

2015

Annual Town Report

Harvard, Massachusetts

TOWN OF HARVARD
WORCESTER COUNTY

DATE OF INCORPORATION:	1732
FORM OF GOVERNMENT:	Town Meeting
POPULATION:	5,729 – as of January 1, 2015
AREA:	16,500 acres
ELEVATION:	608 feet above sea level on Oak Hill
MINIMUM BUILDING LOT SIZE:	1.5 acres Building, Electrical, Plumbing Codes and Health Regulations require permits for new buildings and alterations, obtainable at the Selectmen's Office in Town Hall.
TOWN HALL OFFICE HOURS:	8:30 A.M. – 4:00 P.M. Monday, Wednesday & Thursday 8:30 A.M. – 7:00 P.M. Tuesday
SENATORS IN CONGRESS:	Elizabeth Warren, John F. Kerry
REPRESENTATIVE IN CONGRESS, Fifth District:	Nicola Tsongas
STATE SENATOR, Middlesex and Worcester District:	James Eldridge
STATE REPRESENTATIVE, 37th Middlesex District:	Jennifer Benson

QUALIFICATIONS FOR REGISTRATION AS VOTERS: Must be 18 years of age, and a U.S. citizen. Registration at Town Clerk's Office in Town Hall, Monday through Thursday, 8:30 A.M. – 4:00 P.M., and Tuesday evenings until 7:00 P.M. Special voter registration sessions before all town meetings and elections. Absentee voting for all elections.

TOWN OF HARVARD
FOUNDED JUNE 29, 1732

Set off from Groton, Lancaster, Stow, by petitions to the General Court.
Incorporators: Simon Stone, Groton, Thomas Wheeler Stow and Hezekiah Willard, Lancaster. The name Harvard was inserted in the engrossed bill in the handwriting of Josiah Willard, the Secretary of State. This was the custom when neither the Governor nor petitioners had suggested a name for the new town.

SPECIAL THANKS – 2015 ANNUAL TOWN REPORT

All photos in the report are courtesy of the Harvard Press. Cover picture – Lisa Aciukewicz. The 2015 Town Report has been compiled, formatted and edited by Julie Doucet, Executive Assistant to the Town Administrator and Board of Selectmen.

2015
Annual Reports
of the
Town Officers
of the
Town of Harvard



For the year ending
December 31, 2015

2015 Citizen of Note

Richard “Rick” Maiore

For the last four decades, Rick Maiore has offered his time and talent to one or another town boards and committees, beginning with the Planning Board in 1985 and up to the present serving on the Water and Sewer Commission and as chair of the Town Hall and Hildreth House Construction Committee, affectionately known as T3HCC.

He has been a part of nearly every significant town undertaking, often serving as chair, some of which were:

- Serving on the Board of Selectmen during the tumultuous years of the Ft. Devens closure, reuse planning and adoption of the Devens Reuse Plan and Bylaws, which led to the endorsement of Chapter 498 and paved the way for MassDevelopment’s successful redevelopment of Devens;
- Overseeing the construction of the Public Safety Building;
- As a member of the Harvard Park Trust, working to fund and build the McCurdy Track;
- As a member of the Water and Sewer Commission assisting in the build-out of the Town Center Sewer; and
- Chair of the Town Hall Construction Committee which has since become the Town Hall and Hildreth House Construction Committee.



Until he retired Rick balanced his various town activities with work and family. Together, he and wife Fran raised four active and busy children. One might have thought that once retired from work he would have retired from his town activities as well, opting to spend more time in the garden, on house projects and with the ever-growing number of grandchildren. Rather, he continued to respond to the next call to serve the Town. Since his years on the Board of Selectmen, in fact, it seems Rick has become something of an elder statesmen. His experience working with a wide range of people has enabled him to understand both how committee members can best work together and how to get things done. His pragmatism has enabled him to help or guide a committee to accomplish its tasks. Not one to spend time looking back, he focuses instead on looking to the future.

A quick look at his service to the Town reveals that since 1985, there has not been a year that Rick has not been on at least one town committee!

1985-89:	Planning Board	1989-99:	Board of Selectmen
1998-01:	Public Safety Building Committee	2001-05:	Devens Focus Group
2003-12:	Board of Assessors	2003 - :	Harvard Park Trust
2004-12:	Elderly & Disabled Tax Assistance Committee	2005-08:	Devens Executive Disposition Board
2008-09:	Financial Impact Analysis Team	2009-10:	Economic Development Team
2012 - :	Water & Sewer Commission	2014 - :	T3HCC

We are indeed fortunate to have such an extraordinary citizen public servant as the 2015 Citizen of Note!

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ELECTED OFFICIALS

BOARD OF SELECTMEN	(3 years) (5)	MODERATOR	(1 year)
STUART SKLAR, Chair	2016	ROBERT EUBANK	2016
RONALD V. RICCI	2017		
LUCY B. WALLACE	2018	PARK & RECREATION COMM.	(3 years) (5)
KENNETH SWANTON	2017	WYONA LYNCH MCWHITE, Chair	2017
LEO F. BLAIR	2016	STEVEN VICTORSON	2017
		DOUGLAS THORNTON	2018
		ELIZABETH MCGRATH	2018
		STEVEN GORDON	2016
CEMETERY COMMISSIONERS	(3 years) (3)		
JOHN J. SPERO, Chair	2017	PLANNING BOARD	(3 years) (5)
THEODORE MAXANT	2018	KARA MINAR, Chair	2016
BRUCE R. DOLIMOUNT	2016	MICHELLE CATALINA	2018
		ERIN MCBEE	2017
COMMUNITY PRESERVATION COMMITTEE		FRANCES NICKERSON	2018
DIDI CHADRAN, Chair	2016	DON N. GRAHAM	2017
ELIZABETH WILLIAMS	2017	vacant, Associate	yearly
DEBORAH THOMSON	2018	Liz Allard, Land Use Administrator	
JOHN LEE	2017		
MICHELLE CATALINA, appt. Planning Board	yearly	SCHOOL COMMITTEE	(3 years) (5)
JOANNE WARD, appt. Conservation Comm	yearly	SUSANMARY REDINGER, Chair	2017
VACANT, appt. Park & Rec	yearly	JENNIFER BEDFORD	2017
PAM MARSTON, appt. Historical Commission	yearly	KRISTEN WRIGHT	2016
LEO BLAIR, appt. MAHT (affordable housing trust)	yearly	NANCY LANCELOTI	2018
		MARY FRANCES TRAPHAGEN	2018
CONSTABLE	(3 years)	TOWN CLERK	(3 years)
GREGORY NEWMAN	2017	JANET A . VELLANTE	2018
HARVARD BOARD OF HEALTH	(3 years) (3)	TREE WARDEN	(1 year)
THOMAS C. PHILIPPOU, Chair	2017	CHRISTIAN BILODEAU	2016
LORIN JOHNSON	2016		
SHARON MCCARTHY	2018	WARNER FREE LECTURE SOC.	(3 years) (6)
Vicki Bilafer, Administrative Assistant		LISA FOLEY, Chair	2017
		MARY MAXWELL	2017
LIBRARY TRUSTEES	(3 years) (6)	TIMOTHY CLARK	2017
CHRISTOPHER FRECHETTE, Chair	2018	THOMAS ACIUKEWICZ	2018
CHARLES F. REDINGER	2017	SHEILA SIMOLLARDES	2016
DAVIDA J. BAGATELLE	2018	PATRICIA JENNINGS	2016
MARTHA GREEN	2016		
STACIE CASSAT GREEN	2016		
MARY ABIGAIL COOLIDGE	2017		

APPOINTED OFFICIALS

ACCESS TO SERVICES LIAISON

DEBBIE KELLER

AGRICULTURAL ADVISORY COMMITTEE

PETER BASILE, Chair

PAM BROWNING

FRANKLYN CARLSON

CANDACE FRAZER

ROBERT TRAVER

vacant, alternate

vacant, alternate

vacant, alternate

AMBULANCE SERVICE (Volunteer Service)

Full Members

STEVEN BECKMAN, Co- Director

JASON COTTING, Co-Director

OLIVIA ALFANO

LILY ALFANO

MADELINE BECKMAN

ALEX CALDERWOOD

MELISA CUNNINGHAM

HANNAH EGAN

CINDY GLADE

LIZ GOLDSMITH

EMMA HALL

ADAM HUGHES

SAM JONES

DEBI KELLER

EMMA KENNY-PRESSIA

ALLAN KUONG

LINDA MARA

NIKKI MARGARETOS

LARRY MILLER

RUTH MYLES

MATHIAS NITTMANN

EMMA NOYES

KILEY NYGREN

GEORGE ORSULA

JOAN OJEMANN

SAMANTHA ROGERS

LIVIE ROONEY

JAKE TURCHETTA

JULIO VALLADARES

ROB WILLIAMS

BENJAMIN WILMOT

RORY WIRCH

PROVISIONAL EMT MEMBERS

GRETA BRETZ

ELIZABETH BREW

JOHN BREYER

ARPITA CHAUDHURI

SOPHIA COLLINS

KATRINA GEORGE

KATHRYN HODSKINS

MITCHELL MANDOZZI

THOMAS MARTIN

KAT OGLESBY

WILLIAM SENNOTT

BILL SPACCIAPOLI

(yearly) ***AMBULANCE cont.***

JENNIFER SPECHT

TANIA WARD

(3 years) (5) KATH WAUGH

2017 ZAK CLEMENTS

2017 ALICE KENNEDY

2018 KIA BOLDOC

2018

2016

(yearly) ***DRIVERS***

(yearly) DON BOYCE

(yearly) HESTON CHIPMAN

CHRIS CONNORS

HARRY JACOBSON

SAMUEL POTTER

SUE REEDICH

WILL STEVENSON

TOM TONGE

CADETS

ISAAC ABOUAF

AMANDA ACCORSI

KAREN ANDREWS

LUCA BASILE

ZOE LOUTON

GRACE CARLSON

LAURA DZGOEVA

MEGHANNE FITZSIMMONS

JAMES O'SHEA

LUKE WHARTON

AMBULANCE ADMINISTRATION

BONNIE SWEENEY

OTHER AMBULANCE MEMBERS

JUDY SWIFT MITCHELL

STEVE HIERMAN

BETH WALKER

PREE'TI MOSTELLO

CHRIS MITCHELL

BROMFIELD STUDENTS

JESSY ANDREWS, JOE CALABRESI

KATE CONNORS, CAMRYN FARREN

TALBOT CHIPMAN, KYLE INTO

CAROLINE NOYES, SHANE PICARIELLO, CONNOR REITLER

ANIMAL INSPECTOR/CONTROL OFFICER

(yearly)

PAUL WILLARD

ANN BAMFORD, Assistan & Poundkeeper

BARE HILL POND WATERSHED

(3 years) (7)

MANAGEMENT COMMITTEE

BRUCE LEICHER, Chair

2018

STEVE GORDON

2017

MEGAN GLEW

2017

PETER VON LOESECKE

2018

TOM GORMLEY

2016

BRIAN MCCLAIN

2016

vacant

vacant, student member

APPOINTED OFFICIALS

BOARD OF ASSESSORS

DON GRAHAM, Chair
DEBRA GEORGE
JOSEPH THERIAULT

(3 years) (3)
2016
2017
2018

C. COUNCIL cont.

LUCILLE CLERKIN (1)
2 vacancies
LILY MOORE-EISSENBERG, student

2018
3 year term
(yearly)

BURIAL OFFICER

EDWARD DENMARK, Police Chief

(yearly)

DEVENS ECONOMIC ANALYSIS TEAM

Final report submitted November 2015

VICTOR NORMAND, Chair
STEPHEN FINNEGAN
NOYAN KINAYMAN
CHRIS ROY
PAUL GREEN
vacant

CAPITAL PLANNING & INVESTMENT COMMITTEE

SUPERINTENDENT, LINDA DWIGHT
TOWN ADMINISTRATOR, TIM BRAGAN
FINANCE DIRECTOR, LORRAINE LEONARD
FINANCE COMMITTEE, HEIDI FRANK
SCHOOL COMMITTEE, SUSANMARY REDINGER
BOARD OF SELECTMEN, KEN SWANTON
DEBBIE RICCI, CITIZEN AT LARGE
TERESA JARDON, CITIZEN AT LARGE

(3 years) (8)

2017
2018

DEVENS ENTERPRISE COMMISSION

ERIC STOLTZFUS
JAMES DEZUTTER
RUTH SILMAN, Appeals Designee
DUNCAN CHAPMAN, Alternate member

TBD
TBD
(yearly)
(yearly)

COMMUNITY CABLE ACCESS COMMITTEE

BILL JOHNSON, Chair
RICHARD STEELE
MITCH NORCROSS
HAKAN SAHIN
KORALIA FRANKLIN
RAY DUNN
vacant
vacant 1 alternate & 2 student members
ROBERT FERNANDEZ, Access Coordinator

(3 years) (7)

2018
2018
2018
2017
2017
2016
2016
(yearly)
(yearly)

ECONOMIC DEVELOPMENT COMMITTEE

ELAINE LAZARUS
4 vacancies
BOS Rep.
PLANNING BOARD REP.

(3years) (5)
2016

CONSERVATION COMMISSION

PAUL WILLARD, Chair
CHARLES GORSS
JAMES BRESLAUER
JOANNE WARD
MARGARET SISSON
DONALD RITCHIE
JANET WALDRON
vacant, associate member

(3 years) (7)

2018
2017
2017
2018
2016
2016
2017
(yearly)

ELDERLY & DISABLED TAXATION AID COMMITTEE

AMY HALEY, TREASURER/COLLECTOR
DEBBIE THOMPSON, COA Director
DALE WELCH
ANN TAYLOR
LAURA ANDREWS

(yearly)

ELECTION OFFICIALS

DEMOCRATIC
DENNIS BRADLEY
ABBE ALPERT

(yearly)

COUNCIL ON AGING

DEBORAH THOMSON, Co-Chair
FRANCES NICKERSON, Co-Chair
BRUCE DOLIMOUNT
KATIE PETROSSI
PAMELA FREDERICK
ELIZABETH WILLIAMS
HENRY FITEK
SUSAN GUSWA
SUZANNE ROBERTS
DEBBIE THOMPSON, Senior Services Director
CATHY WALKER, Administrative Assistant
PETE DUMOUNT, Program Coordinator
MARIA HOLLAND, Outreach Coordinators
JOAN GODDARD, Outreach Coordinator

(3 years) (9)

2018
2016
2017
2017
2017
2018
2018
2016
2016
(yearly)
(yearly)
(yearly)
(yearly)
(yearly)

AUDREY BALL
MARIE FINNEGAN
PAUL A. GREEN II
ANTHONY FIORE
JOSEPH HUTCHINSON
PATRICIA ANKLAM
DEBBIE KAEGBEIN
MARGE DARBY

REPUBLICAN

MARY JARVIS
ROBERT HUGHES
JANET U. WILHELM
BECKY GORDON
NANCY CRONIN
FRANCES MAIORE

CULTURAL COUNCIL

ALICE BARTRAM, Chair (1)
FRAN NICKERSON (2)
DEBRA VANDERWERF (1)
EDITH JOYCE (2)
CATINA HAYDEN (1)
REBECCA WRIGHT (2)

(3 years) (9)

2017
2017
2017
2018
2016
2016

RHONDA SPRAGUE
JAMES DE ZUTTER
STEVEN CRONIN
CAROL LEE TONGE
UNENROLLED
SUSAN REEDICH

APPOINTED OFFICIALS

ELECTION OFFICIALS cont.

DEBORAH RICCI
LISA DAGDIGIAN
SANDRA LEFKOVITS
ELIZABETH STONE
DOROTHY SOLBRIG

ELM COMMISSION

BILL CALDERWOOD, Chair
vacant
MARIO CARDENAS
DENIS WAGNER
CHRISTIAN BILODEAU, Tree Warden

EMERGENCY PROGRAM DIRECTOR

RICHARD SICARD, Fire Chief

ENERGY ADVISORY COMMITTEE

BRIAN SMITH, Chair
DAVID FAY
ERIC BROADBENT
CHRIS ROY
vacant
STEPHEN MATSON
2 vacant associate members
FORREST HODGKINS, Associate member
vacant, Student member

FENCE VIEWERS

TIM CLARK, BILL JOHNSON, MARIE SOBALVARRO

FIELD DRIVER

EDWARD DENMARK, Police Chief

FINANCE COMMITTEE

ALICE VON LOESECKE, Chair
RUDY MINAR
STEVE COLWELL
DON LUDWIG
HEIDI FRANK
LAURA VILAIN
BRUCE NICKERSON
JOHN SEELEY, Associate member
ALAN FRASER, Associate member

FINANCE DEPARTMENT

LORRAINE LEONARD, Finance Director/CPO
AMY HALEY, Treasurer/Tax Collector
HEIDI SPINNEY, Assistant Treasurer/Tax Collector
FRED APONTE, Accounting Officer
JARED APONTE, Assistant Assessor
CARYL BROWSE, Receptionist

FIRE DEPARTMENT

RICHARD SICARD, Fire Chief/Forest Fire Warden

FOURTH OF JULY COMMITTEE

ANNE HENCH
SHERRY GRAHAM
JULIE SHOEMAKER
MARGARET OSTROWSKI
PATRICIA HARRIS
PAT JENNINGS
SANDRA KIMBALL

FOURTH OF JULY cont.

ELLEN LEICHER
LIZ RUARK
SARAH VON CONTA
SUE VOUTE
HOLLY GRANT
CONNIE WOOLCOCK
THERESA HOGGINS
RENE TURNHEIM
SHANNON KINAYMAN
JENNIFER CHARLAND
JIM STODDARD
PETER HENTZ
HELEN BATCHELDER
MAHESH & NAVEENA VANGALA
NIKKI AMODIO
MICHELLE AYER
RICH CUMMINGS & LISA ENGLER

HARBORMASTER - BOB O'SHEA

(yearly)

HAZARDOUS WASTE COORDINATOR

(yearly)

RICHARD SICARD, Fire Chief

HILDRETH HOUSE IMPROVEMENT COMMITTEE

CONNIE LARRABEE, Co-Chair
DAVID VANNICOLA, Co-Chair
FRAN NICKERSON
PAT JENNINGS
ANN TAYLOR
LAURA ANDREWS

(yearly)

HISTORICAL COMMISSION

JOSEPH THERIAULT, Chair (Con Com Rep.)
PAMELA MARSTON
WENDY COTE-MAGAN (AIA)
DAVID VANNICOLA
SHERRY GRAHAM (BD OF REALTORS)
MOE DANCAUSE
vacant, (Pl. Bd.)
SCOTT ROY, alternate
RICK VELTRI, alternate

(3 years) (7)

2016
2017
2018
2018
2016
2016
2017
(yearly)
(yearly)

INSPECTIONAL SERVICES

(yearly)

GABRIEL VELLANTE, Building Commissioner/Zoning Officer
ROLAND BERNIER, Alternate Building Inspector
JAMES BAKUN, Plumbing and Gas Inspector
ROBERT FRIEDRICH, Alternate Plumbing and Gas
DAVID WOODSUM, Wiring Inspector
PHILIP HORGAN, Alternate Wiring Inspector
RICHARD SICARD, Gas and Fuel Storage Inspector

KEEPER OF THE LOCKUP

(yearly)

EDWARD DENMARK

LAND STEWARDSHIP COMMITTEE

PHIL KNOETTNER
PAM DURRANT
ROBERT BENSON
WENDY SISSON, Con Com Rep.
JOANNE WARD
JIM SAALFIELD
JIM ADELSON

2016
2017
2017
2016
2018
2016
2018

APPOINTED OFFICIALS

LIBRARY DEPARTMENT

MARY WILSON, Director
AUDREY ALENSON
LISA GAGNON
JENNIFER MACMILLAN
KRISTEN BOLDUC
CAROLE FLAGG
CONSTANCE MCCORMACK
JILL HAYES
ABIGAIL KINGSBURY
SUSAN ANDREWS
JENNIFER HOLMES
CELESTE KOZLOWSKI
CATHERINE CHAISSON

MART ADVISORY BOARD

vacant

MASTER PLAN STEERING COMMITTEE PLANNING BOARD - SUB COMMITTEE

VICTOR NORMAND, DEAT Rep.
DIDI CHADRAN, CPC Rep.
LUCY WALLACE, Selectmen Rep.
SUSANMARY REDINGER, Sch. Com. Rep.
KARA MINAR, Planning Board Rep.
JOESPH THERIAULT, Hist. Com.
DON LUDWIG, Fin. Com.
JANET WALDRON, Con. Com.

