitioners, outpatient care facilities and health and allied services	P	P	P	S	P
Nursing and Personal Care Facilities such as nursing homes and rest homes	-	P	-	-	S*
Hospitals	-	P	-	-	-

Medical and Dental Laboratories	-	P	P	S	-
Legal Services	P	P	P	-	P
Individual and Family Social Services including psychological and counselling services	P	P	P	-	P
Job Training and Vocational Rehabilitation Services	P	P	P	-	P
Child Day Care Services for more than six (6) children	P	P	S	S	P
Residential Care	-	S	-	-	-
Other Social Service Agencies	P	P	P	-	P
Engineering, architectural accounting and bookkeeping, psychological and counseling services	P	P	P	P	P
Non-commercial, scientific and research organizations	S	S	S	S	S*
Veterinary Services	-	P	-	-	S*
Kennels	-	P	-	S	-
Planned Shopping Center or Mall	-	P	-	P	-
Office Buildings	P	P	P	P	P
Auto Wrecking, Junk and Scrap Establishments	-	S*	-	-	-
AGRICULTURE					
Agriculture, Horticulture, Floriculture and Viticulture on parcels of more than five (5) acres	P	P	P	P	P
RECREATION					
Hiking, Jogging or Fitness Trails	-	P	P	P	-
RESIDENTIAL					
One Family Detached Dwellings	-	-	-	-	P
Boarding or Lodging Houses for not greater than four (4) paying guests	S	-	-	-	S
Two Family Dwellings and Duplexes	-	-	-	-	S
Multiple Family Dwellings	-	-	-	-	S
Accessory Apartments	S	S	-	-	S
Multi-use Residential/Commercial	-	-	-	-	S
INSTITUTIONAL					
Non-Profit Educational Facilities	P	P	P	P	P
For Profit Educational Facilities	P	P	P	P	P
Museums, Art Galleries, Botanical and Zoological Gardens	P	P	P	P	P
Churches	P	P	P	P	P
Cemeteries	-	P	-	-	-
Philanthropic, Historical or Charitable Organizations	P	P	P	P	P
Private Clubs, Business Associations, Professional Membership Organizations, Labor Unions	P	P	P	P	P
Organizations having a civic, social, fraternal, political, religious or charitable purpose	P	P	P	P	P
Public Utilities and Facilities	S	S	S	S	S*
<i>Large Scale Ground Mounted Solar Energy Systems</i>	<i>S*</i>	<i>S*</i>	<i>S*</i>	<i>S*</i>	<i>S*</i>
OTHER ACTIVITIES					
All other non-industrial uses found consistent with the Intent of this Chapter	-	S*	S*	S*	S*

Note: See Chapter XIV, Section 5.0, regarding Special Permit Process.

USES ALLOWED IN INDUSTRIAL DISTRICTS
TABLE III

ESTABLISHMENT	DISTRICT	
	LI	I
"EXTRACTIVE" INDUSTRIES such as earth removal, quarries mining, etc.	S*	S*
"SMOKESTACK" INDUSTRIES large scale facilities such as steel mills, foundries, power generation, petroleum refineries, paper mills, saw mills, rock crushing, food processing, etc.	-	S*
"MANUFACTURING" INDUSTRIES Manufacturing Industries those firms that specialize in the conversion of refined raw materials into or the manufacture of products or components	-	P
Accessory Manufacturing Activities those conversion or manufacturing activities that are accessory to a primary function such as assembly, fabrication, or distribution of a product	P	P
"TRANSPORTATION" INDUSTRIES Freight and Trucking Terminals Wholesale Distribution Facilities Accessory Warehouse and Distribution	- S* P	S* P P
"ASSEMBLY & FABRICATION" INDUSTRIES Heavy products - those finished products that require rail or large truck transport such as automobiles, truck bodies, and construction components (structural members, precast concrete, etc.)	-	P
Light Products - those finished products that are more easily transported such as personal computers and related electronic products, plastic and light metal or glass products, and clothing or related products	P	P