MBTA ADVISORY COMMITTEE

*vacant

MINUTEMAN HOME CORP. REP.

HENRY FITEK

MONT. JOINT TRANS. COMMITTEE

vacant, Selectmen's representative
vacant., Planning Board appointee

MONT. REGIONAL PLANNING COM.

vacant, Planning Board appointee
KEN SWANTON, Selectmen. appointee

MONT. VOC. TECH. REP.

vacant

MUNICIPAL AFFORDABLE HOUSING TRUST

BRUCE NICKERSON, Chair
LUCY WALLACE
RON RICCI
EVELYN NEUBURGER
LEO BLAIR, Selectmen & CPC Rep.
GREG SCHMIDT
EMANUEL LINDO

PERSONNEL BOARD

VICTOR NORMAND, Chair
ALICE VON LOESECKE, Fin Com Rep.
STU SKLAR, Selectmen Rep.
DIANA HARTE
AMY HALEY, Employee Rep.

POLICE DEPARTMENT

EDWARD DENMARK, Chief / Communications Director
JOHN COATES, Sergeant
JAMES BABU, Sergeant

(yearly)

POLICE DEPARTMENT cont.

PATRICIA NATOLI, Administrative Assistant
PATRICIA ROUVEL, Administrative Assistant

(yearly)

(yearly)

POLICE OFFICERS

Terms: (Officers - 3 yrs if >5 yrs or < 5 - yearly)

SCOTT HUGHES
DANIELE FORTUNADO
CHARLES GENETTI
TIMOTHY SCHAEFFER
TIMOTHY MINER

2018

2018

(yearly)

(yearly)

(yearly)

RESERVE POLICE OFFICERS

(yearly)

NATHAN BOWOLICK
JOHN DRISTILARIS
NELSON PERRY
MATTHEW CRISTY
EDWARD COFFIN
NIKKI FAHLBECK
JASON SMITH

PUBLIC WORKS DEPARTMENT

RICHARD NOTA, Director
RONALD GILBERT, Foreman
ROBERT TREMBLAY, Mechanic
RYAN AMMESMAKI
LARRY ALLARD
NICHOLAS AMMESMAKI
BENJAMIN GILBERT
MICHAEL POITRAS
ANDREW BERHARDT
CRAIG TILIKKALA
ALFRED COZZOLINO, Transfer Station
JAMES HOLMES, Transfer Station

(yearly)

(yearly)

(yearly)

(yearly)

(yearly)

(yearly)

(yearly)

(yearly)

(yearly)

(yearly)

(yearly)

REGISTRARS OF VOTERS

(3 years) (4)

JANET VELLANTE, Town Clerk
MARYLIN MORGAN
BARBARA WEISS
NANCY REIFENSTEIN

2018

2017

2016

2018

SELECTMEN'S OFFICE

TIMOTHY BRAGAN, Town Administrator
MARIE SOBALVARRO, Asst. Town Admin./
Human Resource Director
JULIE DOUCET, Executive Assistant

(yearly)

(yearly)

SEWER & WATER COMMISSION

(3 years) (3)

CINDY RUSSO, Chair
RICHARD MAIORE
KYLE HEDRICK

2016

2017

2018

TOWN COUNSEL

(yearly)

MARK LANZA

TOWN CUSTODIAN

(yearly)

ED STOFFEL

TOWN HALL & HILDRETH HOUSE CONSTRUCTION COMMITTEE

(yearly)

RICK MAIORE, Chair
TIM BRAGAN, Selectmen liaison
AL COMBS
CONNIE LARRABEE
PABLO CARBONELL
JOHN GUSWA
LAURA ANDREWS

2018

2018

APPOINTED OFFICIALS

TOWN HALL & HILDRETH CONST. COM. cont.

BILL BARTON

AL COMBS

WATER SYSTEM STUDY COMMITTEE

(yearly)

KYLE HEDRICK, Chair

THEODORE MORINE

DUANE BARBER

CARRIE FRASER

JACK GUSWA

VETERANS' SERVICES AGENT (Interim)

(yearly)

MIKE DETILLION

ZONING BOARD OF APPEALS

(3 years) (3)

CHRISTOPHER TRACEY, Chair

2018

STEVE MOESER

2017

ROBERT CAPOBIANCO

2016

Associates

(yearly)

TED MAXANT

ORVILLE DODSON

MICHAEL LAWTON

495 METROWEST PARTNERSHIP REP.

(yearly)

DUNCAN CHAPMAN

GENERAL GOVERNMENT

*Board of Selectmen, Board of Assessors,
Community Cable Access Committee,
Community Preservation Committee, Devens Enterprise Commission,
Energy Advisory Committee, Hildreth House Improvement Committee,
Municipal Affordable Housing Trust, Planning Board,
Town Hall & Hildreth House Construction Committee,
Zoning Board of Appeals*

➤ ➤ ➤ BOARD OF SELECTMEN ◀ ◀ ◀

Voters at the spring town elections re-elected Lucy Wallace to the Board of Selectmen. At its annual organizational meeting, the Board elected Ron Ricci Chair, Ken Swanton Vice-Chair and Stu Sklar, Clerk.

Board Goals

At its annual planning session in June 2015, the Board adopted a comprehensive set of goals for the coming year, and has made significant progress on them over the balance of the year:

1. Municipal Buildings - Engage in outreach among the community to discuss space at the Town Hall, Bromfield House, and Old Library.
 - a) Organize appropriate outreach and provide recommendations for best use for upstairs of Town Hall.
 - b) Investigate currently proposed uses for Old Library; provide pros, cons and costs.
 - c) Recommend team to manage Hildreth House accessibility project.
2. Engage in an assessment of our hardware/software with the idea of having a request - either via the technology budget or at the annual town meeting.
3. Review of municipal gift, grant, revolving and trust funds determining the purpose of these funds, the legality of accessing these accounts, and what's involved in liberating these funds.
4. Building Maintenance - Town Administrator to investigate either in-house, or an outsource maintenance group for maintenance of town-owned facilities including performing routine corrective/preventative maintenance and completing minor improvements.
5. Town Governance:
 - a) Provide proposal for appointed Town Clerk.
 - b) Organize a working group of both town employees and residents to review possible Town Administrator/Manager change. Make report to BOS.
 - c) Conduct an outreach and review all BOS appointed committees; provide recommendations to continue, modify charge or eliminate.
6. Implement at least one Ayer Road traffic calming measure.

- a) Meet with appropriate parties and provide recommendation for traffic calming.
- 7. Devens:
 - a) Provide a list of questions for legal counsel on Devens issues
 - b) Based upon responses to above, initiate process to figure out what Harvard wants from Devens.
- 8. Appoint member to work with MAHT and COA on development of empty-nester housing on Hildreth site.
 - a) Provide update of proposed project including scope, cost and feasibility.
- 9. Review entire BOS Policies & Procedures with the goal of updates/revisions.
- 10. Create comprehensive calendar including CPC, CPIC and Finance Committee deadlines.

Town Hall Renovation

The Board met monthly with the Town Hall Construction Committee to oversee the construction phase of the renovation. In March, the Board approved the committee's recommended general contractor. In the fall, the Board conducted public outreach on the best use of the renovated upper town hall. It was decided to have the large hall be used for public events that would use the entire space as well as for town board meetings in the front part of the hall, and the new conference room in the back would also be used for smaller board meetings. In December, a topping off ceremony was held when the lantern (cupola) was placed on the building. The Town Hall is expected to be reoccupied in May 2016.

Hildreth House Accessibility

The Board worked with the Council on Aging to bring forward a \$1,260,000 proposal to make accessibility and safety improvements to the Hildreth House Senior Center. This proposal was passed at the annual town meeting in March, and at the subsequent debt exclusion ballot vote. It will put a small addition on the back to house a lift to make the second floor accessible. It will make the second floor bathroom accessible, and level the porch and extend it around back to increase from one to four accessible entrances. In addition, the driveway and parking lot will be improved, well lit, and handicapped spaces added. The Board worked with the state Housing and Community Development office to apply nearly \$120,000 of grant funds to this project. In June, the Board expanded the role of the Town Hall Construction Committee to include this Hildreth House project, and at year end the Board appointed an architect for it.

Old Library

In January, three proposals were made to the Board for the use of the Old Library after its use as temporary town offices during the Town Hall renovation. The School Committee proposed to move school administrative offices there, the Center on the Common proposed to continue, a new “planning group” proposed to form a different arts center. In April, town offices moved in.

In October, the Board conducted public outreach to seek uses for the building when the town offices move back to the Town Hall. The planning group had created a non-profit corporation called the Harvard Cultural Collaborative (HCC), and proposed to lease the building for 5 years for a center for arts and other community activities. The School Committee expressed that they did not want to stand in the way of an arts center. The Board asked financial and other questions of HCC, which they replied to. One of the challenges is who shall pay for improvements to the building, such as accessibility. In December, the Board hired an architect to understand the accessibility needs for the building. In January 2016, the Board established a subcommittee to study accessibility.

Devens

2015 was significant both for zoning changes and for success with new affordable housing. Four zoning proposals were made by Mass Development, which the Board worked on with the Joint Boards of Selectmen (JBOS). At a super town meeting in June, 3 of the 4 passed in all three towns, which was the first time any zoning changes have been made since the adoption of the Devens Reuse Plan in 1994. These changes add a senior housing district with medical uses in the Shirley portion of Devens, allow more housing on Adams Circle and protect Rogers Field and Willow Brook. The one zoning change that did not pass, because only Harvard voted against it, was to rezone some residential land to commercial/office/light industrial.

The new affordable housing is a portion of the major 120 house Grant Road development in the Harvard portion of Devens, of which 40 are rental. The Board worked with the developer, Mass Development and the Harvard Municipal Affordable Housing Trust to have 10 of the rental units be affordable per state 40B standards, and since that is 25% of the rental units, all 40 count towards Harvard’s affordable housing goal.

Financial Management

Through the good work of many people, Harvard is financially strong, as 2015 was our 8th year in a row of not needing a general override, and the town was given a AAA bond rating. In the fall, the Board initiated a study of trust and other funds held by the town and found nearly 100 funds that together hold about nine million dollars. The Board will look into which funds may be able to be better used. Near the end of the year the Board took two actions to better maintain public buildings before repairs become overdue and more expensive. The Board recommended a DPW employee be focused on maintenance as most of their job, and proposed a significant increase in building maintenance funds.

Progress on other Goals

The Board initiated a traffic study to consider a small traffic calming rotary in the commercial district on Ayer Road. The Board asked the Town Administrator to form a working group to investigate changing the responsibilities of the Town Administrator, and report back to the Board in January of 2016. In November, the Devens Economic Analysis Team (DEAT) presented its final report to the Board, and recommended that their work was done and they be disbanded. In November, the Board voted to allow more than one selectmen to be on the Municipal Affordable Housing Trust. The Board then added two more selectmen in an effort to improve its accountability with voters and its success rate.

Other Activities

In January, the Board approved a new cable contract with Charter Communications. In March, the Board put in place a new comprehensive policy on large events in town. In June, the Board approved the purchase by the Fire Department of a used tower truck.

The Board is grateful for the dedicated town employees and hundreds of citizen volunteers that comprise our town government, and help to make our town special.

Respectfully submitted,

Ron Ricci, Chair
Leo Blair

Ken Swanton, Vice Chair
Lucy Wallace

Stu Sklar, Clerk



Special meeting held in preparation for February Blizzard.



➤ ➤ ➤ **BOARD OF ASSESSORS** < < <



The Board of Assessors is responsible for the valuation of real estate and personal property subject to taxation. Assessed values are based on “full and fair cash value” as of the January 1st preceding each fiscal year. The Registry of Motor Vehicles is responsible for motor vehicle valuations and supplies the data for excise bills. As always, if you have questions regarding any assessing issues, please feel free to contact Jared Aponte, Assistant Assessor at 978-456-4100 x315 or by email at japonte@harvard.ma.us. Office hours are Monday, Wednesday and Thursday 8:30 AM to 4:00 PM and Tuesday 8:30 AM to 7:00 PM. The Board normally meets at 4:30 PM on the third Thursday of the month. Additional information is available through the town website.

Fiscal 2015 Assessments and Revenues by Major Property Class

<u>Property Class</u>	<u>Levy Percent</u>	<u>Valuation by Class</u>	<u>Tax Rate</u>	<u>Tax</u>
<u>Levy</u>				
Residential	95.0329	1,010,288,684	17.79	17,973,035.69
Open Space	-0-	-0-	17.79	-0-
Commercial	3.2608	34,664,896	17.79	616,688.50
Industrial	0.2279	2,423,000	17.79	43,105.17
<u>Personal Property</u>	<u>1.4784</u>	<u>15,716,813</u>	<u>17.79</u>	<u>279,602.10</u>
TOTALS	100.0000	1,063,093,393	17.79	18,912,431.46

Valuation and Tax History

<u>Fiscal Year</u>	<u>Tax Rate</u>	<u>Total Valuation</u>	<u>Accounts</u>	<u>Tax Levy</u>	<u>Change (%)</u>
2015	17.79	1,063,093,393	2424	18,912,431.46	.0439
2014	17.09	1,060,081,431	2428	18,116,791.66	.0279
2013	16.68	1,056,647,413	2434	17,624,878.85	.0306
2012	16.24	1,053,042,141	2,578	17,101,404.37	.0209
2011	15.47	1,082,829,559	2,575	16,751,373.27	.0263
2010	14.33	1,138,995,512	2,541	16,321,805.69	.0280
2009	13.43	1,182,225,622	2,551	15,877,290.10	.0500
2008	12.68	1,192,556,890	2,427	15,121,621.37	.0986

Fiscal Year 2015 Abstract of Assessments

<u>Property Class Code/Description</u>	<u>Accts</u>	<u>Class Valuation</u>	<u>Avg. Value</u>
012 – 043 Mixed Use Properties	9	3,726,700	414,078
101 Residential Single Family	1,759	919,666,200	522,835
102 Residential Condominiums	125	31,123,800	248,990
104 Residential Two Family	22	13,215,500	600,704
105 Residential Three Family	3	1,319,700	439,900
Miscellaneous Residential	25	17,692,300	707,692
111 – 125 Apartments	4	5,747,600	1,436,900
130 – 132, 106 Vacant Land	251	19,657,300	78,316
300 – 393 Commercial	60	29,267,600	487,793
400 – 452 Industrial	15	2,423,000	161,533

501 – 550 Personal Property	64	15,716,813	245,575
600 – 821 Chapter 61, 61A, 61B	87	3,536,880	40,654
TOTALS	2,424	1,063,093,393	

Assessor's Account for Exemptions and Abatements

<u>Description</u>	<u>FY2015</u>	<u>FY2014</u>	<u>FY2013</u>	<u>FY2012</u>	<u>FY2011</u>
Assessor's Overlay	79,753.46	90,995.66	97,874.85	92,527.37	101,474.27
Overlay Deficits	-0-	-0-	-0-	-0-	-0-
Charges to 6/30/2015	28,303.40	46,976.98	58,622.22	52,427.88	65,136.46
Amount Released	51,450.06	44,018.68	39,252.63	40,099.49	36,337.81

New Growth Revenue

<u>Fiscal Year</u>	<u>Added Valuation</u>	<u>Tax Rate</u>	<u>New Revenues</u>	<u>Change(%)</u>
2015	11,355,179	17.79	194,060	.6103
2014	7,225,126	17.09	120,515	-.0241
2013	9,323,841	16.68	151,420	1.6262
2012	3,727,025	16.24	57,657	-.4081
2011	6,797,164	15.47	97,403	-.1857
2010	8,906,659	14.33	119,616	-.5554
2009	21,219,482	13.43	269,062	.5064
2008	15,371,316	12.68	178,614	.1884

Respectfully submitted by the Board of Assessors:

Don Graham, Chairman

Debra George, Member

Joseph Theriault, Member

Jared Aponte, Assistant Assessor

Regional Resource Group (RRG) Staff

Harald M. Scheid, Regional Tax Assessor

Linda Couture, Regional Associate Assessor



➤ ➤ ➤ **COMMUNITY CABLE ACCESS COMMITTEE** < < <

2015 was another incredibly busy and highly productive year for the Town's public access TV station, HCTV (Harvard Cable Television), as we aggressively moved to implement the 10-year strategic plan defined at the end of 2014.



The most time-critical project was to close contract negotiations started in 2014 with Charter for our 10-year cable contract renewal. Charter accepted all of our terms for capital and operational funding, and agreed to replace HCTV's aging coaxial network for recording and live broadcast with a high-speed fiber optic network. The Selectmen signed the final agreement on January 13, 2015, just two days before the signing deadline.

We were also very excited that our large investment of time, money, and energy into our collaboration with the Schools in 2014 and 2015 at the extracurricular level, culminated in an accredited course being offered at Bromfield for the 2015/2016 school year! We continue to strongly support the Schools, not only offering teacher/student training and access to our facility for the course, but to students in an extracurricular video club as well.

Our 10-year plan called for a major upgrade of our recording and broadcast capabilities by 2016, totally replacing the existing stand-alone systems based on standard definition video capture, analog transmission, and tape/disc data storage technologies. We spent most of 2015 defining an all-digital architecture that tightly integrates a new set of high-definition video recording and broadcast equipment over the new fiber optic network. We have been working closely with a consultant on specific equipment choices and a plan for installation and integration. The first quarter of 2016 will see the culmination of all these activities as we start system prototyping in January and target system completion by the April/May timeframe.

Our strategic plan also called for investment in increased staffing to support the transition to our new recording and broadcast architecture, and to give better support to the Schools, COA and other Town organizations to stimulate more local video production. Starting in July, we worked with the Town's HR Manager to define and implement a fair and rigorous staffing process to hire a part-time Station Manager. We had 13 responses to our posting of the job, which we narrowed down through resume review and interviews to 2 finalists. A final selection will be made in early January.

Our proactive collaboration with the Council on Aging has resulted in a quadrupling of videos produced from presentations to seniors on a variety of educational topics, with a majority of them recorded remotely at the Hildreth House for the first time! With our expanded staff, our goal in 2016 is to start capturing and broadcasting monthly shows with the COA director, and getting more seniors involved in local video production for their personal enrichment.

On top of these ambitious initiatives, HCTV continues to conduct its daily broadcast activities under the supervision of its very capable Station Director, Robert Fernandez, and the experienced assistance of staff member Brint Ferguson. We were able to maintain our coverage of government meetings with the help of Judy Wong, one of our seniors in Town.

HCTV continues to make solid use of our modern, software based broadcast system which allows operators to schedule programming on Channels 191 and 192, 24 hours a day, 7 days a week, 365 days a year. In addition, HCTV continues to broadcast community bulletin board notices, the local weather forecast, and the HCTV Program Guide, on Channel 193. The HCTV staff has processed and broadcast approximately 250 new shows in 2015, bringing the total number of shows on file at HCTV to more than 1,890, up from last year's total of 1,640. The full listing of HCTV shows on file is available at the HCTV facility.