USES ALLOWED IN INDUSTRIAL DISTRICTS
TABLE III

- 2 -

ESTABLISHMENT	DISTRICT	
	LI	I
<u>OFFICE FACILITIES</u> Accessory Offices Office Buildings for large users that generate primarily commuter rather than consumer traffic (e.g. an Insurance Company rather than an Insurance Agent, a medical research facility rather than	P	P

a doctor's office)	P	-
--------------------	---	---

"RECYCLING" INDUSTRIES

Auto Wrecking, Junk and Scrap Establishments	S*	S*
Recycling Centers for Plastic, Paper and Glass	S*	S*
Hazardous Waste Facilities	-	S*
Refuse Treatment and Disposal Facilities	-	S*

"MISCELLANEOUS" ACTIVITIES

Retail Activities of Products Produced on Site	P	P
Job Training and Vocational Services	P	P
Churches	P	P
<i>Large Scale Ground Mounted Solar Energy Systems</i>	<i>S*</i>	<i>S*</i>

10/19/94	All other non-residential uses found consistent with the Intent of this Chapter	S*	S*
----------	---	----	----

Note: See Chapter XIV, Section 5.0, regarding Special Permit Process.

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

Approved by the Attorney General on January 11, 2021.

A motion was moved and seconded and it was **VOTED:** To dissolve the meeting.
The meeting dissolved at 10:23 p.m.

Town Clerk--Oxford, Massachusetts

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

WORCESTER, SS.

To either of the Constables of the Town of Oxford in the County of Worcester **GREETINGS**

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 7, 2020 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 invoices for the Department of Public Works, Facilities Maintenance supplies from a prior fiscal year; or act thereon.

Sponsored by the Town Manager

ARTICLE 3. To see if the Town will vote to authorize the Board of Selectmen to enter into a lease purchase financing agreement in accordance with the provisions of Massachusetts General Laws Chapter 44, §21C to acquire vehicles for the Department of Public Works for a term of more than three years and up to the useful life of said equipment, the funding of the first year payment for such agreement having been provided within the Capital Outlay Program for FY21 as authorized by the vote taken under Article 12 of the June 25, 2020 Annual Town Meeting; or act thereon. 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 Stabilization Fund; 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 Capital Stabilization Fund; or act thereon.

Sponsored by the Town Manager

ARTICLE 6: To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the FY21 Building Improvement Fund; 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 available funds for expenses related to Public Access programs and services; or act thereon.

Sponsored by the Town Manager

ARTICLE 8. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to supplement the Town's Fiscal Year 2021 Operational Budget as approved by the vote taken under Article 11 of the June 25, 2020 Annual Town Meeting; or act thereon.

Sponsored by the Town Manager

ARTICLE 9. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money for contract tree care and removal services; or act thereon.

Sponsored by the Town Manager

ARTICLE 10. To see if the Town will vote to transfer a sum of money from the unexpended balance of the \$137,500.00 appropriation for Fire/EMS- Self Contained Breathing Apparatus (SCBA) Lease Purchase made by the vote taken under Article 12 of the June 25, 2020 Annual Town Meeting, to be used for the purchase of two incident command vehicles for the Oxford Fire/EMS Department; or act thereon.

Sponsored by the Town Manager and Fire Chief

ARTICLE 11. To see if the Town will vote to amend the Oxford Zoning By-Law, Chapter XXII, Robinson Pond Protection District, Section 4.0 Regulations, by inserting the following section:

4.4 No gas or diesel powered motorized watercraft shall be allowed in any ponds, wetlands or tributary streams. Electric powered watercraft is permitted in any ponds, wetlands or tributary streams.

Or act thereon.

Sponsored by the Town Manager, Board of Selectmen, and Conservation Commission

ARTICLE 12. To see if the Town will vote to authorize the Board of Selectmen to convey a parcel of Town-owned land, together with any improvements thereon, situated on Southbridge Road (Route 20), shown as Parcel A, containing 855 square feet, more or less, on a plan entitled "Plan of Estate in Oxford, Mass. for William F. & Winifred J. Duffy," dated August 8, 1951, recorded with the Worcester South District Registry of Deeds in Plan Book 185, Plan 80, and being a portion of that property acquired by the Town in a decree recorded with said Registry of Deeds in Book 5374, Page 281, such conveyance to be for such consideration, which may be no consideration, and upon such others terms and conditions, as the Board of Selectmen shall deem advisable; or act thereon.