During 2015, the station has broadcast 115+ different shows on The Government Channel (191). These shows included both regularly scheduled and off-schedule meetings of the Board Of Selectmen, School Committee, Finance Committee, Planning Board, Zoning Board of Appeals, JBOS (Joint Board of Selectmen), and DEC (Devens Enterprise Commission). Also recorded and broadcasted were special forum and government meetings such as Upper Town Hall hearing, Hapgood Room/Old Library hearing, League of Women Voters Devens Rezoning forum, VA Homeless Program presentation, Your Federal Government presentation, Super Town Meeting, Master Plan Devens forum, Annual Town Meeting, and Special Town Meeting.

On The Public Channel (192), the station has broadcast 127+ different shows. These shows included the following subject areas: Home and Garden, Health and Nutrition, Human Interest, Education, Sports, and Harvard People and Places. Locally produced content included: coverage of The Bromfield School Class of 2015 graduation ceremony, The 2015 Christmas Pageant, Talent Show at Town Hall, and various local events such as the Cabaret Night Fund Raiser at the General Store, and Harvard's Friends of the Arts production of *Arsenic and Old Lace Radio Broadcast*. In conjunction with the Ayer Animal Medical Center, we produced and broadcast *Tick Talk*, and worked with the Harvard Historical Society's to produce the special entitled *Playing with History*. In support of the League of Women Voters, HCTV recorded and broadcast a program entitled *Housing Matters*. In partnership with the Council on Aging we recorded on site and produced a series of Senior-focused programs such as:

Walt Whitman's Unleashed Voices, Fire Prevention in the Home, Preparing your Home for Sale, Downsizing your Home, Legal Issues for Seniors and others.

HCTV continues its initiative to utilize YouTube and Facebook as an alternative means of broadcasting select content. In this effort, HCTV has posted all government meeting coverage shows, and a few select shows of general interest, produced locally in Harvard, to YouTube and Facebook. Please visit the channels at <http://www.youtube.com/harvardcabletv> and <http://www.facebook.com/harvardcabletv>.

From a financial perspective, the Committee started 2015 with \$42,647.71 in its operational account, and is ending the calendar year with a balance of \$152,205.61, reflecting increased annual funding from Charter as well as a capital grant of \$90,000 per the new contract. This provides adequate monies for both staff and operational expenses for the remainder of the fiscal year, as well as the necessary capital resources to implement the new recording and broadcast architecture.

In closing, the Committee would like to express its deepest appreciation to retiring member Jonathan Williams for his many years of service to the Town on its Community Cable Access Committee. Jonathan not only contributed his professional videography skills to HCTV, but more importantly his leadership to help establish local programming in Harvard in the 90's, and most recently to help define HCTV's new direction for 2015. Our Chair for most of 2015, Stephen Adrian, resigned from the committee to apply for the HCTV Station Manager position, so we are not ready yet to say goodbye to him!

Respectfully submitted,

Bill Johnson, Chair
Mitch Norcross

Ray Dunn
Hakan Sahin

Koralia Franklin
Richard Steele



➤ ➤ ➤ **COMMUNITY PRESERVATION COMMITTEE** < < <

With the enactment of the Community Preservation Act (CPA) in 2000, the Commonwealth established a trust fund that would match up to 100% of dollars collected via a property tax surcharge of up to 3% by towns which adopted the terms of the act. Accepted uses of the funds include the acquisition and restoration of Open Space and Recreation assets, the development and support of Affordable Community Housing, and Historic Preservation initiatives; a minimum of 10% of each year's new funds must go to each of the three areas.

The Town of Harvard adopted the Act provisions in 2001, voting a surcharge of 1.1%. Currently, 160 out of 351 communities in the Commonwealth have enacted the legislation. Since its inception through the end of fiscal 2015 Harvard has raised approximately \$3.8 million, including more than \$2.2 million raised locally by the 1.1% surcharge.

The State match continued its downward trend in 2015, decreasing to 29.7%, even after the State contributed \$10 million to the State CPA Trust Fund. Contributions from the State match will remain uncertain as the State mechanism for raising matching funds – recording fees collected on transactions at the State Registry of Deeds – fluctuates from year to year. The number of towns that adopt the CPA also continues to increase, effectively diminishing the funds available to each community.

Activities of the Community Preservation Committee

At the Annual Town Meeting 2015 the town voted to approve \$155,800 to all projects and reserves recommended by the CPC. The approved projects for FY16 were:

- \$26,100 to the Municipal Affordable Housing Trust Fund (MAHTF)
- \$26,100 to the Conservation Commission for the Conservation Fund

- \$75,000 to the Park and Recreation Commission to construct a cross-country trail at Harvard Park
- \$2,500 for CPC administrative expenses

To comply with the Community Preservation Act, the CPC also recommended – and the town voted to approve – the transfer of \$26,100 from the unreserved fund to the Historical Reserve fund.

FY2017 Applications

The committee received nine applications for consideration. The complete list of FY2017 applications is as follows:

- \$200 from the Village Nursery School for the construction of a story walk on a nature trail
- \$26,000 from the Municipal Affordable Housing Trust for development funds
- \$200,000 from the Conservation Commission for development funds
- \$23,900 from the Conservation Commission for invasive plant management on Conservation Land
- \$29,220 from the Town of Harvard for the preservation of town records
- \$50,000 from the Park and Recreation Committee for continuation of the restoration of the stone wall on Massachusetts Avenue
- \$7,500 from the Historical Commission for landscape restoration at the Shaker First Herb House
- \$75,000 from the Historical Commission for the establishment of a development fund
- \$15,600 from the Historical Commission for the restoration of Shaker Cemetery cast iron markers

In evaluating this year's grant applications, the CPC needed to consider its obligation to service the \$1 million bond for Town Hall historic renovation under Warrant Article 18 of the April 28, 2012 Annual Town Meeting, which the town voted to approve. In order to minimize the adverse impact of servicing this bond over subsequent years, the CPC took an additional initiative to recommend a payment of \$300,000 from unspecified funds to pay allowable expenses associated with Town Hall historic renovation.

The recommendations of the CPC will be included in the 2016 Annual Town Meeting Finance Committee Report Recommendations and Warrant Articles.

Respectfully submitted,

Didi Chadran, Elected, Chairman
 Beth Williams, Elected, Secretary
 Michelle Catalina, Planning Board
 Joanne Ward, Conservation Commission
 Leo Blair, Municipal Affordable Housing Trust

Deborah Thomson, Elected, Vice-Chair
 John Lee, Elected, Treasurer
 Pam Marston, Historical Commission
 [Vacant], Park & Recreation Commission



February Blizzard



➤ ➤ ➤ **DEVENS ENTERPRISE COMMISSION** ⏪ ⏪ ⏪

The Devens Enterprise Commission (DEC) is a regulatory and permit-granting authority for the Devens Regional Enterprise Zone. A full copy of the DEC 2015 Annual Report can be found at: <http://www.devensec.com/meetings.html> under Annual Reports 2015.

Respectfully submitted by Harvard's DEC Commissioners:

James E. DeZutter

Eric Stolfus

Duncan Chapman III, (Alternate)



➤ ➤ ➤ **ENERGY ADVISORY COMMITTEE** ⏪ ⏪ ⏪

The purpose of the Harvard Energy Advisory Committee (HEAC) is to advise town officials on energy related issues, and improve energy efficiency and energy use practices to reduce Town energy consumption and costs. In 2015, HEAC:

- Continued the long term identification and implementation of energy savings opportunities to reduce energy use by 20% (from FY09) as part of the Green Community program. FY15 usage is down 4% vs. FY09 and there is no significant difference using weather normalized data.
- Updated Town energy usage and costs for electricity, heating oil, natural gas and vehicle fuel using the MassEnergyInsight software.

Total Energy Use Million BTUs	FY07	FY08	FY09	FY10	FY11
	25,255	25,534	24,739	20,193	22,593
	FY12	FY13	FY14	FY15	
	18,434	23,423	23,480	23,793	

Energy Reduction Projects

HEAC applied for and received a very significant Green Communities Spring 2015 Competitive Grant award of \$225,914 for the following projects including Project Administration:

- Bromfield / Hildreth School – Energy Monitoring and Retro-commissioning
- Public Library - Energy Monitoring and Retro-commissioning
- DPW – Exterior LED Lighting Retrofit
- Police/Public Safety Building - Exterior LED Lighting Retrofit
- Hildreth House – Furnace
- Bromfield School – Hallway LED Lighting Retrofit and Controls
- Bromfield School - Exterior LED Lighting Retrofit

- Building Operator Certification Training

Other Projects/Initiatives

- Net Metering Credit Purchase Agreement – Developed and issued a new RFP in August for an agreement to provide electric credits from solar arrays. Recommended proceeding to negotiate with Kearsarge Energy for a future agreement.
- Bromfield Climate Monitoring – The recording of temperature and relative humidity data was extended for another year, with data analysis to be provided for the School Energy Retro-commissioning project.
- Energy Procurement and Supply – Investigating Solar PPA/Lease, Municipal Aggregation and other arrangements to reduce costs and increase sustainability.

The Town of Harvard's success in meeting our goals for improving energy efficiency and reducing energy use relies on the participation of all who play a role in town governance and operations. HEAC appreciates the efforts of all who have supported the projects and initiatives noted above. Please contact the Selectman's office or a member of HEAC to find out how you can become involved.

Respectfully submitted,

Brian Smith, Chair
David Fay
Forrest Hodgkins, associate member

Eric Broadbent, Vice Chair
Steve Matson

Chris Roy



➤ ➤ ➤ HILDRETH HOUSE IMPROVEMENT COMMITTEE < < <

Together with the Council on Aging and the Friends of the COA, the Hildreth House Improvement Committee worked tirelessly this year for passage of Article 22 at Annual Town Meeting. The article, which passed by a near-unanimous vote, provides \$1.36 million in funding for necessary safety and access improvements at Hildreth House. While we remain committed to providing the town with an expanded full-service senior center adequate to the needs of a growing population over the age of 60, the committee is acutely aware of the property tax burden in Harvard. Our goal this year was to get the essential improvements done by creating a politically viable two-phase alternative for moving the project forward.

The plan we developed was structured to bundle the most critical elements – safe parking and access to and within the building – in the first phase, leaving the merely urgent elements for later. The passage of Article 22 provides funding for the following Phase 1 improvements:

- A lift to the second floor to provide access to programs and confidential services
- Safe, level parking for up to 26 cars

- New parking for disabled users
- Adequate outdoor lighting
- Necessary driveway improvements
- A handicap-accessible restroom on the second floor
- A new walkway to provide access to a new rear entrance
- Wheelchair access at all first-floor entrances
- Extension of the covered porch
- Reconfigured pantry area to access the lift

Phase 2 would include both new construction and renovation to create adequate space for COA programs as follows:

- Renovated, code-compliant kitchen;
- Two handicap-accessible rest rooms on the first floor
- New dining room with seating for 35-45 people
- Multipurpose room on the second floor
- New main entrance on the east side of the building
- New egress stair in addition
- First floor storage-pantry
- Renovation of existing systems

At the present time, Phase 1 construction is scheduled to begin in the spring of 2016. Phase 2 is on the town's five-year capital plan in fiscal year 2021, five years from now.

The HHIC remains committed to the whole project but understands that it will take some time to get it all done. We agree on the importance of finding alternative funding sources to help pay for Phase 2.

Meanwhile, the committee is working to finish the window replacement project with Community Preservation funds approved in 2014. After no contractor bid on the job, builder and woodworker Wade Holtzman offered to lead a team of volunteers to replace 40 windows, working weekends until the job is done. The work is scheduled to start early in 2016.

Respectfully,

Connie Larrabee, co-chair
Laura Andrews
Ann Taylor

David Vannicola, co-chair
Fran Nickerson
Pat Jennings



➤ ➤ ➤ MUNICIPAL AFFORDABLE HOUSING TRUST ◀ ◀ ◀

This year the trust, created an RFP in an effort to sell the property at 166 Littleton Rd. We received one bid which we accepted. That deal fell through after some questions about soil contamination on the property. It took 90 days, but the matter was resolved at the end of November and the property was re-listed for sale with the required RFP.

Thanks in large part to the work of David Hopper, we entered into an agreement with the Devens Enterprise Commission to create 28 Affordable Units at the Devens Village Green development. We agreed to pay \$140,000 towards the development of these units.

In other matters, we agreed to look into the creation of senior housing, with some percentage being affordable, on the Hildreth House Property. We expect more to be learned about the possibilities here in the coming year.

Sadly, David Hopper and Barbara Brady chose not to renew their terms on the Trust. We are grateful for their tireless work over the years. But, we also welcomed three new trustees, Manny Lindo, Ron Ricci and Lucy Wallace.

Respectfully submitted,

Greg Schmidt, Acting Chair
Bruce Nickerson
Emanuel Lindo

Leo Blair
Lucy Wallace

Evelyn Neuberger
Ron Ricci



➤ ➤ ➤ **PLANNING BOARD** < < <

Over the course of the past year, the Planning Board continued several community planning initiatives that it had previously launched, conducted new planning studies funded by grants and carried out its Protective Bylaw responsibilities to the Town.

In 2015, the Planning Board endorsed five Approval Not Required (ANR) plans. The Board also issued a Special Permit, Driveway Site Plan and Scenic Road consent to the Case property at 219 Bolton Road. A Scenic Road Consent was also granted to Transformations (known as Pine Hill Village) on Stow Road, which had been granted a comprehensive permit by the ZBA. The Board renewed two cell tower Special Permits and responded to eight requests from the ZBA for comments on applications that were before that board. In addition, the Board worked cooperatively to review and update its Rules and Regulations, Chapter 133 of the Town Code.

In March, Town Meeting approved four zoning amendments presented by the Planning Board. These amendments involved:

- Modifying §125-2, to add definitions for grocery store and building area;
- Modifying §125-39B Standards for Driveways as it pertains to non-residential driveways and traffic mitigation measures;
- Adding a provision for the creation of an Adult Entertainment District in a new section, §125-14. The Attorney General disapproved this amendment in 2014 because of a recent decision by the U.S. Court of Appeals for the First Circuit. The Board modified the text to comply with state and federal case law and brought the article back to Town Meeting in 2015 where it was approved and it was endorsed by the Attorney General's office;

- Amended the Zoning map amended to include the Solar Overlay District.

In 2015, the Master Plan Steering Committee continued its work to complete the Master Plan but its work schedule was derailed by the poor performance of the contractor hired to do the technical work. The Planning Board and the Master Plan Steering Committee (MPSC), determined that the contractor not only consistently missed deadlines but when received, the work material did not meet the standards outlined in the RFP. As a result, the Planning Board asked the Town to end the contract with this service provider. The Planning Board and the MPSC took a portion of the remaining funds in the Master Plan budget to draft a new RFP to solicit contractors to tackle the most pressing issue facing the Master Plan--a complex analysis of the challenges and opportunities presented to Harvard by resuming jurisdiction over its historic lands at Devens. Burns McDonnell, a well-respected engineering, architecture and planning firm based in Missouri was awarded the contract to conduct the Devens analysis part of the Master Plan. Consultants from Burns McDonnell did a thorough examination of the social, cultural, and economic consequences for Harvard resuming jurisdiction over the roughly 2,600 acres that historically been part of the Town prior to the establishment of Fort Devens in 1917. Its findings were presented in a well-received public forum at the library in October of 2015. The Devens analysis presentation is available on the Planning Board website and will be incorporated into the Master Plan. The Board wishes to thank the Burns McDonnell team for its collaborative spirit and its valuable work.

Earlier in 2015, Joe Hutchinson, the longtime chair of the Master Plan Steering Committee (MPSC) chose not to run for re-election to the Planning Board and stepped down from the MPSC. The Planning Board and the MPSC would like to extend its sincere thanks to Joe for all his efforts to shepherd the Master Plan through Phase II. Kara McGuire Minar became the Planning Board representative to the MPSC and she and Lucy Wallace (BOS) serve as the current Co-Chairs of the MPSC. The MPSC, is comprised of very dedicated residents drawn from other boards, committees and the town at large, and it continues to work on the Master Plan which is expected to be completed in early 2016. The Planning Board wishes to thank the MPSC members for their tireless work on behalf of the Town to see the Master Plan through to its completion.

Town Meeting approved funding for the third year of contract services for a Town Planner. Bill Scanlan continues to provide planning services to the Board and the Town. He has advised the Planning Board, ZBA and Conservation Commission, on various land use issues. He has also as offered guidance and conducted research for other committees such as the Council on Aging. Scanlan has stepped up to help draft and review critical chapters of the Master Plan. He has secured funding for a traffic flow and pedestrian safety study of the Town Center, which is underway and expected to be completed by the summer of 2016. In his assistance to the Planning Board, Scanlan continues to: draft regulatory and bylaw changes; review subdivisions, site plans and comprehensive permits; draft decisions and offer technical advice to all land use boards as well as other town committees; assist in the development of design guidelines for the commercial district; write grant proposals; and assist in the development and execution of the Master Plan. In 2016, the Planning Board has asked for a warrant article to make the Planner a part-time Town employee.

In 2015, there were no changes in the composition of the Board. In 2016, one seat for a three-year term on the Planning Board will be open during the annual election.

Board members serve as representatives on a number of other town and regional committees, some of which are subcommittees under the jurisdiction of the Planning Board. Erin McBee, Vice Chair of the Planning Board, serves as the Board's representative to the Hildreth House Improvement Committee, as the Chair of the Commercial Design Standards Task Force and the Chair of the Town Center Traffic Committee. Don Graham is the Planning Board's delegate to the Montachusett Regional Planning Commission and the representative to the Economic Development Committee, which has been inactive this year. Michelle Catalina is the Board's liaison to the Municipal Affordable Housing Trust Fund and to the Community Preservation Committee. Fran Nickerson, does not serve as a liaison to any particular committees but she has been active on issues involving Seniors and Housing. Kara McGuire Minar serves as Chair of the Planning Board, represents the Board on the School Committee's Long Range Planning Committee and the Master Plan Steering Committee.

The Planning Board would also like to extend its sincere thanks and appreciation to Liz Allard, the Land Use Assistant, who handles all administrative matters for the Planning Board, Conservation Commission and Zoning Board of Appeals. Liz also serves as the Conservation Agent for the Town reviewing conservation applications and conducting compliance inspections.

The Board has continued its significant planning effort to produce design guidelines for the development of the Commercial District. With only a limited amount of land zoned for commercial development in Harvard, it has been a longtime goal of the Planning Board to insure that new growth in the district is consistent with the Town's long-range vision for the area and that the district provides the type and scale of commercial services desired by Town residents. The Commercial Design Standards Task Force has been led by PB member Erin McBee, and is comprised of local design and development professionals, representatives from other boards and other Harvard residents with significant, relevant experience. Town Planner Bill Scanlan provides technical assistance. In late 2015, the Task Force submitted its initial report to the Planning Board which will review it to adopt it as a policy guideline for development in the commercial district and use it to make recommendations for bylaw changes that will help insure the planning objectives for the district are met.

In early 2015, MRPC began a study of transportation conditions in the Town Center. With a \$25,000 grant, its staff is examining traffic circulation issues, parking availability, and pedestrian needs. Few transportation improvements have been made since the preparation of the Town Center Action Plan in 2005, and this study will provide an opportunity to re-assess recommendations in that report and begin to advance specific solutions to improve the flow of cars and safety of pedestrians. Erin McBee has chaired the Town Center Traffic Committee, which is comprised of the Police and Fire Chiefs, the DPW Director and the Superintendent of Schools along with town center residents and others who have relevant professional experience. Its final report of recommendations is expected by summer of 2016 which will be reviewed by the Planning Board.

The Board typically meets the first and third Monday of the month at the Harvard Town Hall. It may be reached in its office on the second floor of Town Hall, 13 Ayer Road, by calling 978-456-4100 ext. 321, or emailing lallard@harvard.ma.us. Office hours are Monday - Thursday 8:30 am-4:00 pm.