Sponsored by Town Manager and Board of Selectmen

ARTICLE 13. To see if the Town will vote to amend the Oxford General By-Laws, Chapter Eight, Town Clerk, by deleting Section 1 thereof, and replacing it with the following:

Section 1. The Town Clerk shall be appointed by the Town Manager with the approval of the majority of the full Board of Selectmen.

Or act thereon.

Sponsored by the Town Manager

ARTICLE 14. 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 5, Town Manager, Section 3, Powers and Duties, by deleting from section 5-3-9 the following language: “provided, however, that said town clerk shall be a resident of the town within six months of said appointment and any vacancy in said office shall be filled in a like manner;”

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 15. 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, by striking Section 2.3 in its entirety and inserting in its place the following:

2.3 Penalties

If after written notice a violation of this By-Law continues, the Building Inspector shall institute appropriate legal proceedings to enforce the provisions of this By-Law or to restrain any violation thereof or both. Whoever violates any provision of this By-Law or lawful order of the Building Inspector or fails to take constructive action to rectify any such violation shall be subject to a fine of not more than three hundred dollars (\$300.00) per offense. Each day that a violation continues shall constitute a separate offense.

Or act thereon.

Sponsored by the Town Manager

ARTICLE 16. To see if the Town will vote to amend the Oxford Zoning By-Law, Chapter III, Use Regulations, Section 3.0 Accessory Uses, by striking section 3.8 in its entirety and inserting in its place the following:

3.8 Egg-laying chickens and ducks, six or under total chickens and ducks combined, are excluded from all districts except upon grant of a license by the Board of Selectmen. All other animals or birds, including egg-laying chickens and ducks, in quantities of seven or over, other than customary household pets, are excluded from all districts except upon grant of a special permit by the Board of Selectmen.

Or act thereon.

Sponsored by the Town Manager and Board of Selectmen

ARTICLE 17: To see if the Town will vote to remove the requirement of a Special Permit for Animals for egg-laying poultry (not including roosters), and instead, follow in the model of surrounding towns by treating poultry as a separate category from larger farm animals, requiring registration of poultry for the yearly state-mandated coop inspection, and requiring a coop & caretaking plan to be approved by the animal control officer as already practiced, any vote under this article to take effect forthwith upon its adoption; or act thereon.

Sponsored by Citizen Petition

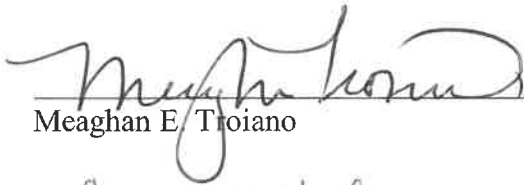
And you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office on the Plains, the Post Office in North Oxford, Memorial Hall, Huguenot Steamer No. 2 and the Post Office in Rochdale in said Town, fourteen days at least before the time of said meeting.

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 15th day of September, 2020.



Dennis E. Lamarche



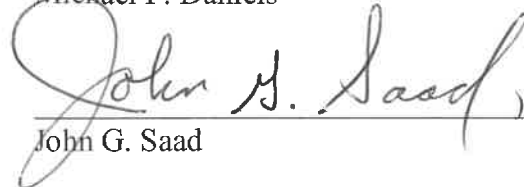
Meghan E. Troiano



Cheryl A. LeBlanc



Michael F. Daniels

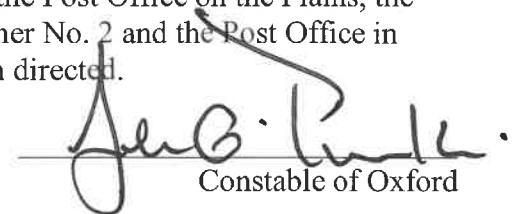


John G. Saad

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.


Constable of Oxford

A true copy, ATTEST:

Date: September 21, 2020

The meeting was called to order by Russell C. Rheault, Moderator at 7:10pm at the Oxford High School gym. There were 69 voters present. The Moderator announced that he had a quorum.

N.B. Per Governor Baker's Emergency Order of March 15, 2020, due to the COVID 19 pandemic, a new quorum of 10% of the Town's population is acceptable for Town Meeting.

The audience was informed of the location of the evacuation doors. DPW Shawn Divoll led the pledge of allegiance. A moment of silence was observed for the departed citizens of the town. The Moderator introduced the officials, the various board members and committee members in attendance. He recognized the 30 years of public service by the recently retired Town Clerk, Lori A. Kelly, MMC. Her dedication and attention to legal procedure and state statute over the years is commendable.

He announced the parliamentary procedures from Robert's Rules he would use to conduct the meeting. The *Warrant* and *Return of Service* was read by Ann D. Morgan, Assistant Town Clerk. The reading of each Article was reserved until such time that each article was addressed individually with the motion. The voters in attendance were in agreement with this suggestion.

Written reports presented at Town Meeting will appear exactly as submitted to the Town Clerk and can be found at the end of the Articles.

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

No motion needed.

ARTICLE 2: To see if the Town will vote to transfer from available funds and appropriate a sum of money to pay invoices for the Department of Public Works, Facilities Maintenance supplies from a prior fiscal year; or act thereon.

MOTION MADE and seconded: that the sum of One Thousand Five Hundred Ninety-Nine Dollars be transferred from the FY21 Department of Public Works Operating Budget to pay a W.B. Mason invoice from a prior fiscal year [June 30, 2020].

Motion passed Unanimously by 9/10 vote as declared by the Moderator.

ARTICLE 3: To see if the Town will vote to authorize the Board of Selectmen to enter into a lease purchase financing agreement in accordance with the provisions of Massachusetts General Laws Chapter 44, §21C to acquire vehicles for the Department of Public Works for a term of more than three years and up to the useful life of said equipment, the funding of the first year payment for such agreement having been provided within the Capital Outlay Program for FY21 as authorized by the vote taken under Article 12 of the June 25, 2020 Annual Town Meeting; or act thereon.

MOTION MADE and seconded: to authorize the Board of Selectmen, pursuant to the provisions of MGL Ch.44§21C, or any other enabling authority, to enter into lease purchase financing agreements for the acquisition of the following vehicles for the Department of Public Works, the terms of such agreements as

stated being less than the useful life of the equipment, the funding of the first year payment for such lease purchase financing agreements having been provided within the Capital Outlay Program for FY21:

- Combination Dump Truck/Spreader (10-Wheel, GVW 78,000 lbs)
Term up to 10-years, Useful Life 20-years
- Combination Dump Truck/Spreader (6-Wheel, GVW 46,000 lbs)
Term up to 10-years, Useful Life 20-years
- Aerial Forestry Truck
Term up to 5 years, Useful life 10-years.

Motion passed by 2/3 vote as declared by the Moderator.

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 Stabilization Fund; or act thereon.

MOTION MADE and seconded: that the sum of One Hundred Eighty Thousand Dollars (\$180,000.00) be raised by taxation and appropriated to the Stabilization Fund for Fiscal Year 2021.

Motion passed as declared by the Moderator.

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 Capital Stabilization Fund; or act thereon.

MOTION MADE and seconded: that the sum of Two Hundred Thousand Dollars (\$200,000.00) be raised by taxation and appropriated to the Capital Stabilization Fund for Fiscal Year 2021.

Motion passed as declared by the Moderator.

ARTICLE 6: To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the FY21 Building Improvement Fund; or act thereon.

MOTION MADE and seconded: that the sum of Two Hundred Seventy-Five Thousand Dollars (\$275,000.00) be raised by taxation and appropriated to the Building Improvement Fund for Fiscal Year 2021.

Motion passed as declared by the Moderator.

ARTICLE 7: To see if the Town will vote to raise by taxation or transfer a sum of money from available funds for expenses related to Public Access programs and services; or act thereon.

MOTION MADE and seconded: that the sum of Seventy Five Thousand Dollars (\$75,000.00) be raised by taxation and appropriated for PEG Access programs and services expenses.

Motion defeated as counted and declared by the Moderator: 30 No 27 Yes

ARTICLE 8: To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to supplement the Town's Fiscal Year 2021 Operational Budget as approved by the vote taken under Article 11 of the June 25, 2020 Annual Town Meeting; or act thereon.