Respectfully submitted:

Kara McGuire Minar, Chair
Michelle Catalina

Erin McBee, Vice-Chair
Fran Nickerson

Don Graham

William Scanlan, Town Planner
Liz Allard, Land Use Administrator/Conservation Agent



➤ ➤ ➤ **TOWN HALL & HILDRETH HOUSE** < < <
CONSTRUCTION COMMITTEE

TOWN HALL

The Board of Selectmen appointed the Town Hall Construction Committee in October 2014 to implement the revised renovation plan approved by voters at the October 27, 2014 Special Town Meeting. This plan was a refinement of an earlier plan for which voters had approved \$3,970,000 at Annual Town Meeting in April 2012.

The committee is made up of:

Laura Andrews, recorder
Bill Barton, Pablo Carbonell, and Al Combs, construction red team
Jack Guswa, schedules and permit liaison
Connie Larrabee, senior center representative (joined June 2015)
Rick Maiore, chairman

With architectural plans already in place, the committee interviewed several owner's project management firms and recommended hiring Vertex to oversee the construction bid process and construction.

The committee met weekly to identify cost-saving issues and keep the project on schedule.

By the end of March 2015, the design was finalized and sent out to bid. Two items – all new windows and the lantern/cupola (missing since 1949) – were add alternates to the base budget, in the expectation that cost savings could be found to include them within the appropriated funds. After opening the bids and interviewing the low bidder, the committee recommended hiring GVC, Inc. as the general contractor. Happily, the bid included the new windows and new lantern.

In April, Town Hall staff moved to the old library. Reporting and communication processes were put into place to track progress and monitor construction spending.

By the end of June, demolition inside the building was in full swing. The Historical Commission issued its Certificate of Appropriateness for the project.

By the end of September, scaffolding had been installed outside to work on siding and the roof. By the end of December, the roof and siding were done and the scaffolding was moved into the building for wall and ceiling work.



The lantern, which used to be called the cupola, had been raised into place in a dramatic “topping off” ceremony.



Photos on this page courtesy of Marie Sobalvarro

The Town Hall project continues to be on budget and on schedule to complete by May 2016.

HILDRETH HOUSE

At the end of April 2015, the committee unanimously agreed to add to its charter the Hildreth House safety and accessibility renovation project at the selectmen's request. Voters had approved \$1,360,000 for this project at Annual Town Meeting in March 2015. With the addition of the HH project the committee is now known as T3HCC.



Photo courtesy of the Council on Aging

By the end of 2015, Vertex, the owner's project manager, and the committee had put out a Request for Qualifications for an architect, interviewed and reviewed two firms, and recommended that LLB be hired as the architect.

The HH project is planned to start in May 2016 and finish in the fourth quarter 2016.

Respectfully submitted,

Rick Maiore, chairman
Pablo Carbonell
Connie Larrabee

Laura Andrews
Al Combs

Bill Barton
Jack Guswa



Cupola

On Friday, December 18th a “topping off” ceremony was held at the Town Hall. This is a Scandinavia builder’s tradition to affix an evergreen on the topmost wood or iron beam of a structure during its construction. GVW President George Wattendorf was present to affix the evergreen to the beam. As part of the tradition those involved in the project will sign their names to the banner.



Selectmen Chair Ron Ricci, THCC Chair Rick Maiore & GVW President George Wattendorf.



➤ ➤ ➤ ZONING BOARD OF APPEALS ◀ ◀ ◀

The Zoning Board of Appeals (ZBA) is composed of a three members serving staggered three-year terms, with three alternates that are appointed yearly by vote of the majority of the Selectmen. The ZBA is a quasi-judicial body that operates under the authority of Chapter 40A of Massachusetts General Laws (M.G.L.) and the Code of the Town of Harvard, Chapter 125 Protective (Zoning) Bylaw for the purpose of promoting health, safety, convenience and general welfare of the Town of Harvard.

The ZBA has authority in the following matters:

It can issue Special Permits for various uses and purposes including, but not limited to, Pre-Existing Lots/Structures/Uses, Access for the Physically Handicapped, Conversion for Multiple Residence, Conversion of Seasonal Residence, Institutional Uses, Off Sites Uses, Accessory Apartment Use, and Permitted Uses in the AR Districts.

It reviews and decides requests for variances submitted to the Board by applicants who want an exemption to the Protective (Zoning) Bylaw, Chapter 125, in order to use their land and any existing structures on the land in a particular way.

If anyone that is aggrieved by a decision of the Building Commissioner/Zoning Enforcement Officer they may appeal that decision to this Board for a hearing and adjudication of the dispute.

Anyone wishing to construct affordable housing in the Town must come before this Board and request a comprehensive permit as provided for under Chapter 40B of the M.G.L.

The year 2015 consisted of a total of eleven meetings for the Board, with a variety of applications ranging from properties with pre-existing non-conforming structures to variances for a new dwelling. Challenges with existing Comprehensive Permits were up for discussion a number of times over 2015 as well.

The Board had five Special Permit applications in 2015; three of which were for the conversion of a seasonal residence to year-round residence (Chapter 125-11). The remaining two Special Permit applications involved non-conforming pre-existing structures (Chapter 125-3); both applications were for the removal of a pre-existing non-conforming structure with each to be exchanged with a new structure that was no more non-conforming than the structure being replaced. All, but one, Special Permit were issued, with the one being withdrawn by the applicant as they decided not to convert the residence to year-round.

In a rare occurrence, the Board issued a Variance in 2015. This is the first one in ten years! The site, along Cleaves Hill Road, was proposed as a single-family dwelling with a setback from the centerline of the right-of-way less than the required seventy-five feet. After several hearings the applicant received the variance by demonstrating literal enforcement of Chapter 125-30 E (4) of the Bylaw would have involved a substantial hardship, financial or otherwise; there were

circumstances relating to soil conditions, shape, and topography affecting the land; the hardship was owing to said circumstances; there was no substantial detriment to the public good; and the project did not nullify or substantially derogate from the intent or purpose of the Bylaw.

Activity surrounding Comprehensive Permits (Chapter 40B) remained strong in 2015, but unfortunately there was only a minimal increase in the number of affordable units added to Harvard subsidized housing inventory (SHI). Trail Ridge on Littleton County Road continued with its final phase of duplexes and is on tract to be completed in 2017. Pine Hill Village on Stow Road continued to gather the appropriate permits from other Boards and Commissions and is hoping to begin construction in 2016. An extension of the Pine Hill Village Comprehensive Permit was granted by the Board in November. Once completed, this project will increase the SHI with eight affordable units. The Elms (formerly the Great Elms) received approval for modifications during 2015 for a Comprehensive Permit issued to them in 2014. Chelmsford Housing Opportunities for Intergenerational and Community Endeavors, the developer of The Elms, as well is hoping to begin construct in 2016. This project will add nine additional affordable units to the SHI once completed.

The 2015 the Board membership remained the same as in 2014 with Christopher Tracey once again serving as the Chairman, while Robert Capobianco and Steve Moeser changed rolls with Mr. Capobianco becoming the Vice Chairman. Land Use Administrator Liz Allard served as the Clerk. Associate Members Theodore Maxant, Orville Dodson and Michael Lawton continued to serve as well.

The Board typically meets on the second Wednesday of the month. Anyone seeking to make application to the Board or wanting to attend a meeting should check with the ZBA office to confirm the schedule. The Board typically sets aside the fourth Wednesday of the month to hear Comprehensive Permit applications.

With the ongoing renovations to Town Hall, the ZBA office is temporarily located at 7 Fairbank Street. We can be reached at 978-456-4100 ext. 321. You may also email us at: lallard@harvard.ma.us.

Submitted: Christopher Tracey, Chairman
Steven Moeser, Member
Orville Dodson, Associate
Liz Allard, Land Use Administrator/Conservation Agent

Robert Capobianco, Esq., Vice Chairman
Theodore Maxant, Associate
Michael Lawton, Associate



Annual Events

Farmers Market, Flea Market, 4th of July, Memorial Day



PROTECTION OF PERSONS AND PROPERTY

Ambulance Squad, Fire Department, Police Department

➤ ➤ ➤ AMBULANCE SQUAD ◀ ◀ ◀



The Town of Harvard Ambulance Service provides state-of-art emergency medical care and transport services through a dedicated, all-volunteer squad of Emergency Medical Technicians. 2015 was the Service's 44th year of providing emergency medical care as part of the Town of Harvard's public safety triad. The Ambulance Service reaffirms its pride and sense of privilege in serving Harvard by delivering 24x365, patient-centered, timely, and compassionate emergency medical care. Continued success in achieving our broad mission is predicated on a commitment by the Town and Board of Selectmen to value the Ambulance Service as an equal, independent partner in public safety services. Optimizing patient care remains our exclusive motivation and focus.

The Ambulance Service continues to fulfill the commitment to maintain excellence in clinical and operational capabilities. In this context, the Service has proactively reevaluated the all-volunteer labor model which has been unchanged since the Service's inception. This was motivated by the realization that staffing 24x365 without any fixed labor base is increasingly difficult; in fact, Harvard Ambulance is the last all-volunteer service operating within Worcester county. Other factors and stressors motivating the requisite change needed now include: greater call volumes, national/state/local mandates for reporting and compliance, electronic record management, increased administrative workload (e.g. billing and finance, national EMT standards), mandate to eliminate use of mutual aid from neighboring towns for strictly crew-building purposes.

A forward-looking model predicts significant advantage for the Town in migrating to a call/volunteer staffing model – like Harvard Fire Department – and the creation of salaried positions to provide baseline staffing and ensure long-term organizational sustainability. In 2015, the Board of Selectmen and Finance Committee were presented these labor model recommendations, and we are seeking continued broad and steadfast support from the Town's citizens to affect this necessary step forward.

Human resource development and retention has resulted in a squad of 66 members plus 9 EMT students slated to test in February 2016. The Service's efforts ensure that wherever you live in Harvard, there is likely an Ambulance Service EMT either down your street or just around the corner. This geographic distribution resulted in a best-in-class average "first-EMT to the scene" time of just six minutes. Our proposed new labor model connotes the possibility of bettering these response time benchmarks and faster times enhance the likelihood for best possible patient outcomes.

In 2015, our membership committed 19,975 hours of on-call time, 2,700 hours responding to 911 calls, and 3,000 hours of training and continuing education. Call statistics for 2015 reflect very high levels of EMS activity: 317 patient-care events resulting in 213 transports. The distribution

of call types has not significantly changed: 51% medical, 32% trauma, 8% lift assist, 6% psychiatric. An aging demographic (and increased senior housing) within Harvard's borders have lead to an increased frequency of calls and treatment modalities tailored for this more vulnerable population. To underscore this point, the patient age distribution in 2015 was: 0-9 (4%), 10-19 (9%), 20-29 (8%), 30-39 (8%), 40-49% (7%), 50-59 (15%), 60-69 (12%), 70-79 (14%), 80-89 (19%) and 90-99 (4%); fully two-thirds of patients are aged 50+. One-third of Ambulance transports are deemed high acuity by protocol; requisite enhanced capabilities are provisioned via contracted Advanced Life Support services.

As promised when third-party billing was approved, no Harvard resident has been asked to pay out-of-pocket for our services. The Ambulance Service participates in the Town's budgeting process, but draws funds exclusively from our prior-year billing revenues. Financially, the Service continues to run in the black. Billing income is used to entirely fund Ambulance operations; excess monies are set aside to substantially contribute to the ambulance's scheduled replacement at the end of its ten-year useful service life in FY2018. Achieving MassHealth provider status remains an opportunity to incrementally increase collections. Harvard Ambulance Service is grateful for donations from local philanthropic entities and citizens.

In summary, the Harvard Ambulance is buoyed by its recent collective accomplishments. As we begin our 45th year of service, we are committed to improvement in all facets of our operation. Our strategic priorities remain the same: recruiting and retaining qualified personnel, embodying fiscal responsibility, procuring and deploying new life-saving technology, expanding the Service in concert with Town growth, and developing effective public outreach.

If you are interested in learning life-saving skills and joining a motivated group of your neighbors, then consider enrolling now in our 2016 Driver and EMT certification classes. No prior medical experience is required. We respond to inquiries and accept new membership applications throughout the year. Please visit our website at www.HarvardEMS.org and contact us at Director@HarvardEMS.org.

Respectfully submitted,

Jason Cotting, NREMT
Co-Director, Harvard Ambulance Service
Service

Steven J. Beckman, M.D., EMT-B
Co-Director, Harvard Ambulance

Harvard Ambulance Service Roster: EMTs, Drivers and Administration

Isaac Abouaf	Amanda Accorsi	Lily Alfano	Olivia Alfano
Karen Andrews	Luca Basile	Madeline Beckman	Steven Beckman
Kaitlyn Bolduc	Don Boyce	Greta Bretz	Elizabeth Brew
John Breyer	Alex Calderwood	Grace Carlson	Arpita Chaudhuri
Heston Chipman	Zach Clements	Sophia Collins	Chris Connors
Jason Cotting	Laura Dzgoeva	Hannah Egan	Cindy Glade
Liz Goldsmith	Emma Hall	Steve Hierman	Adam Hughes

Harry Jacobson	Debi Keller	Alice Kennedy	Emma KennyPessia
Allan Kuong	Cindy Mahoney	Mitchell Mandozzi	Linda Mara
Nikki Margaretos	Larry Miller	Chris Mitchell	Judy Mitchell
Preeti Mostello	Ruth Myles	Mathias Nittmann	Emma Noyes
Kiley Nygren	Kat Oglesby	Joan Ojemann	George Orsula
James O'Shea	Samuel Potter	Sue Reedich	Samantha Rogers
Livie Rooney	Seth Saulnier	Bill Spacciapoli	Jennifer Specht
Will Stevenson	Bonnie Sweeney	Tom Tonge	Jake Turchetta
Julio Valladares	Beth Walker	Tania Ward	Kathy Waugh
Luke Wharton	Rob Williams	Benjamin Wilmot	



➤ ➤ ➤ FIRE DEPARTMENT ◀ ◀ ◀

The mission of the Harvard Fire Department is to save lives and to protect property from fire and other emergencies within the Town of Harvard through public education, code management, and incident response.

We are working hard to make sure this department keeps moving forward to be the best trained and prepared department we can be.



1. Firefighter Andrew Perry completed the 60 hour Fire Officer II class and will be taking the certification exam shortly.
2. Six of our veteran firefighters have been working very hard throughout the year to become National Pro Board Certified to the Firefighter I/II level. They have completed all necessary training and are going to be taking the written and practical exam in early 2016. This program is in addition to our normal monthly training sessions.
3. Firefighter Adam Hughes obtained his paramedic certification for his EMT.
4. Firefighter Bill Berthoud completed the 40 hour Public Fire and Life Safety Educator class and will be in charge our S.A.F.E. programs.
5. The Harvard Fire Department Firefighters attended 1026 hours of in-house training and 455 hours of outside of the department training.

In 2015, the Harvard Fire Department responded to 273 requests for emergency services and other assistance. This is up 5.5% from last year.

These responses included the following:

Ambulance assist	5	Automatic fire alarms	83
Motor Vehicle Accident	48	Motor Vehicle Fire	6
Brush Fire	26	Carbon Monoxide Alarm	18
Chimney Fire	2	HazMat	15
Mutual Aid Given	10	*Mutual Aid Received	0
Other	28	Rescue	2
Service Call	16	Structure Fire	14
<i>*not a response statistic</i>			

In 2015, there were 203 permits issued and 273 inspections completed.

Blasting	3
Dumpster	1
Fire Alarm	6
Labor Camp	2
Oil Burner Installation	24
Other	10
Propane Storage	39
Safety	4
Smoke & Carbon Monoxide	109
Sprinklers	5
Open Burning Permit	510
<i>*Open Burning Permits were activated 912 times</i>	

Revenue generated for Permits, Inspections and Fees: \$21,195

Last year during our annual preventative maintenance of our vehicles a 40” crack was found in the frame of our 1999 Pierce Engine 2. The Town voted to support the purchase of a new engine to replace this one. With this unplanned opportunity to replace Engine 2, we formed a committee to examine and reevaluate the entire philosophy of our department’s emergency response. Our conclusions led us to configure the replacement Engine 2 as our new front line attack engine. In doing so we are strengthening our capability to respond to a wider range of emergencies. The new Engine 2 will be able to carry 6 firefighters, 750 gallons of water, 20 gallons of pre-piped foam, a deck gun, 1,250 gpm pump, a full complement of rescue equipment (including extrication tools, rescue air bags, stabilization equipment) and significantly more equipment storage than the current Engine 2 and Engine 3. All this added capability has redefined the role of Engine 2 to be a true rescue pumper – a functional improvement that better prepares the Harvard Fire Department for challenges now and in the future.

The replacement of our twenty six year old tanker truck has been on the Capital plan to be replaced in FY16 and was voted on and approved this year. We had applied for a grant to replace this vehicle for the last three years and finally this year we were notified that we had made the cut and were on the list. It just depended on how many vehicle the grant was going to

fund and where we landed on the list. Unfortunately, the grant money ran out before our vehicle came up on the list. So we are proceeding to have the tanker replaced and we should be taking delivery of the new vehicle in 2016.

This year has been the year for vehicles for our department. Our department was presented with a very unique situation of being able to purchase the Towns very first aerial truck. With funds from a Towns trust fund and a \$5,000 donation from Rollstone Bank & Trust we were able to purchase the 75' Baker/Mack Aerialscope. The fire department personnel have put in numerous extra hours of training in order to become efficient with the operations of such a vehicle. This vehicle has already proven useful not only at a structure fire but also at stringing new lights on the Towns tree, maintaining the banner site and the fixing of two Towns flag poles. We are sure that this vehicle will continue to prove valuable to the Town of Harvard.

Firefighter Kerra Huchowski has decided to leave the department after nineteen years of service. Kerra was in charge of our S.A.F.E. program and did a great job of restoring the program to where it once was. We thank her for her years of service and wish her the best in all of her future endeavors.



SAFE program coordinator Kerra Huchowski and HES Assistant Principal Gretchen Henry with students.

It is with a heavy heart that we announce the retirement of our Deputy Chief Scot Nogler after twenty nine years of service to the Town, 19 of which he has been the Deputy. His family has been with the Harvard Fire Department for several generations including his grandfather Chief John Burdick and his son Shane who is currently on the department as a firefighter. He takes with him invaluable knowledge and leadership that will be hard to replicate. We wish him the very best of luck in the future and hopes he will be able to spend more quality time with his family.

Despite all of these challenges we are moving forward and are always looking for news way we can provide our services in most economical way. We always look for other funding opportunities and apply for any grants that become available. Every year we apply for the federal AFG (Assistance to Firefighters Grant) Grant and any other grants we find we are

eligible for. We will continue to explore and apply for any and all funding mechanisms we can find.

Grants received this calendar year are as follows:

2014 Volunteer Fire Assistance Grant (Forestry Personal Protection Gear)	\$2,000
2015 Emergency Management Preparedness Grant (Ventilation fan)	\$2,460
2014 S.A.F.E. Grant	\$4,237
2014 Senior S.A.F.E. Grant	\$2,716
Total	\$11,413

S.A.F.E.

We received a \$4,237 grant from the Commonwealth for our SAFE (Student Awareness of Fire Education) program for the 2015-2016 school year. We also received a \$2,460 grant from the Commonwealth for our Senior S.A.F.E. program. With these grants and the proceeds from the open burn permits, we will continue to teach fire and life safety to students at the Hildreth Elementary School in grades Pre-K through 5, students at the Bromfield School in grades 6-12 and to the seniors in our community.



We are committed to teaching about fire and life safety education as it is key to reducing injuries, fatalities from fire, reducing property loss, educating our community about the hazards associated with smoking, and promoting safe, healthy behaviors. In the past year we have taught fire and life safety skills to the community by teaching at the school, community functions and the Council on Aging. Firefighters attended the annual S.A.F.E. conference with members from the school and the Council on Aging. Firefighters also attended MFA training classes for both general fire safety education and the NFPA Remember When safety program for seniors.