MOTION MADE and seconded: that the following sums be raised by taxation and appropriate to supplement the specified budgets:

- \$20,000.00 for the FY21 TOWN MANAGER Budget;
- \$12,000.00 for the FY21 FINANCE DEPARTMENT Budget;
- \$10,000.00 for the FY21 LEGAL SERVICES Budget;
- \$7,000.00 for the FY21 HUMAN RESOURCES/PERSONNEL BOARD Budget;
- \$50,000.00 for the FY21 TOWN CLERK Budget;
- \$10,000.00 for the FY21 LAND MANAGEMENT Budget;
- \$30,000.00 for the FY21 MEMORIAL HALL Budget;
- \$20,000.00 for the FY21 DEPARTMENT OF PUBLIC WORKS Budget;
- \$6,000.00 for the FY21 COUNCIL ON AGING Budget;
- \$5,000.00 for the FY21 LIBRARY Budget; and
- \$100,000.00 for the FY21 SCHOOL DEPARTMENT GENERAL OPERATING Budget.

Motion passed as declared by the Moderator.

ARTICLE 9: To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money for contract tree care and removal services; or act thereon.

MOTION MADE and seconded: that the sum of One hundred Thousand Dollars (\$100,000.00) be raised by taxation and appropriated for contract tree care.

Motion passed as declared by the Moderator.

ARTICLE 10: To see if the Town will vote to transfer a sum of money from the unexpended balance of the \$137,500.00 appropriation for Fire/EMS- Self Contained Breathing Apparatus (SCBA) Lease Purchase made by the vote taken under Article 12 of the June 25, 2020 Annual Town Meeting, to be used for the purchase of two incident command vehicles for the Oxford Fire/EMS Department; or act thereon.

MOTION MADE and seconded: to transfer the sum of Ninety-Three Thousand Twenty-Five Dollars and Eighty Five Cents (\$99,847.85) from the unexpended balance of the One Hundred Thirty-Seven Thousand Five Hundred Dollars (\$137,500.00) appropriation for Fire/EMS Self Contained Breathing Apparatus (SCBA) Lease Purchase made by the vote taken under Article 12 of the June 25, 2020 Annual Town Meeting and appropriate such amount for the purchase of two (2) incident command vehicles for the Oxford Fire/EMS Department.

Motion passed as declared by the Moderator.

ARTICLE 11: To see if the Town will vote to amend the **Oxford Zoning By-Law, Chapter XXII, Robinson Pond Protection District, Section 4.0 Regulations**, by inserting the following section:

4.4 No gas or diesel powered motorized watercraft shall be allowed in any ponds, wetlands or tributary streams. Electric power watercraft is permitted in any ponds, wetlands or tributary streams. Or act thereon.

MOTION MADE and seconded: that Article 11 be adopted as printed in the Warrant and further, that the **Oxford General By-Laws, Chapter Forty-Three, Boating**, be amended by renumbering *Section 3. to Section 4.* and adding the following: *Section 3. No person shall operate a motor boat on Robinson Pond with a gasoline or diesel engine.*

Motion passed by 2/3 vote as declared by the Moderator.

Approved by the Attorney General on February 11, 2021.

ARTICLE 12: To see if the Town will vote to authorize the Board of Selectmen to convey a parcel of Town-owned land, together with any improvements thereon, situated on Southbridge Road (Route 20), shown as Parcel A, containing 855 square feet, more or less, on a plan entitled "Plan of Estate in Oxford, Mass. for William F. & Winifred J. Duffy," dated August 8, 1951, recorded with the Worcester South District Registry of Deeds in Plan Book 185, Plan 80, and being a portion of that property acquired by the Town in a decree recorded with said Registry of Deeds in Book 5374, Page 281, such conveyance to be for such consideration, which may be no consideration, and upon such other terms and conditions, as the Board of Selectmen shall deem advisable; or act thereon.

MOTION MADE and seconded: that Article 12 be adopted as printed in the Warrant.

Motion passed by 2/3 vote as declared by the Moderator.