It takes the support of the entire department to make this a successful program but special mention must be made to acknowledge the efforts of Chief Richard Sicard, Lt. Greg Harrod, Firefighters Andrew Perry, Duane Barber, Adam Hughes, Robert Curran, Shane Nogler, Ben Wilmot and retired Chief Peter Warren.

We also appreciate the cooperation and coordination we have had in working with both the schools and the Council on Aging.

Thank you for all your support!
Respectfully,
Bill Berthoud
S.A.F.E. Coordinator



Fire prevention is not just a week in October, it's every day!

EMERGENCY MANAGEMENT



One of the most important tools we have used during major emergencies is Blackboard Connect. With this tool we are able to communicate to the residents of the town anytime via telephone, email and SMS messages. But, you only receive these messages if you sign up for the service. If you have not already done so, we strongly encourage you to sign up for this. It is the best way we can provide you with the most current information during an emergency. To sign up please go the town's web page at <http://www.harvard.ma.us/Pages/index> and the Blackboard Connect icon is on the left hand side of the page. Also, if you are already signed up, please log into you profile to make sure that we have all of your current information.

C.E.R.T. PROGRAM

Harvard CERT Mission Statement: "The Harvard Community Response Team (CERT) program will train individuals in neighborhoods, business and industries in the emergency preparedness and basic disaster response techniques, thereby enabling them to prepare, as volunteers, to take an active role in providing critical support in a safe manner to emergency service personnel during emergencies/disaster. The Harvard CERT team will also be trained to be a valued resource of neighbors helping neighbors for non-emergency, routine special events."



This past year, we continued go to the Council of Aging lunches with information about Winter Storms, Tornadoes, and Emergency kits for work, home and pets and sheltering in place. We also assisted with the Flu Clinic at the Hildreth House this past fall. We have also been attending MEMA (Massachusetts Emergency Management Agency) meetings and training. In September, 2015 Barbara Hilton attended the Municipal and Emergency Management Shelter Training in Natick.

We also worked with the Fire Department and Harvard Board of Health in organizing and inventorying our available supplies and having everything in one place. The Fire Department donated a small trailer for the supplies.

Training for the Harvard CERT team will start in April 2015 so watch the news papers for signup information.

We would also like to thank Fire Chief Richard Sicard, Police Chief Edward Denmark, the Board of Selectmen and the Board of Health for their support and guidance.

Respectfully,

Patricia C. Natoli, CERT Manager

2015 HARVARD FIRE DEPARTMENT MEMBERS

Chief Richard Sicard, FF I/II, FO I/II, EMT

Deputy Chief Scot Nogler

Lieutenant Tony Shaw

Lieutenant Chuck Nigzus, FF I/II, FO I

Lieutenant Greg Harrod, FF I/II, EMT

FF Duane Barber

FF Bill Berthoud

FF Robert Curran, FF I/II

FF David Hazel

John Kenneally, FF I

FF Bill McElhaney

FF Shane Nogler, FF I/II

FF Andrew Perry, FF I/II, FO I/II, EMT-P

FF Ian Sears, FF I/II

FF Justin Warren, FF I/II

FF Benjamin Wilmot, FF I/II, EMT

and maintenance man Eddie Stoffel, who keeps the fire station clean and presentable.

FF Bill Barton

Probationary Zach Clements, EMT

FF Frank deBettencourt, FF I/II, EMT

FF Adam Hughes, FF I/II, EMT Probationary

FF Sean Kennefick, FF I/II, EMT

FF Paul Morris, FF I

FF Kerra Huchowski

FF Brian Perwak, FF I/II

FF Walter Shaw, FF I/II, EMT

Probationary Robert Williams

We would like to say thank you to Mrs. Patricia Shaw who continues to keep the fire station looking attractive with flowers and plantings. The department appreciates the support we receive from our citizens and we remain committed to making Harvard a pleasant and fire safe town to live, work and play in.

Respectfully,

Richard A. Sicard, Fire Chief



Harvard Fire Department hanging holiday lights on the town common tree.

➤ ➤ ➤ POLICE DEPARTMENT ◀ ◀ ◀

Operations

In 2015 the Harvard Police Department responded to 7,302 calls for service. That number does not include walk-in requests for service that were not logged through the Nashoba Valley Regional Dispatch Center for things like directions, key requests, or other general inquiries that were not crime related. We have estimated that we have an additional six walk-in inquiries per day, which puts our total calls for service around 9,400.



In the area of criminal activity, eighty-five (85) individuals were arrested or charged with crimes over the course of the year. Of the 330 crimes reported, the most prevalent were: identity fraud (29), larceny crimes (18), operating under the influence (14), and breaking & entering (11).

I am pleased to report that we saw a 60% reduction in larceny and a 47% reduction in breaking and entering crimes. Unfortunately, during this time period we did see a 141% increase in identity fraud cases. I suspect that as the use of the internet for commerce continues to grow, we will continue to see increases in online identity fraud.

Based on complaints lodged by residents, a major focus for the department last year was on traffic. Traffic enforcement remained relatively consistent compared to last year and we saw a reduction in traffic related accidents once again. In 2014, we had achieved a four-year low of seventy-eight (78) crashes. That number was reduced to sixty-one (61) crashes in 2015. Since the number of speed related complaints do not seem to match up with the consistent reduction in traffic crashes, we have embarked on a town wide traffic data collection project in order to try to identify areas of perceived excess speeds and/or dangerous conditions. While the quantitative data may not always show speed related issues in town, we recognize that qualitatively, as long as residents perceive dangerous speeds, we have an obligation to investigate. Our goal is to complete our traffic assessment in town by mid-summer this year and make recommendations for action shortly thereafter.

Training

All officers completed their mandatory forty-hour in-service training requirements and firearms qualifications. As part of the in-service mandate for the 2014-2015 training year, all officers are being required to take a course of study centered on fair and impartial policing and procedural justice. In today's climate, it is very important that officers understand the impact of implicit bias and procedural justice as they carry out their duties here in town. I was fortunate to have been afforded the opportunity to certify as one of the state-wide instructors in that curriculum and teach it several times per month at the regional academy. As the curriculum expands in the future, the staff here in Harvard will remain on the cutting edge of this training.

Last summer, the department participated in a regional active shooter drill on Devens with our partners from the Department of Defense, Massachusetts State Police, Ayer Police, Shirley Police, Groton Police, Lancaster Police, and Devens Fire. The drill enabled us to test our capabilities, on a regional level, to respond to an actual event. In all, solid coordination

between participating agencies resulted in a successful drill that highlighted a few areas where additional communication and training will enhance our capabilities even further.

Community Outreach

In 2015, we continued to build on our already solid foundation of community involvement with increased involvement in youth sports, the Council on Aging, support of scouting projects, and our cooperation with school administrators on several high profile incidents. I firmly believe that through our continued efforts, we have built strong relationships in town that help us to handle difficult situations swiftly, confidently, and most importantly, with a level of trust and confidentiality necessary to maintain public safety without unduly alarming the town at large. In light of recent workplace violence incidents nationwide, we conducted an emergency threat response training for the staff of the Harvard Public Library. While it is unfortunate that we have to consider such training, I believe it was beneficial and we look forward to working with them further to run drills in the upcoming year.

On a less serious note, last year brought us the first of what I hope to be an annual event: The Harvard Police/Harvard Fire Softball game. In 2015, the police department came out on top of a very close back and forth contest. It was a great event and we hope more of you will come out to enjoy the day this summer!

If you have any suggestions or requests for speaking engagements, or would like information regarding safety and crime prevention, please contact us at the police department. Thank you for another good year...as always, our door is open.

Personnel

Chief Edward D. Denmark	Municipal Svc. Assistant Patricia Natoli
Sgt. John Coates	Police Admin. Assistant Patricia Rouvel
Sgt. James Babu	Res. Ofc. John Dristilaris
Ofc. Scott Hughes	Res. Ofc. Nate Bowolick
Ofc. Daniele Fortunato	Res. Ofc. Edward Coffin
Ofc. Charles Genetti	Res. Ofc. Jason Smith
Ofc. Timothy Schaeffer	Res. Ofc. Nikki Fahlbeck
Ofc. Timothy Miner	Res. Ofc. Matthew Christy
	Res. Ofc. Nelson Perry

Respectfully,

Chief Edward D. Denmark



Records Analysis Report
01/01/2015 - 12/31/2015

01/14/2016

Offenses (In Arrests) By Age Group

	00-10	11-17	18-24	25-34	35-54	> 55	TOTALS
Murder And Nonnegligent Mansla							
Negligent Manslaughter							
Justifiable Homicide							
Kidnapping I Abduction							
Forcible Rape							
Forcible Sodomy							
Sexual Assault With An Object							
Forcible Fondling							
Robbery							
Aggravated Assault							
Simple Assault			1			1	2
Intimidation			1	1	1	2	6
Arson				1			
Extortion I Blackmail							
Burglary I Breaking And							
Enteri Pocket-Picking							
Purse-Snatching							
Shoplifting							
Theft From Building							
Theft From Coin-Operated Machi							
Theft From Motor Vehicle							
Theft Of Motor Vehicle Parts 0							
All Other Larceny				1			1
Motor Vehicle Theft					1		1
Counterfeiting I							
Forgery				3	1		4
Credit Card I Automatic Teller							
Impersonation							
Welfare Fraud							
Wire Fraud							
Embezzlement							
Stolen Property Offenses				2	3		5
Destruction I Damage I							
Vandalism Drug I Narcotic					2	1	3
Violations							
Drug Equipment Violations							
Incest							
Statutory Rape							
Pornography I Obscene							
Material Betting I Wagering							
Operating I Promoting I Assist							
Gambling Equipment Violations							
Sports Tampering							
Prostitution							
Assisting Or Promoting Prostit							
Purchasing Prostitution							
Bribery							
Weapon Law Violations							
Human Traffic-Commer. Sex Acts							
Human Traffic-Invol. Servitude							
Bad Checks				1			1
Curfew I Loitering I Vagrancy							
Disorderly Conduct							
Driving Under The Influence			5	5	3		13
Drunkenness			2		1		3
Family Offenses, Nonviolent							
Liquor Law Violations			1				1

Records Analysis Report
01/01/2015 - 12/31/2015

01/14/2016

Peeping Tom

Runaway

Trespass Of Real Property

All Other Offenses

Traffic, Town By-Law Offenses

TOTALS

	1				1
3	3	8	3		17
	6	10	9	2	27
4	20	31	24	6	85

01/14/2016

Offense Listing

01/01/2015 – 12/31/2015

Offenses (State Law) By Month

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTALS
ASSAULT BY MEANS OF A DANGEROUS	0	0	1	0	0	0	0	0	0	0	0	0	1
ASSAULT W/DANGEROUS WEAPON	0	0	0	0	1	0	0	0	0	0	0	0	1
Strangulation/Suffocation A&B	0	0	0	1	0	0	0	0	0	0	0	0	1
MURDER, ATTEMPTED	0	0	0	1	0	0	0	0	0	0	0	0	1
ASSAULT & BATTERY	1	0	0	0	0	0	0	0	0	0	0	0	1
A&B	0	0	0	0	0	0	0	0	0	1	0	0	1
DOMESTIC A&B	0	0	0	0	1	0	0	0	0	0	0	0	1
A&B ON POLICE OFFICER	0	0	0	1	0	0	0	0	0	0	0	0	1
A&B UPON AN ELDERLY/DISABLED P	2	0	0	0	0	0	0	0	0	0	0	0	2
Domestic A&B	0	0	1	0	0	0	0	0	0	0	0	0	1
DOMESTIC ASSAULT	0	1	0	1	0	0	0	0	0	0	0	1	3
DOMESTIC ASSAULT & BATTERY	0	0	0	0	0	0	0	0	1	0	0	0	1
RESIST ARREST	0	0	0	1	0	0	0	0	0	0	0	0	1
STALKING	0	0	0	0	0	0	0	0	0	1	0	0	1
WITNESS, INTIMIDATE	0	1	0	0	0	0	1	0	0	0	0	0	2
THREAT TO COMMIT CRIME	1	0	0	1	0	0	0	0	0	1	0	0	3
BURN PUBLIC BUILDING - SCHOOL	0	0	0	0	0	0	0	0	0	0	1	0	1
ARSON OF PERSONAL PROPERTY	0	0	0	0	0	0	0	0	1	0	0	0	1
BURN BUILDING, ATTEMPT TO	0	0	0	0	0	0	1	0	0	0	0	0	1
BURN PUBLIC BUILDING, ATTEMPT	0	0	0	0	0	0	0	0	0	0	1	0	1
B&E BUILDING NIGHTTIME FOR FEL	0	0	0	0	0	0	2	2	1	0	0	0	5
B&E FOR MISDEMEANOR	0	0	0	0	0	0	0	0	0	1	0	0	1
B&E BUILDING DAYTIME FOR FELON	0	0	0	1	0	1	1	0	1	1	0	0	5
LARCENY FROM BUILDING	0	0	0	0	0	1	1	0	0	0	0	0	2
LARCENY OVER \$250	0	0	0	0	0	1	0	0	0	0	0	0	1
LARCENY UNDER \$250	0	0	0	0	0	0	0	0	1	0	0	0	1
LARCENY OVER \$250	0	0	0	1	0	0	1	0	1	3	0	0	6
LARCENY UNDER \$250	0	0	0	1	0	0	0	0	1	0	0	0	2
LARCENY FROM PERSON	0	0	0	1	0	0	0	0	0	0	0	0	1
LARCENY FROM BUILDING	1	0	0	0	0	2	0	0	0	0	0	0	3
LARCENY OVER \$250	0	0	0	0	0	0	0	0	0	1	0	0	1
LARCENY UNDER \$250	0	0	0	0	0	0	0	0	0	1	0	0	1
B&E VEHICLE/BOAT NIGHTTIME FOR	0	0	0	0	0	0	0	1	0	0	0	0	1
LARCENY OVER \$250	1	0	0	0	0	0	0	1	1	1	1	1	6
LARCENY UNDER \$250	2	0	0	0	0	1	1	0	0	0	0	0	4
MOTOR VEH, LARCENY OF - TRAILER	0	0	0	0	0	0	1	0	0	0	0	0	1
MOTOR VEH, LARCENY OF, SUBSQ.O	0	0	0	0	0	0	1	0	0	0	0	0	1
MOTOR VEH, RECEIVE STOLEN	0	0	0	0	0	0	1	0	0	0	0	0	1
FORGERY OF CHECK	0	0	0	0	1	0	0	0	0	0	0	0	1
FORGERY OF DOCUMENT	0	0	0	0	0	0	0	0	0	0	0	1	1

01/14/2016

Offense Listing

01/01/2015 – 12/31/2015

UTTER FALSE CHECK	0	0	0	0	1	0	0	0	0	0	0	0	1
LARCENY UNDER \$250	0	0	0	0	0	0	0	0	0	1	0	0	1
ATTEMPT LARCENY OVER \$250 FROM	0	0	0	0	0	0	0	0	0	1	0	0	1
LARCENY OVER 2U FROM +60/DIS	0	0	0	0	0	1	0	0	0	0	0	0	1
LARCENY OVER \$250 FROM PERSON	0	0	0	0	0	0	1	0	0	0	0	0	1
LARCENY OVER \$250 BY FALSE PRE	0	1	0	0	1	1	0	0	0	1	1	0	5
LARCENY UNDER \$250 BY FALSE PR	0	2	0	0	0	0	0	0	0	0	0	1	3
CREDIT CARD FRAUD UNDER \$250	0	1	0	0	0	0	0	0	0	1	0	0	2
IDENTITY FRAUD	0	0	4	15	1	2	1	0	1	2	1	2	29
RECEIVE STOLEN PROPERTY +\$250	2	0	0	0	0	0	0	0	0	0	0	0	2
RECEIVE STOLEN PROPERTY -\$250	4	0	0	0	0	0	0	0	0	0	0	0	4
DEFACE PROPERTY	0	0	0	0	0	0	0	0	1	0	0	0	1
PROPERTY REAL/PERSONAL INTENTI	0	0	0	0	1	0	2	2	1	2	3	0	11
TAGGING PROPERTY	1	0	0	0	0	0	0	0	0	0	0	0	1
DESTRUCTION OF PROPERTY +\$250 ,	0	0	1	1	0	0	2	0	2	1	0	0	7
DESTRUCTION OF PROPERTY +\$250 ,	0	0	0	0	0	0	0	5	0	0	0	0	5
DESTRUCTION OF PROPERTY -\$250 ,	0	0	0	0	0	1	1	0	1	0	0	2	5
DESTRUCTION OF PROPERTY -\$250 ,	0	0	0	0	0	0	0	0	0	1	0	0	1
SCHOOL, VANDALIZE	0	0	0	0	0	0	0	0	0	0	1	0	1
FIRE CALL BOX, TAMPER WITH	0	1	0	0	0	0	0	0	0	0	0	0	1
DRUG, POSSESS TO DISTRIB CLASS	1	0	0	0	0	0	0	0	0	0	0	0	1
DRUG, UNLAWFUL CULTIVATION CLA	1	0	0	0	0	0	0	0	0	0	0	0	1
HEROIN/MORPHINE/OPIUM, TRAFFIC	0	0	0	0	0	0	1	0	0	0	0	0	1
DANGEROUS WEAPON, CARRY, 2ND 0	0	0	0	1	0	0	0	0	0	0	0	0	1
LARCENY BY CHECK OVER \$250	0	0	0	0	1	0	0	0	0	0	0	0	1
DISORDERLY CONDUCT	0	0	1	1	0	0	0	0	1	0	0	0	3
DISTURBING THE PEACE	0	0	0	0	1	0	0	0	1	0	0	0	2
OUI DRUGS	0	0	0	0	0	1	0	0	0	0	0	1	2
OUI LIQUOR	0	3	0	1	2	0	0	0	2	0	1	1	10
OUI LIQUOR, 2ND OFFENSE	0	0	0	0	0	0	1	0	0	0	0	0	1
OUI LIQUOR, 3RD OFFENSE	0	0	0	0	0	0	0	0	1	0	0	0	1
PROTECTIVE CUSTODY	0	1	0	0	0	0	0	0	1	0	0	0	2
LIQUOR TO PERSON UNDER 21, SEL	0	0	0	0	0	0	0	0	0	0	0	1	1
LIQUOR, PERSON UNDER 21 POSSES	0	0	0	0	0	1	0	0	0	0	0	0	1
ALCOHOL IN MV, POSSESS OPEN CO	0	1	0	1	0	0	0	0	0	0	0	0	2
TRESPASS	0	0	0	0	0	1	0	0	1	0	0	0	2
VANDELIZE PROPERTY	1	0	0	0	0	0	0	0	0	0	0	0	1
MINOR TRANSPORTING	0	0	0	1	0	0	0	0	1	0	0	0	2
RAILROAD TRACK, WALK/RIDE ON	0	0	0	0	0	1	1	0	0	0	0	0	2
DOMESTIC A&B	0	0	0	0	0	0	0	0	0	0	1	0	1
ASSAULT & BATTERY	0	0	0	1	0	0	0	0	0	0	0	0	1
DOMESTIC ASSAULT	0	0	0	0	0	0	0	0	1	0	0	0	1
DOMESTIC ASSAULT & BATTERY	0	0	0	0	0	0	1	0	1	1	1	0	4
PUBLIC WAY, THROW OBJECT ON	0	0	1	0	0	0	0	0	0	0	0	0	1