ARTICLE 13: To see if the Town will vote to amend the **Oxford General By-Laws, Chapter Eight, Town Clerk**, by deleting Section 1 thereof, and replacing it with the following:

Section 1. The Town Clerk shall be appointed by the Town Manager with the approval of the majority of the full Board of Selectmen.

Or act thereon.

MOTION MADE and seconded: that Article 13 be adopted as printed in the Warrant.

Motion passed as declared by the Moderator.

Approved by the Attorney General on February 11, 2021.

ARTICLE 14: 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 5, Town Manager, Section 3, Powers and Duties**, by deleting from Section 5-3-9 the following language, "*provided, however, that said Town Clerk shall be a resident of the Town within six months of said appointment and any vacancy in said office shall be filled in a like manner;*"

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.

MOTION MADE and seconded: that Article 14 be adopted as printed in the Warrant.

Motion passed as declared by the Moderator.

ARTICLE 15: 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**, by striking Section 2.3 in its entirety and inserting in its place the following:

2.3 Penalties

If after written notice a violation of this By-Law continues, the Building Inspector shall institute appropriate legal proceedings to enforce the provisions of this By-Law or to restrain any violation thereof or both. Whoever violates any provision of this By-Law or lawful order of the Building Inspector or fails to take constructive action to rectify any such violation shall be subject to a fine of not more than three hundred dollars (\$300.00) per offense. Each day that a violation continues shall constitute a separate offense.

Or Act thereon.

MOTION MADE and seconded: that Article 15 be adopted as printed in the Warrant.

Motion passed by 2/3 vote as declared by the Moderator.

Approved by the Attorney General on February 11, 2021.

ARTICLE 16: To see if the Town will vote to amend the **Oxford Zoning By-Law, Chapter III, Use Regulations, Section 3.0 Accessory Uses**, by striking section 3.8 in its entirety and inserting in its place the following:

3.8 Egg-laying chickens and ducks, six or under total chickens and ducks combined, are excluded from all districts except upon grant of a license by the Board of Selectmen. All other animals or birds, including egg-laying chickens and ducks, in quantities of seven or over, other than customary household pets, are excluded from all districts except upon grant of a special permit by the Board of Selectmen.

Or act thereon.

MOTION MADE and seconded: to move the question.

Motion passed as declared by the Moderator.

MOTION MADE and seconded: that Article 16 be adopted as printed in the Warrant.

Motion passed by 2/3 vote as declared by the Moderator.

Approved by the Attorney General on February 11, 2021.

ARTICLE 17: To see if the Town will vote to remove the requirement of a Special Permit for Animals for egg-laying poultry (not including roosters), and instead, follow in the model of surrounding towns by treating poultry as a separate category from larger farm animals, requiring registration of poultry for the yearly state-mandated coop inspection, and requiring a coop and caretaking plan to be approved by the Animal Control Officer as already practiced, any vote under this article to take effect forthwith upon its adoption;

Or act thereon.

MOTION MADE and seconded: that Article 17 be passed over.

Motion passed over as declared by the Moderator.

MOTION MADE and seconded: to adjourn the Special Town Meeting.

Meeting was dissolved at 9:10pm as declared by the Moderator.

Checkers at the front were:

Rose M. Wing

Martha A. Cady

Robert W. Krasinskas

Thomas W. Sullivan

Joann E. Nelson

A True Copy

Attest: _____

Town Clerk



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

Animal Shelter Volunteer

Cultural Council

Board of Assessors

Bandstand Committee

Finance Committee

Board of Health Member

Historical Commission

Smolenski/Millette Charitable Trust II

Cemetery Commission

Open Space Committee

Personnel Board

Planning Board

Recreation Commission

Council on Aging

Downtown Beautification Committee

Zoning Board of Appeals Committee

Conservation Committee

Master plan Implementation Committee

Your Special Interest(s) _____

Relevant Experience: _____

Why are you intrested in this Committee/Commision? _____

Previous Town Service: _____

References: _____



FAMILY *opportunity* security friendship
volunteer harmony solutions altruism
service TEAMWORK cooperation inspire
inclusion. SHARE awareness
community charity GENEROSITY
unconditional
contribution kindness **HELP**
unite NETWORK **connect**
diversity SAFETY support trust NOW
together GIVING caring vision