01/14/2016

Offense Listing

01/01/2015 – 12/31/2015

HARASSMENT, CRIMINAL	0	0	0	0	0	1	0	0	0	2	0	0	3
TRESPASS, PRIVATE PROPERTY	0	0	0	0	0	0	1	1	0	0	0	0	2
COMPUTER SYSTEM, UNAUTHORIZED	0	0	0	0	1	0	0	0	0	0	0	0	1
CRIMINAL HARRASEMENT	0	0	0	0	0	0	1	0	0	0	0	0	1
ACCESSORY BEFORE THE FACT	0	0	0	0	1	0	0	0	0	0	0	0	1
ATTEMPT TO COMMIT CRIME	0	1	0	0	0	0	0	1	0	0	0	0	2
ATTEMPT TO COMMIT CRIME (B&E N	0	0	0	0	1	0	0	0	0	0	0	0	1
CONSPIRACY	0	0	0	0	1	0	0	0	0	0	0	0	1
TOWN BY-LAW. OPEN CONTAINER OF	0	0	0	0	0	0	0	1	0	0	0	0	1
BROKEN GLASS OR JAGGED EDGESO	0	0	0	0	1	0	0	0	0	0	0	0	1
FOLLOWING TOO CLOSE	0	0	0	0	0	0	0	0	1	0	0	0	1
JUNIOR OPERATOR OP 12-5 AM W/O	0	0	1	0	0	0	0	0	0	0	0	0	1
LICENSE REVOKED	0	0	1	0	0	0	0	0	1	0	0	0	2
USE MV WITHOUT AUTHORITY, 2ND	0	0	0	0	0	0	1	0	0	0	0	0	1
NEGILGENT OPERATION OF MOTOR V	0	2	0	0	0	0	0	0	1	0	1	0	4
JUNIOR OPERATOR PASS RESTRICTI	0	0	1	0	0	0	0	0	0	0	0	0	1
ILL USE OF MOBILE PHONE	0	0	1	0	0	0	0	0	0	0	0	0	1
PROBATION WARRANT	0	0	0	0	0	1	0	0	0	0	0	0	1
Straight Warrant	0	0	0	2	0	1	0	0	1	1	0	0	5
DEFAULT WARRANT	0	0	0	0	0	0	0	0	0	1	0	0	1
OBSTRUCTING THE FLOW OF TRAFFI	0	0	0	0	0	0	0	0	1	0	0	0	1
FAILURE TO USE CARE/STOPPING	0	0	0	1	0	0	0	0	0	0	0	0	1
KEEP RIGHT FOR ONCOMING MV, FA	0	0	0	0	0	1	0	0	0	0	0	0	1
KEEP RIGHT OBSTRUCTED VIEW, FL	0	0	0	0	0	0	0	0	1	0	0	0	1
KEEP RIGHT ON HILL/OBSTRUCTED	0	0	0	0	0	0	0	0	1	0	0	0	1
MARKED LANES VIOLATION	0	1	0	0	0	1	0	0	4	1	2	2	11
RIGHT LANE, FAIL DRIVE IN	0	1	0	0	0	0	0	0	1	0	1	0	3
ONE WAY VIOLATION	1	0	0	0	0	0	0	0	0	0	0	0	1
STOP/YIELD, FAIL TO	0	0	0	0	1	0	0	0	1	0	0	0	2
UNLICENSED OPERATION OF MV	0	0	3	0	1	0	0	0	1	2	2	0	9
LICENSE NOT IN POSSESSION	0	0	0	0	0	0	0	0	1	0	0	0	1
ALLOW UNLICENSED OPERATION OF	0	0	0	0	0	0	0	0	1	0	0	0	1
SIGNAL, FAIL TO	0	0	0	0	0	0	0	0	0	0	0	1	1
OPERATION OF MOTOR VEHICLE, IM	0	0	1	0	0	0	0	0	0	0	0	0	1
SPEEDING	0	1	1	0	1	0	0	0	2	0	3	0	8
SPEEDING 55 IN 20 POSTED/RADAR	0	0	0	0	0	0	0	0	1	0	0	0	1
SPEEDING IN VIOL SPECIAL REGUL	0	0	1	0	0	0	0	0	1	2	0	0	4
INSPECTION/STICKER, NO	0	0	0	0	1	0	0	0	2	2	0	0	5
LICENSE SUSPENDED, OP MV WITH	1	1	0	0	0	1	0	0	3	1	1	1	9
LICENSE SUSPENDED, OP MV WITH,	0	0	0	0	0	0	0	0	0	1	0	1	2
NUMBER PLATE VIOLATION TO CONC	0	0	0	0	0	0	0	0	1	0	0	0	1
REGISTRATION REVOKED, OP MV. W	2	0	2	0	0	0	0	0	0	0	0	0	4
LEAVE SCENE OF PROPERTY DAMAGE	0	0	0	0	0	1	0	0	1	2	1	0	5
NEGLIGENT OPERATION OF MOTOR V	0	1	1	0	1	1	0	0	3	0	1	2	10

Harvard Police Department
From: 01/01/2015 Thru: 12/31/2015

Accidents By Street Name

<u>Street /Location Names</u>	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTALS
AYER RD	1		6	1	4	1	1	1	0	2	3	3	27
BOLTON RD	0	1	1	0	0	0	0	0	1	0	0	0	3
BROWN RD	0	0	1	0	0	0	0	0	0	0	0	0	1
EAST BARE HILL RD	0	0	1	0	0	0	0	0	0	0	0	0	1
ELM ST	0	0	0	0	0	0	0	1	0	0	0	0	1
FAIRBANKS ST EXT	0	0	0	0	0	0	0	0	0	0	1	0	1
FORT POND RD	0	1	0	0	0	0	0	0	0	0	0	0	1
HILLCREST DR	0	0	0	0	0	1	0	0	0	0	0	0	1
LITTLETON COUNTY RD	0	0	0	1	0	0	0	0	0	0	1	0	2
LITTLETON RD	0	0	0	0	0	0	0	0	0	0	0	1	1
MADIGAN LN	0	0	0	0	0	0	1	0	0	0	0	0	1
MASS AVE	1	1	1	0	0	0	0	0	0	1	1	1	6
OLD LITTLETON RD	0	1	0	0	0	1	0	0	0	0	0	0	2
OLD SHIRLEY RD	0	0	0	0	1	0	0	0	0	0	0	0	1
PINNACLE RD	0	0	0	0	0	0	0	0	0	0	1	0	1
SHAKER RD	0	0	0	0	0	0	0	0	0	0	0	1	1
SLOUGH RD	0	0	1	0	0	0	0	0	0	0	0	0	1
SOUTH SHAKER RD	0	0	0	0	1	0	0	0	0	0	0	0	1
STILL RIVER RD	0	1	0	1	0	0	0	0	0	0	0	0	2
STOW RD	0	0	0	0	1	0	0	0	0	0	0	1	2
TAHANTO TRL	0	0	0	0	0	0	0	0	1	0	0	0	1
WEST BARE HILL RD	1	0	0	0	0	0	0	0	0	0	0	0	1
WOODCHUCK HILL RD	0	0	0	0	0	0	1	0	0	0	0	0	1
WOODSIDE RD	0	0	0	0	0	0	0	0	1	0	0	0	1
TOTALS	3	9	11	3	7	3	3	2	3	3	7	7	61

EDUCATION

*Superintendent of Schools, School Administrators, School Committee,
School Nurse, Pupil Services, Community Education, Monty Tech*

➤ ➤ ➤ SUPERINTENDENT OF SCHOOLS < < <

It is an honor to share with you how we continue to use our Vision Statement to guide our decisions in the district: *The Harvard Schools, a leader in educational excellence, guides each student to realize his or her highest potential by balancing academic achievement with personal well-being in the pursuit of individual dreams. The students engage in learning how to access and apply knowledge, think critically and creatively and communicate effectively. They continue to develop the confidence and ability to collaborate, contribute and adapt in an ever-changing world.*



We continue to offer a high quality academic environment that enables students to gain the valuable knowledge needed to pursue their choice of further education after graduation. Graduates from the class of 2015 entered state universities, private schools, Ivy League colleges, service academies, or chose to gain life experience before continuing their studies. School Counselors partner with students and families throughout their years at Bromfield to ensure that the classes students select open opportunities, match their interests, and provide appropriate challenges. We are more conscious than ever that while guiding students to pursue academic achievement, we must also guide them to create a balance between academic achievement and personal well-being.

Both schools, now more than ever, actively focus on areas of personal well-being. A new program allows students at Hildreth Elementary School to volunteer to become fitness leaders. This motivated group of student leaders collaborates with Mrs. Kelley to create movement videos and dance routines that are then shared in classrooms and at assemblies. On a recent visit to a third grade classroom, I saw students participating in a planned movement activity to stimulate their thinking, have fun, and gain other benefits from exercise. These five to ten minute movement-breaks inserted into the academics provide the stimulation students need to maintain their focus and attention. We intentionally focus on the well-being of students throughout their school day as evidenced by the healthy school lunch program. The lunch program includes many offerings of fresh fruits and vegetables and homemade meals.

Students at Bromfield also eat healthy offerings from the school lunch program. The Chef began “meatless Mondays” which have proven popular and encourage the cooking staff to explore a variety of new recipes. Our middle and high school students benefit from several new elective offerings including personal fitness and yoga. The popularity of the personal fitness course this year led the administration to request new equipment for next year. While increasing the in-school offerings, students also use after school activities to increase the balance in their lives. Our athletic teams, wide variety of clubs, and drama productions provide

a myriad of ways for students to participate in the Harvard Public Schools and pursue their individual dreams.

Another decision based on the Vision Statement has been providing students with increased opportunities to collaborate and create using technology. This year we expanded our 1:World initiative to include both 5th and 6th graders. We provided iPads for school and home use, provided professional development for teachers to expand the use of the tool in their instruction, and evaluated the impact. The positive impacts led us to seek funding to expand the lease program again next year to include 7th and 8th graders in the 1:World program. The ready access to research, world connections, and collaboration tools expand the possibilities for learning within the classroom and beyond. We are preparing students to adapt in an ever-changing world.

Further improvements in the district included the physical environment and the infrastructures supporting the environment. The walkway into The Bromfield School underwent a large capital improvement. The project included walkways, curbing, paving, signage, concrete, and plantings. The end result is a welcoming, attractive entrance that greets students, faculty, and visitors as they arrive to the school. The Hildreth Elementary School added large letters of the school name to brighten their entryway. Meanwhile we await information about the K-Wing construction project from the funding sources of the Massachusetts State Building Authority and the Harvard Town Meeting. Improvements to the infrastructure included the switch over from cable Internet to fiber Internet, a new phone system, and virtual servers.

To strengthen our district capacity and collaboration, a group of 30 teacher leaders meets every month to learn, vision, and problem solve together. We also held our second annual summer retreat that allowed us time to explore issues at a deeper level and plan for district improvement. An area of focus for this group has been the development of our web-based curriculum mapping. This new mapping tool enables us to more easily access our curriculum and make updates as needed. Instead of individual teachers holding onto the curriculum for their classes, the web-based tool encourages collaboration and sharing. Our district has access to curriculums from other districts in MA and worldwide. The web-based tool helps teachers and administrators cross reference the MA Common Core Standards, frameworks, and national standards and the tool holds links, documents, and assessments. The curriculum is now easily accessible by all teachers across the district.

These district changes and improvements require the support of the School Committee, students, parents, other community members, principals, teachers, and staff. By partnering together we will continue to keep Harvard Public Schools a leader in educational excellence for current and future generations of students.

Respectfully submitted,

Dr. Linda G. Dwight
Superintendent of Schools



➤ ➤ ➤ HARVARD ELEMENTARY SCHOOL ◀ ◀ ◀

It is an honor to submit the Annual Report as the Principal of the Hildreth Elementary School. I'd like to begin by thanking the school's faculty, district administration, the parents and community of Harvard for their continued support and commitment to the education of the wonderful students of Hildreth.

Hildreth Elementary School continues to provide high quality learning for students in a safe and nurturing environment. Evidence of this comes from many sources. Our most recent MCAS results indicate that an overwhelming majority of students in 3rd-5th grade continue to place in the advanced and proficient categories for English Language Arts, Math, and Science. We are in the second year of the technology 1: World Pilot Program in 5th grade. All students in 5th grade received iPads, and teachers are integrating technology in order to enhance the students' ability to access knowledge, think creatively, and collaborate. With the support of the Parent Teacher Organization and the Harvard Schools Trust, students continue to participate in enrichment programs that enhance their learning. The following is only a small sample of the unique type of programs that our students experience: Blandings Turtle Project (5th grade), Wolf Hollow (4th grade), Cartography (3rd grade), Native American Perspectives (2nd grade), Butterfly Museum (1st grade), and The Acton Discovery Museum (Kindergarten).

More intangible to measure, but equally important, is the sense of community we try to instill in our students. 5th grade peer leaders, Husky patrol, and fitness leaders support a variety of activities within the school. Events such as the whole school sing-a-long, assemblies, and spirit days bring us together for some fun and community building. This year we have begun to implement our Hildreth Husky Pawsitive Behavior Expectations. This program focuses on reinforcing safe, respectful, and responsible behavior. This is the first year for a 5th grade Enrichment Program. Students in 5th grade have the opportunity to sign up for enrichment experiences in the areas of art, music, health, and P.E. during their recess time.

In addition to instilling a sense of community within our school walls, is the practice of partnering with the community at-large. We have a whole school recycling program that all students are involved in. The 5th grade Peer Leaders sponsor a pajama drive, and we support the Bromfield Cares coat drive and The Giving Tree. Each year we take time to honor our Veterans at a school wide assembly. This October we supported a group of parents and students in their efforts to collect money for UNICEF. Parent Volunteers help provide support for activities during the year such as 3rd grade bread making, Mystery Readers, field trips, and Field Day. We have updated our website and created a Twitter account (@HildrethHarvard) as ways to further enhance communication.

We continue to implement the Department of Elementary and Secondary Education initiatives, such as District Determined Measures, MCAS 2.0, and Sheltered English Immersion {SEI} education. The Hildreth School Council has created a School Improvement Plan based on both state and district initiatives. A copy of this plan can be found on our school website. Included in this plan is a focus area of maintaining and increasing parent and community involvement. We utilize the scheduled early release days to provide time for collaboration and planning for all of the initiatives.

Due to the retirements of several of our veteran faculty last year, we welcomed several new teachers and staff to the Hildreth Elementary School. This included welcoming our new Associate Principal, Josh Myler. This mix of new and veteran educators has served to strengthen our school community as we share our knowledge and learn from each other.

As we look ahead to the coming years, the School Committee will continue to explore the possibility of a building project that would involve the construction of a new kindergarten wing. We are committed to implementing and expanding the use of technology as well as supporting the school improvement plan and state initiatives. Working collaboratively with Superintendent Dr. Linda Dwight, we will continue to move forward to ensure Hildreth Elementary School maintains its commitment to foster a positive and nurturing learning environment for all of our students.

Respectfully Submitted,

Sue Frederick, Principal, Hildreth Elementary School



➤ ➤ ➤ **BROMFIELD SCHOOL** ◀ ◀ ◀

In June of 2015, The Bromfield School graduated a class of 111 students. We are proud of all of their accomplishments, both academically and in their contributions to our school community.

This fall, The Bromfield School welcomed a sixth grade class of 98 students. The current enrollment at The Bromfield School is 708 students in grades 6 – 12. The sixth grade students that joined The Bromfield School this year brought with them an expansion of the district's One to World technology initiative, which now provides an iPad to each student in Grades 5 and 6. This initiative allows teachers and students the opportunity to teach and learn in a state of the art setting. We look forward to the further expansion of this technology integration program in the years to come.

The 2015-2016 school year also brought a number of major changes and upgrades to our school. During the summer of 2015, the district transitioned to a new student information system, Powerschool, which is a significant upgrade from the previous system. There was a new phone system installed throughout the district, and we transitioned to a new web host, which allowed us to unify and upgrade our district's and our school's web presence. In addition, I am pleased to report that the major renovation to the main entrance was completed this past summer. The front of our building looks more beautiful and is safer than ever before. Also, the building now proudly displays The Bromfield School name, a gift of the Classes of 2013 and 2015.

This past year has been a remarkable one for The Bromfield School with positive additions to both our course offerings and our faculty. The Bromfield School's program of studies was expanded with the addition of five new courses for the 2015-2016 school year. Three of the new courses are designed to enhance and support our wellness requirement, while a fourth course allows our students the ability to learn and work with the television production equipment available in the HCTV area. A fifth course provides an additional elective option for our middle school students. The new courses offered this year are 'Yoga', 'Personal Fitness', 'Sports Intensive Physical Education', 'Television Production', and 'Middle School Introduction to Theater.' Once again this past year we had a beloved faculty member retire from The Bromfield School, and I am pleased to report that we have been very successful in hiring a number of outstanding professionals to help us maintain the high quality of instruction taking place at Bromfield.

During 2015, Bromfield students once again received statewide recognition for their achievements in academic and extracurricular realms. Bromfield student performance on the state-wide assessment (MCAS) continues to lead the state, with 100% of the Class of 2017 scoring in the Advanced and Proficient range in English Language Arts. Scores on the Mathematics subtests were also impressive with 98% of the Class of 2017 scoring in the Advanced and Proficient range. Bromfield students continue to excel with average SAT scores well above the state and national averages. Student participation in Advanced Placement courses and their performance on AP exams continue to be outstanding. Bromfield continues to be recognized as one of the top public schools in both the state and the nation. In 2015, The Bromfield School fielded a number of very competitive athletic teams with the girls' outdoor track team winning the league and district title, and the boys' soccer team winning the league and district. The Bromfield-AB Rowing Team sent a number of rowers from Bromfield to compete at the national competitions, with the boys' four winning the national title. The Bromfield School students continue to achieve excellence in a variety of other academic and extra-curricular areas, receiving top honors in the New England Math League and consistent recognition in voice, band, drama, and art competitions, as well as athletic events. Students have also been active in school organizations including the National Honor Society (NHS), Student Council, Model UN, The Gay/Straight Alliance, Yearbook, The Green Team, World of Difference, Math Team, Art Club, The Mirror, Academic Bowl, SADD, The Bromfield Review, Youth and Government, Television Production Club, Yoga Club, Video Club, Feminist Club, Strategy Games Club, Tri-M Music Honor Society, Bromfield Cares, the Economics Club, the Creative Writing Club, the Film Club, the Business Professionals of America, the Chess Club, and the Rubik's Cube Club.

I am proud to serve as principal of The Bromfield School. The sense of community that exists within our building and our district plays a major role in the success of our students and our school. This spirit of cooperation, along with the commitment and hard work of our dedicated teachers, students, and administration, continue to make The Bromfield School a source of pride for our community.

Respectfully submitted,

James F. O'Shea, Principal, Bromfield School

➤ ➤ ➤ **SCHOOL COMMITTEE** ◀ ◀ ◀

The School Committee is guided by the following vision and mission statements, adopted in 2014:

Vision: The Harvard Public Schools community, a leader in educational excellence, guides each student to realize his or her highest potential by balancing academic achievement with personal well-being in the pursuit of individual dreams. The students engage in learning how to access and apply knowledge, think critically and creatively, and communicate effectively. They continue to develop the confidence and ability to collaborate, contribute, and adapt in an ever-changing world.

Mission: Our mission is to provide an outstanding educational experience for all students and to help them develop curiosity, perseverance, and social responsibility.

The School Committee has the following responsibilities:

1. **Legislative or Policy Making.** The Committee is responsible for the development of policy as guides for administrative action and for employing a Superintendent who will implement its policies.
2. **Appraisal.** The Committee is responsible for evaluating the effectiveness of its policies and their implementation.
3. **Provision of Financial Resources.** The Committee is responsible for adoption of a budget that will enable the school system to carry out the committee's policies.
4. **Public Relations.** The Committee is responsible for providing adequate and direct means for keeping the local citizenry informed about the schools and for keeping itself and the school staff informed about the needs and wishes of the public.
5. **Educational Planning and Evaluation.** The Committee is responsible for establishing educational objectives that will guide the committee and the staff goals and working together for the continuing improvement of the educational program.

The School Committee typically meets on the second and fourth Monday evenings of a given month. A meeting schedule and agenda is available on the town website at least 48 hours in advance, and meetings are usually televised on the local cable access channel. The public is encouraged to attend and participate. Open meeting time is provided at regularly scheduled meetings for public input, questions, and comments.

Harvard Public Schools have been cited for excellence and for the accomplishments of its students and staff. These accolades would not be possible without the talent and hard work of the schools' administration; teachers and staff at all levels; Bromfield and HES School Councils; and the support of the community at large. Dr. Linda Dwight entered her second year as our superintendent of schools, demonstrating dynamic leadership and vision.

The School Committee took on the following goals for 2016:

1. To upgrade the furniture and cabinetry in the science labs to enable safe, efficient, and flexible classroom use
2. To develop a metric for school leadership and management that broadly assesses student participation and achievement
3. To reduce the financial demands on Harvard schools' families by eliminating or reducing athletic fees, bus fees, and/or kindergarten tuition.

Progress on these goals and on the District Improvement Plans is part of the school committee agendas throughout the year. Determining a plan for the use and/or disposition of the Bromfield House remains an outstanding goal from last year. As of January 2016, possibilities being considered include an addition to the back of the Bromfield House while making ADA-required renovations to the first floor, upgrading and renovating the entire building, or selling the Bromfield House and relocating the school administration elsewhere. Once a course of action has been agreed to and endorsed by other town officials, boards and/or community members this goal will be reprioritized.

Dr. Dwight submitted a Statement of Intent to the Massachusetts School Building Authority in April as the first phase in our application for funds for a new Kindergarten Wing at HES. A well-known, but contained mold hazard has prevented simple maintenance and upgrades. If state aid is approved the School Committee will take a request to the town for approval to fund this much-needed project. Representatives of the MSBA toured the school at length in the early fall and met with administrators. If the project is approved by the MSBA in January 2016, the School Committee will move forward with a request to the town at ATM 2016 to fund the feasibility study conducted in partnership with MSBA, anticipated to begin in the fall of 2016 and take about a year to complete. If all goes as planned, the School Committee will return to ATM in 2018 with a finalized plan and request for funding. Construction would thus begin during the summer/fall of 2018. At various times during this process the School Committee will seek to know townspeople's opinions through public input sessions and other forms of community outreach.

The One-to-World technology plan continued out of its pilot year into its second academic year in the fall of 2015. Students, parents, and teachers helped assess the success of the program's first year. Both fifth and sixth graders and their teachers are now equipped with iPads. We are grateful to Chris Boyle (IT Director) and the teachers who took on this significant challenge. Plans for 2016/17 include the continued use of iPads in grades 5-7, with the introduction of laptops for 8th graders. The school district began using a new data management system called PowerSchool that will allow for streamlined communication and data management. Both schools debuted new and improved websites for the new school year; they can be easily located on the district's website: <http://www.psharvard.org>.

A new Athletic Advisory Committee, comprised of administrators, coaches, and parents, began meeting regularly in 2015 and set themselves a number of crucial goals, including field conditions, user fees, and 6th grade sports. Their concerns about coaches' salaries and user fees were presented to the School Committee with a potential solution in the fall.

Fiscal year 2016 included many noteworthy projects. The enhanced entrance and sidewalk at Bromfield are long-awaited and have made a big impact when approaching the school in terms of aesthetics and safety. Other school improvement and maintenance projects include virtual servers for the school's technological needs; a new phone system that brings important safety features to the schools; updated bathrooms at HES; safety mats in the HES gymnasium; and new textbooks and curriculum materials. While the majority of Devens funds is used to offset teachers' salaries, the School Committee has also made a commitment to use these funds towards recent technological purchases and upgrades. Harvard's per-pupil cost for FY16 was \$15,523, which is about 6.9% higher than the Massachusetts state average of \$14,518 (for FY14). It is noteworthy that Harvard is ranked one of the best public school district's in the state and yet has a per-pupil cost close to the state average. The School Committee along with the school administration is committed to continuing our exceptional educational achievement while managing prudently and with care Harvard's financial resources.

With the support, expertise, and stewardship of Dr. Dwight and Harvard's School Business Manager, Lorraine Leonard, the School Committee developed and approved the final FY17 school budget to be presented at the April 5, 2016 Town Meeting. The School Committee's final budget submitted to the Finance Committee for approval for FY17 totaled \$12,582,636, a 2.51% (\$308,031) increase above the \$12,274,605 FY16 school budget.

The School Committee says farewell to Tom Reynolds, Denise Keating, and Janet Lombard, staff members who will be retiring at the end of this school year. We thank them for their service and wish each one of them the very best.

We continue to be deeply grateful to the dedicated staff to be found throughout the Harvard Public Schools and realize that their efforts, combined with the generous support of Harvard's parents and community, are what make our schools vibrant and successful. Your input and feedback are always welcome- at our meetings or individually. Our contact information is posted on the district's website.

Respectfully submitted,

SusanMary Redinger, Chair
Nancy Lancellotti
Kirsten Wright

Jennifer Bedford, Vice Chair
Mary Traphagen
Maureen Babcock, Devens Representative



School Page



First day of school



Science Fair



Fun Fair



Cultures

➤ ➤ ➤ **SCHOOL NURSE** ⏪ ⏪ ⏪

Our mission in School Health at the Harvard Public Schools is to provide health services that assist each student to reach their full educational and physical potential. The program is dedicated to the promotion and maintenance of the health and wellness of the entire school community.

Throughout the year, the nursing staff attended several continuing education opportunities and trainings. We also take part in training others within the district. Once a year, CPR/AED training is held at Hildreth Elementary School (HES) for staff members of the district. Within the classroom, HES students have participated in proper hand washing presentations, allergy education classes, and worked with the nursing staff on the Children's Garden. The Bromfield School (TBS) nurses along with SADD arranged for the 11th and 12th grade students to experience the texting while driving simulator. Approximately 120 students and a few staff members found out firsthand the dangers of texting while driving.

The nursing department is a recipient of the Essential School Health Grant from the Massachusetts Department of Public Health (MDPH). Harvard is partnered with the Hudson Public Schools. The grant funds are to be used for equipment, education, and new staffing in the health office. Our goals for funding this year is to replace assessment equipment and to pay for assistance with our mandated health screenings.

At HES and TBS the nurses see students and staff members in the health office for a variety of different reasons. These include health, injury, and psychosocial issues to name a few. In 2016, there were:

School	Students	Staff	Total
HES	3,476	43	3,519
Bromfield	5,893	133	6,026
Total	9,369	176	9,545

All medications given in the schools were administered in accordance with the General Laws of the Commonwealth of Massachusetts and with the consent of the parent or legal guardian. All our over the counter medication orders are reviewed and approved by our school physician. In 2016, 6,000+ medication administrations (prescription and non-prescription) were given to students and staff in the health office. This has been steadily increasing each year due to increased health needs of our students. These health needs include diabetes, asthma, cardiac issues, and life threatening and non-life threatening allergies.

The MDPH mandates that health screenings be done at specific grade levels. Though some parents opt to have them done through their primary care provider, most students have the screenings done in school.

<u>Screening</u>	<u>Grades</u>	<u># Of Students</u>
Vision	Pre-K – 5 th , 7 th , 10 th	703
Hearing	K – 3 rd , 7 th , 10 th	639
BMI/Growth (ht and wt)	1 st , 4 th , 7 th , and 10 th	362
Postural	5 th – 9 th	433

At HES, a dental hygienist from The Nashoba Board of Health will again be visiting this winter to provide the students with information about the importance of good oral health. She will also provide dental cleaning and fluoride treatments to those who wish their children to receive them.

In addition to seeing students and staff in the health office throughout the school day, nurses also attend staff meetings, multidisciplinary team meetings, parent meetings, home visits, committee meetings, and policy meetings regarding health policies of the district.

We develop Individual Health Care Plans (IHCP) with the staff and parents for children who have specialized health care plans in the school. At this time we have over 100 children with IHCP's in the district.

We will continue to assist the students of the Harvard Public Schools to reach their full educational and physical potential by promoting good health and safety practices. I appreciate all the support that we receive from the staff and the community and look forward to the challenges of the upcoming year.

Respectfully submitted,

Colleen Nigzus, RN, MSN
Nurse Leader
Harvard Public Schools



➤ ➤ ➤ PUPIL SERVICES ◀ ◀ ◀

The Pupil Services Office oversees services to students with disabilities, English Language Learners, and the homeless. This involves the staffing and supervision of the teachers and related services providers, budgeting and providing the necessary teaching and assessment materials, as well as ensuring compliance to state and federal standards for Special Education, Civil Rights, and English as a Second Language programming.

As of October 1, 2015, the District has been providing special education services to 160 students on Individual Education Programs. Of these, 136 students are in the Hildreth and Bromfield schools. Twenty-four of our students are educated in outside schools, due to the need for more intense special education programming. This is a reduction of 5 out of district students from FY15 at this same time last year. The school personnel have worked diligently to meet student needs in-district, helping to reduce referrals to outside schools and as a result outside tuition costs.

The District also is providing accommodations to 45 students on 504 plans at present. We are presently servicing 13 English Language Learners (ELL). This is three more than last year, and eight more than during the fall of 2013.

The number of special education teachers, related service providers, and learning assistants has been consistently maintained. While we have had some internal transfers, only the Preschool Teacher, Abby Patriquin, and the Behavioral Specialist, Tessa Piantedose, are new to the district. We did increase the number of hours for our ESL Teacher, Margaret Serpa, in order to address the increase in ELL students. Her work with the ELL students is supplemented by a Learning Assistant. In addition, the Massachusetts requirements for teachers of ELL students, has changed and goes into effect on July 1, 2016. Our teachers have risen to the challenge. During the 2014-2015 year, five of our teachers have become certified as Sheltered English Immersion Teachers (SEI) through coursework or through studying and passing the MTEL in this area. Currently, another 18 teachers are taking the SEI course. Supervisors of teachers must also get a new credential. Principal Fredericks had already done so when she joined Hildreth in the Fall of 2015. In 2015-2016, four other administrators will also complete the coursework for the SEI Administrator's credential.

The report of the Coordinated Program Review by the Massachusetts Department of Elementary and Secondary Education was received in the fall of 2014. In it, 98 program standards were reviewed: 17 for ELL, 25 for Civil Rights, and 56 for Special Education. The district fared well, and was only found to have 5 areas for improvement. As part of our corrective action, we agreed to conduct two formal program evaluations, as none had been done in the previous six years: one in the area of Civil Rights, and one in Special Education. The District was also required to modify and draft revised procedures in three areas for Special Education. All corrective actions were completed and subsequently approved by DESE by August of 2015.

This past year, through the use of grant funding, we were able to sponsor professional development in two topics identified by staff and administration as areas of need. Our teaching faculty, who work with the youngest of our students, participated in a short course on Early Literacy with noted trainer, Sally Grimes. To address working with students with behavioral issues, several approaches were initiated. In the fall of 2014, approximately a dozen staff from the district participated in a 4 day course in de-escalation techniques and restraint training. We

also funded a “train the trainer” for Guidance Counselor Christine Reale with the Crisis Prevention International curriculum. In this way, we immediately prepared teams to address issues in each building, but also ensured continued courses for new staff and periodic refresher courses conducted by our own district trainer.

Other grant funding was utilized for educating all personnel about the challenges of working with students with mental health and anxiety issues. We brought in speaker, consultant and author, Jessica Minahan, M.Ed., BCBA. Her two part series presented in April and June focused on “Effective Strategies” and was well received. We were also able to purchase and distribute copies of her book, The Behavior Code, co-authored with Dr. Nancy Rappaport, to all staff. Follow-up activities have occurred in the schools this year, including a “book group”. More professional development along this area is planned-- that of working with social-emotional and behaviorally challenging students. These are the students at greatest risk for dropping out, school failure, and out of district placements. Already, another grant request has been written to continue session in the spring of 2016. We hope to increase our repertoire of skills and strategies, to enable us to better support both a student’s academic achievement and, at the same time, his or her realization of a sense of well-being.

Respectfully submitted,

Marie T. Harrington, Ph.D., Director of Pupil Services



➤ ➤ ➤ **COMMUNITY EDUCATION** ◀ ◀ ◀

Community Education has been part of the Harvard Public Schools for the past 22 years. These fee-based, self-supporting programs include Spectrum, Summer Adventure, Bridges Before and After School Care, Global Child, Crosslinks, and Adult Education.

Spectrum enrichment classes are offered after school, during the summer and during school vacations and teacher professional days. Spectrum programs range from drama, robot building, basketball, arts and crafts to chess, cooking, and baking. Forty children in grades 4 and 5 participated in the worldwide Math Olympiad program that stimulates enthusiasm for math while introducing concepts and strategies for problem solving. Courses are offered by teachers, townspeople and outside companies. Programs offered during July and August range from basketball, field hockey, gymnastics, to Gear Up for Kindergarten and Ultimate (Frisbee™). Harvard Community Education and Park & Rec teamed up again, offering summer tennis lessons for all ages through the Marcus Lewis Tennis program.

Summer Adventure is a full day program offered on a weekly basis during July. It includes drama with a play performed for parents, cooperative games, science, nature and art as well as swimming lessons at the pond run by Harvard Park & Rec. This year, tennis was added to the options for students attending Summer Adventure.

The Bridges program provides supervised before and after school care for elementary students in kindergarten through grade 5, following the school calendar. Students can register for either a regular schedule or the “Drop-In” option for occasional use. Rates vary according to a student’s

schedule. On Early Release days special activities or field trips are planned. These events can range from pumpkin picking, a movie at the Strand Theater or a visit from Animal Adventures at the school.

Language classes are offered through Community Education by Global Child, Inc. offering Spanish, French and Chinese to students in grades K-5. Using the curriculum created by Global Child, the teachers have children experience languages through games, songs, and dance.

Our Artist-in-Residence program offers private instrument lessons for students in grades 5-12 with excellent musicians. Math Olympiad and Work Out in the Weight Room were popular class for middle school students.

For Adults, Retirement Planning, Zumba™, dance, Qigong, College Financial Aid, as well as on-line computer and enrichment courses through Education to Go (ed2go.com/harvardadad).

The office of Community Education is located in the Bromfield House at 39 Massachusetts Avenue. Further information is available by calling 978-456-4118.

Respectfully submitted,

Judy Cavanaugh, Community Education Coordinator (jcavanaugh@psharvard.org)



➤ ➤ ➤ **MONTY TECH** ◀ ◀ ◀

The 2014-2015 school year was my first year as Superintendent-Director of Montachusett Regional Vocational Technical School District, and it seemed to come and go in a minute; I would be remiss if I did not take time to reflect upon the numerous achievements our talented students, faculty and staff accomplished throughout the school year. These awards, recognitions, and distinctions are the result of years of high quality education and vocational-technical training. They are the hallmark of a Monty Tech education, earned by both individuals' and team efforts. While they are, in deed, an honor, they are simply a snapshot of the wonderful experiences happening on a day-to-day basis here at Monty Tech. I am delighted to present the District's 2014-2015 annual report to you, highlighting some of the year's most notable achievements, including:

- A talented team of three Monty Tech Engineering students won the gold medal for Engineering Technology and Design at the SkillsUSA national competitions held in Louisville, KY. Nicolas Wicker of Fitchburg, Leon Gaulin of Winchendon and Devan Kumar, also of Winchendon, led by instructor Dennis Cormier, created a portable game console designed with retro gaming in mind. The team has developed patents on their prize-winning efforts, and continues to expand their business and engineering acumen.
- The Machine Technology program aligned curriculum to MASSMEP (Massachusetts Manufacturing Extension Partnership) standards, and as a result students are now able to earn Level 1 and Level 2 Applied Manufacturing Technology Pathway Certifications. Having

these certifications will ensure program graduates stand-out when they enter the workforce upon graduation, as employers are better able to verify technical skills and expertise with this widely accepted training model. Also, our instructors are now able to access the manufacturing curriculum developed through Worcester Polytechnic Institute, adding rigor and relevance to our very popular Machine Technology program.

- The Monty Tech Auto Body/ Collision Repair Department was featured in the April 2015 edition of the New England Automotive Report, applauded for its dedication to excellence. Molly Brodeur, President of the Alliance of Automotive Service Providers, Massachusetts cited the program's innovative technologies, spacious facilities, and specialized equipment as among the best in New England.
- Outpacing more than 1,000 teams across the United States, and competing in three categories: network security, digital forensics, and Cisco networking, a team of six talented students captured first place at the CyberPatriot event, a national high school cyber defense competition, founded by the Air Force Association.
- Students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement. In the spring of 2015, Monty Tech's passing rate on the MCAS English Language Arts exam was 100%, Mathematics 98%, and Biology 98%.

We are so proud of the educational programs offered here at Monty Tech, yet we continually strive to improve upon them. Collaborating with area colleges and universities, we are ensuring our curriculum and instruction are rigorous and relevant. Sharing best practices with vocational-technical colleagues from across the state – and nation – we give and take some of the best ideas, with one thing in mind – what is best for our students. And what is best, I believe, is preparing students for both college and career.

We hope you will find this report a comprehensive review of the quality education you have come to know and expect from Montachusett Regional Vocational Technical School. You may notice that each of the eighteen member cities and towns are reflected in this report, and that students performed services in almost every community last year. Providing our students with an opportunity to give back to the communities that support them – and support our school – is a pleasure.

Respectfully submitted,

Sheila M. Harrity, Ed.D.
Superintendent-Director

Our Mission

Every student will graduate from Montachusett Regional Vocational Technical School with the skills, knowledge, and abilities to be a productive and effective member of an ever-changing society.

Our District

Montachusett Regional Vocational Technical School is a four-year career and technical high school serving the member towns of:

Ashburnham	Harvard	Princeton
Ashby	Holden	Royalston
Athol	Hubbardston	Sterling
Barre	Lunenburg	Templeton
Fitchburg	Petersham	Westminster
Gardner	Phillipston	Winchendon

Leadership

The leadership team at Montachusett Regional Vocational Technical School is comprised of ten talented administrators whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent and Principal, the team has been able to transform the school into one of the most sought-after high schools in North Central Massachusetts.

Sheila M. Harrity, Superintendent-Director
Tom Browne, Principal
Dayana Carlson, Assistant Principal
Tammy Crockett, Business Manager
Francine Duncan, Director of Technology

Christina Favreau, Director of Academic Prog.
Jim Hachey, Director of Vocational Programs
Richard Ikonen, Director of Facilities
Katy Whitaker, Development Coordinator
Victoria Zarozinski, Director of Student Support Services

Enrollment

On June 1, 2015, student enrollment at Monty Tech included 1,418 students in grades nine through twelve. Students are represented from every community in the district: Ashburnham (61), Ashby (35), Athol (88), Barre (37), Fitchburg (368), Gardner (146), Harvard (5), Holden (71), Hubbardston (62), Lunenburg (78), Petersham (4), Phillipston (18), Princeton (20), Royalston (18), Sterling (61), Templeton (93), Westminster (81), and Winchendon (146). The remaining 26 students were from out-of-district towns, including Ayer, Clinton, Lancaster, Leominster, Orange, Shirley, Webster and Worcester.

Throughout 2014-2015, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2014, approximately 1,000 district eighth graders participated in the annual “Tour Day” event. Students toured our twenty vocational-technical areas and learned about the school’s challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return in the evening with their family members, to further explore the facilities and talk with staff members.

Each year, the Dean of Admissions conducts school visits, student interviews, and accepts applications for admissions. 2014-2015 proved to be an exceptionally busy year for her, as the school received 631 applications for admission. Of those, 575 were from students hoping to enter our incoming freshman class. The balance of the applications came from students hoping to enter the

school as upperclassmen. Because there are only a limited number of students the school can accept each year, 338 freshmen and 3 upperclassmen were admitted.

The Vocational Interest Program (V.I.P.) offers area seventh and eighth grade students the chance to visit Monty Tech after school, and participate in hands-on learning experiences across a variety of vocational/technical areas. The program continued to attract a large number of students during the 2014-2015 school year, serving approximately 600 area students.

Class of 2015 Awards

Members of the Class of 2015 were awarded approximately \$55,000 in scholarships. The Monty Tech Foundation generously provided \$35,000 in scholarships to graduating seniors, ranging in amounts of \$200 to \$2,000. The Foundation also awarded \$6,000 to the Practical Nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates themselves, are grateful for this support.

Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Approximately 54% of the graduating class of 2015 reported plans to enroll at either a 2-year college, 4-year college/university, or a technical/trade school upon graduation. By earning college credits while still in high school, these students will benefit by saving both time and money as they pursue advanced educational programs.

Financial Report

In an effort to develop a cost-effective budget for the fiscal year 2014-2015, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2014-2015 Educational Plan totaled \$25,640,833, which represents a 3.5% increase over the 2013-2014 Educational Plan. The District's FY15 budget, once again, only meets the minimum spending required by Massachusetts General Law Chapter 70.

The District was audited in August 2015 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and a very good report is anticipated.

Grants and Contracts

Monty Tech continues to pursue grant funding on an annual basis. These funds assist in providing many educational and social services to the student population. For fiscal year 2015, state and federal grant sources provided the school with \$866,668. Programs funded by these grants include: Essential Health Services, Social Intervention and Mediation, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, and Perkins Postsecondary Education. Using these allocation funds, the school was able to purchase a variety of instructional technology, equipment and supplies to enhance the learning experience across both academic and vocational programs.

Academic Achievement

In 2014-2015, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable MCAS scores in English Language Arts, Mathematics and Biology. For Spring 2015, Monty Tech's passing rate on the English Language Arts was 100%, Mathematics 98%, Biology 98%.

The district is particularly proud of the number of students earning Advanced scores, and is pleased to report significant increases in this category. On the English Language Arts exam, students scoring Advanced increased by 16% from 2014. On the Math exam, we saw a 10% increase in Advanced from 2014, and on the Grade 10 Biology exam, there was a 3% increase in students scoring Advanced.

English Language Arts	2013	2014	2015
Students Tested	352	364	374
Passing	99%	100%	100%
Advanced/ Proficient	95%	95%	96%
Needs Improvement	5%	5%	4%
Failing	1%	0%	0%

Mathematics	2013	2014	2015
Students Tested	352	366	375
Passing	98%	98%	98%
Advanced/Proficient	80%	84%	87%
Needs Improvement	18%	14%	11%
Failing	2%	2%	2%

Biology	2013	2014	2015
Students Tested	398	351	347
Passing	97%	99%	98%
Advanced/ Proficient	73%	74%	77%
Needs Improvement	24%	25%	21%
Failing	3%	1%	2%

The district continues to make progress toward narrowing proficiency gaps. Students in all subgroups have met their progress and performance targets, securing the school's Level 1 Status distinction.

Vocational Projects in the District Communities

Unlike students in traditional, comprehensive high schools, students at Monty Tech are asked to put their education into practice on a daily basis. Students across the twenty different vocational-technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services.

The 2014-2015 school year was a busy one for our vocational educators, as each trade aimed to provide practical, hands-on learning experiences for our students, while helping to improve each of the eighteen member communities.

Auto Body: Collision Repair Technology: A highlight of the 2014-2015 school year was the addition of new instructor, Michael Forhan, who brings wonderful industry experience and expertise to the popular Auto Body program. The program received an I-CAR Education Foundation Grant, and as a result, sophomores and juniors will receive a Level I I-CAR certification. Students detailed, repaired, and repainted more than eighty automobiles and trucks, including a dump truck for the Winchendon Housing Authority. Six ski chairs were coated for the Johnny Appleseed Trail Association, and trail brackets were painted for Baldwinville Department of Conservation. A state-of-the-art fresh-air system was installed in the spray booth, providing our students with clean air while working in the booth, eliminating the need for respirators. (Total enrollment: 62; 34 males, 28 females)



Automotive Technology: As in past years, the Automotive Technology program continues to service a variety of vehicles for faculty, staff, municipalities, and district residents. 2014-2015 proved to be a very busy year for the program, as more than 400 vehicles were serviced by talented students and instructors. The Automotive Technology program continues to work to align instruction to the 2014 CVTE frameworks, as well as the recently revised NATEF standards. Instructors are pleased to report an increase in student enrollment, and offer congratulations to Senior student, Cody Caley, who placed third at the State SkillsUSA competition. A total of seven students participated in the Co-Op program, applying their technical skills in real work settings. (Total enrollment: 67; 54 males, 13 females)

Business Technology: Students graduating from Monty Tech's Business Technology program may qualify for up to nine college credits, taking advantage of articulation agreements with either Mount Wachusett Community College or New England Institute of Technology. Recognizing the work that these students have done throughout their high school year, college officials have agreed to provide qualified Business Technology students with college credits, at no charge, saving the students time and money as they pursue higher education. During the 2014-2015 school year, four students participated in the school's popular Co-Operative Education Program. Additionally, Business Technology stand-out Rebecca Parker was named SkillsUSA National Voting Delegate, and traveled to Louisville in June 2015. Business Technology students continue to post the daily menu on the Monty Tech website for the Mountain Room, distribute, collect, and maintain the Community Service database for all shops, and run a successful school store, the Gear House, refining their skills in cash handling, customer service, organization, and marketing. (Total enrollment: 66; 15 males, 51 females)

Cabinetmaking: Throughout 2014-2015, Monty Tech's Cabinetmaking instructors and students built and installed custom cabinetry and casework in the Westminster Senior and Community Center, the City of Gardner Mayor's Office, and in each of the school's three house-building projects. At the Westminster Senior Center, the talented Cabinetmaking students were charged with finishing all interior architectural woodworking, and did a beautiful job on that project. More than \$20,000 in materials and five months of labor was devoted to that job, saving the Town of Westminster a substantial amount of money. The students also built a beautiful podium and hepplewhite table, and personally delivered the furniture with historical significance to Governor Baker at the Massachusetts State House. Incorporating antique designs into today's Cabinetmaking curriculum has been

challenging and has also provided students with additional career opportunities within the trade. Finally, eleven Cabinetmaking students participated in the school's Co-Op program. (Total enrollment: 70; 51 males, 19 females)

Cosmetology: The Monty Tech Cosmetology program introduced students to a talented new instructor, Lirazol Alie, who brings tremendous industry experience, expertise, and enthusiasm to the popular program. 2014-2015 also brought new educational initiatives, including computer literacy objectives. Programs such as Quizlet, Remind, and Google Classroom were introduced, and have been providing additional avenues for students and instructors to communicate and share ideas. The program accepted twenty-four Freshmen, all first choice students. In addition to serving more than 1,500 clients throughout the 2014-2015 school year, students provided mothers from Head Start in Athol with a complimentary "Day of Beauty" in honor of Mother's Day. Also in line with the program's commitment to community service, a portion of all fees collected from October through March were donated to support Horizons for Homeless. More than half of the graduates from the Cosmetology program reported plans to work in the trade, while the remaining graduates went on to pursue higher education. (Total enrollment: 91, 0 males, 91 females)



Culinary Arts: Students and instructors in the Monty Tech Culinary Arts program are among the busiest in our school. In addition to operating a full-service dining room and bakery, serving more than one hundred patrons daily, culinary students showcase their talents throughout the year at various catering events and trade shows in our sending districts, and at meetings and workshops within the school. Throughout the 2014-2015 school year, Culinary Arts students and staff prepared food for: United Way Day of Caring (150 people), Advisory Dinner/Meetings (Over 600 people), Monty Tech Homecoming Dance (500 people), Monty Tech Retirees Holiday Buffet (90 people), Women in Technology Event (150 people), Graduation reception (125 people), Department of Elementary and Secondary Education meeting (25 people), four Monty Tech Foundation breakfast meetings, the annual Superintendent's Dinner, and all school committee and subcommittee meetings. Additionally, we participated in the Greater Gardner Chamber of Commerce Chowder & Chili fest, and hosted private events for Gardner AARP, Chairtown Lumber, and Montachusett Home Care. (Total enrollment: 101; 34 males, 67 females)

Dental Assisting: During 2014-2015, the Dental Assisting program introduced twenty-one students to industry experience through externships, while seven students participated in affiliation, and one student earned a co-operative educational placement, working with an area dentist. All sophomore, junior, and senior students attended the Yankee Dental Convention in Boston, and learned about the most current trends and practices in the field. While national passing averages for Dental Assisting National Board (DANB) exams range from 69% - 78%, the Monty Tech dental students earned a 100% passing rate on the Infection Control exam and an outstanding 100% passing rate on the Radiology exam. For the fifth consecutive year, Monty Tech welcomed Community Health Connections, a school-based dental hygiene program, whose goal is to provide dental services to students in need. Through this initiative, more than thirty students were examined by a dentist, had their teeth cleaned, and had sealants or temporary fillings applied as needed. Monty Tech Dental Assisting students were given hands-on, practical experience, as they assisted the staff from CHC during each dental procedure that was performed. (Total enrollment: 57; 5 males, 52 females)

Drafting Technology: The 2014-2015 school year was a busy one for Drafting Technology students and instructors. A total of five students (three Juniors and two Seniors) participated in the school's Co- Operative Education program, and ten students advanced to the SkillsUSA state competitions.

Instructors are pleased to report that a majority of the graduating seniors intend to pursue careers in the field of drafting. Like most programs in the school, the Drafting Technology program is committed to community service, and throughout the year worked to provide food and household products for a family in the community. The students and instructors also gathered items to donate for Project Shoebox, which provides personal care items to children in the foster care system, offered design services to the Lunenburg Cemetery Building project, and designed landscape and general layout for Railroad Park in Fitchburg. Students also created countless banners and signage for area community organizations and Monty Tech's graduation, college fair, greenhouse, JROTC, and Drama Club, to name a few. (Total enrollment: 56; 33 males, 23 females)

Early Childhood Education: The Early Childhood Education program began the 2014-2015 school year with a dynamic new instructor, Karla Boudreau. The program received three new Baby Care Parent Simulation dolls, each with car seat detections, as well as temperature detectors. Also, two new cameras were purchased to document students' work for individual professional portfolios. The program participated in the Massachusetts Association for the Education of Young Children's Recognition Dinner, and in preparation for the event, students created thirty games for this recognition dinner. Students and instructors worked to raise critical funds for Lucy's Love Bus, an agency that provides grants for children with cancer who are not covered by health insurance, and contributed to a number of other child-centered causes, including: SkillsUSA Change for Children, Salvation Army Christmas Angel, and the school's National Honor Society food and supplies drive. All of the program's graduating seniors are college bound and report plans to continue in the field of education. (Total enrollment: 62; 2 males, 60 females)



Electrical: The Electrical program continues to be one of the busiest trades in the school. During 2014-2015, students completed more than 90 work orders throughout the building, including wiring the following: a new CNC milling machine in Cabinetmaking, new milling machines in machine shop, new lifts in Auto Technology, a new grinder in HVAC & Property Maintenance, a new smart board in Drafting, a new shear in Welding/ Metal Fabrication, new shapers and chop saws in Cabinetmaking, a new scoreboard in the gym, new office space for both the Vice Principal and the Dean of Admissions, and new charger outlets for calculators in an academic room. Students also rewired the Engineering department's storage room and relocated much of their equipment, and a new Prototrak machine in Machine Technology. In addition to wiring equipment, students performed numerous repairs and installations throughout the school as needed, including lights, outlets, computers, sensors, and CATV jacks. The Electrical program was instrumental in ensuring the school responded to all aspects in the most recent Coordinated Program Review's safety audit, and completed each of the recommended findings in a very timely manner. Students and instructors participated in the two house building projects in 2014-2015, again ensuring their work was done in a timely and efficient manner. The program's instructional space was updated to create a more conducive learning environment. Finally twelve students were awarded co-op positions, and more than half of the graduating senior class entered the workforce upon graduation, continuing into the electrical apprenticeship. (Total enrollment: 92; 76 males, 16 females)

Engineering Technology: The Monty Tech Engineering Technology program continued to enhance their curriculum and instruction by embedding four Project Lead the Way courses into the already rigorous vocational-technical curriculum. Students performed well on the end of course assessments affiliated with the Project Lead the Way coursework, with four students earning college credit in Principles of Engineering, eleven students earning college credit in Introduction to Engineering Design, and six students earning credit in Computer Integrated Manufacturing. These students may

apply these credits at colleges and universities across the country. The exploratory program during the 2014-2015 school year yielded positive results for the program, with 12 students selecting Engineering Technology as their first choice and one as second choice. All sixteen seniors graduated, and a majority reported plans to continue their education or continue working in the engineering field. The instructors are pleased with the work done in their instructional space, citing better organization and increased safety. Some of the major improvements included a dropped ceiling, new work benches and stools, insulated front wall and fresh paint and the installation of a second SMART board. The Junior class went on a field trip to EASTEC, in Springfield to see the latest technology in manufacturing technologies and techniques. All Freshmen and Sophomores completed OSHA 10 hour training, and earned an OSHA 10 card. Six Seniors presented capstone projects to sponsors, parents and fellow students, demonstrating individual creativity and a deep understanding of engineering principles. Finally, the Monty Tech Engineering students were top performers at SkillsUSA contests throughout the year. At the district competitions, students earned two gold, two silver, and six bronze medals. At the state competitions, three gold and two bronze medals were captured. And at the national competitions held in Louisville, KY, a talented team of three Monty Tech Engineering students won the gold medal for Engineering Technology and Design. (Total enrollment: 55; 42 males, 13 females)

Graphic Communications: Instructors in Monty Tech's Graphic Communications program are pleased to report that all graduating seniors had plans to attend college, and many expected to pursue advanced degrees in the field. Throughout the 2014-2015 school year, the shop continued to produce large quantities of print projects for district towns and community service organizations, completing more than 300 print projects. Because Graphic Communications provides print and design services at deep discounts to local agencies, instructors report saving these offices more than \$100,000 this school year. Students and instructors also completed numerous in-house jobs, resulting in a savings to the school district of more than \$220,000 from black and white copies, wide format printing, yearbook print and production. Three students were placed in co-op experiences, applying and refining their technical skills in local businesses. The program also received six new iMac computers with CS6 Software, and the computer lab was reconfigured and equipped with new desks and a new SMART board. (Total enrollment: 86; 32 males, 54 females)



Health Occupations: The Health Occupations program at Monty Tech continues to educate a large number of students, providing a rigorous education grounded in current medical knowledge and practice. During the 2014-2015 school year, students and instructors organized a large baby shower, benefiting Battered Womens' Resources, Inc. All items collected through that event were donated to expectant mothers living in the shelter. Students and instructors also participated in Pediatric Day, in conjunction with the school's Early Childhood Education program. The Health Occupations program was awarded a grant of \$42,400, which was used to purchase simulation devices for advanced training and simulated patient scenarios and case studies. Fifteen seniors passed the National Healthcare Association (CCMA) exam, while the program continues to offer students opportunities to earn an array of industry-recognized credentials, including: Occupational Safety and Health Administration (OSHA) 10-hour certification; Cardiopulmonary Resuscitation (CPR) and First Aid Certificate through the American Heart Association; and Certified Nursing Assistant License through the American Red Cross. Finally, Health Occupations students performed quite well throughout the year at various SkillsUSA competitions, earning a silver medal in Medical Assisting and a bronze medal in Freshman Commentary. Two students were also named State Officer Elect and National Voting Delegate, representing the school and program well. Twenty-three of the graduating seniors in 2015 reported

plans to enroll in college, and a majority intend to stay close to the medical field. (Total enrollment: 106; 7 males, 99 females)

House Carpentry: Unlike other vocational-technical programs at Monty Tech, a majority of the work done by students and instructors in the House Carpentry program is completed off-campus, completing renovation, building, and repair work for member communities. Last year was no exception, as students and instructors worked together to complete the following projects: a duplex in Fitchburg for Habitat for Humanity, a two-story colonial home in Ashburnham for Montachusett Enterprise Center, Inc. (MEC), and a set of stairs in the school's Plumbing department. Mr. Morrison, the most recent addition to the House Carpentry staff, and Mr. Pearson, a Monty Tech science teacher, completed an Academic/Vocational Integration project, in an effort to further connect academic elements to practical, real-world applications. The result of the unique lesson was twenty-five bluebird houses, handcrafted by each student, and taken home to share with families and friends. (Total enrollment: 57; 40 males, 17 females)

HVAC & Property Maintenance: The 2014-2015 school year saw some changes in the HVAC & Property Maintenance Program. For many years this program had been named Industrial Technology, but when the Department of Elementary and Secondary Education outlined changes in the program's curriculum frameworks in 2014, it seemed an appropriate time to update the name of the program and refine curriculum so that students and graduates will be better prepared to pursue a variety of career pathways in the Building & Property Maintenance and HVAC fields. Combining elements from both programs, the instructors have developed a broad curriculum that continues to engage students and impress area business owners. Throughout the year, students and instructors collaborated with other Monty Tech programs to complete a number of "outside jobs", including: installing sheetrock and vinyl siding on a duplex home for Habitat for Humanity in Fitchburg, installing siding and wood molding products in a single family home in Ashburnham, and installing brackets for the Holden Recreation Department snowmobile trail. The program was proud to have thirteen students (6 seniors and 7 juniors) participate in the school's popular Co-Operative Education program – more students than in any other program at Monty Tech! (Total enrollment: 64; 57 males, 7 females)

Information Technology: As with any school, Information Technology provides key services to the educational community. In addition to the critical in-house Help Desk services offered by the program, students and instructors performed in excess of 400 hours of repair, upgrading, and troubleshooting computer problems for Monty Tech community members. Competing in the Cyber Patriot event, a national high school cyber defense competition, founded by the Air Force Association, Information Technology and Engineering students, led by program instructor Richard Duncan, captured first place at the March competition. A team of twelve Information Technology students participated in the Fitchburg State University Programming Competition, and there our students placed 13th, 24th, and 25th from the 32 teams in attendance. To ensure program graduates are armed with valuable industry-recognized certifications, program instructors offer students the following certification opportunities: TestOut PC Pro certification, IC3 Certification, Cisco IT Essential Course for Computer Repair and Maintenance, and Cisco Introduction to Networking. (100% passing rate for Sophomores). Instructors are proud to report a 98% passing rate for the juniors who took the first test of the CIW Web Foundation certification exams. Two students applied their skills, working with area non-profit agencies, building user-friendly websites for the following: Big Cheese 5K Road Race for the Town of Athol, Community Health Connections website, and Fitchburg East Rotary website. Two talented students, Derick Kay and Ryan Perenzin, earned gold medals at the SkillsUSA District competitions, traveled to the state event and continued their winning

streak with another gold medal. The pair earned the right to travel and compete on the national level in June 2015, for the third time in their high school career. (Total enrollment: 61; 60 males, 1 female)

Machine Technology: Machine Technology students and instructors had the opportunity to take part in several field trips throughout 2014-2015, including: MTD in Charlton, NyproMold in Clinton, Rocheleau Tool & Die in Fitchburg, LS Starrett in Athol, and the EASTEC show in Springfield.

These field trips provided students with opportunities to see how their education connects to local industry, as well as some of the emerging technologies in the machining field. Students were also fortunate to hear from local experts, including a guest speaker from LS Starrett, who discussed proper band saw blade selection. Perhaps one of the program's greatest accomplishments was aligning curriculum to MASSMEP (Massachusetts Manufacturing Extension Partnership) training efforts. This exciting new relationship will provide our students opportunities to earn level 1 and level 2 machinist certifications, and will grant the instructors access to manufacturing curriculum developed through Worcester Polytechnic Institute. Finally, students successfully completed a number of machining jobs to benefit the school and community offices, which included: plaques for the "Ride of your Life" suicide prevention fundraiser, plaques for the school's space shuttle mission, gifts for various visitors and guests, memorial tile engraving, parts for engineering technology projects, dental base components, for plumbing projects, and parts needed to repair the district's field lawn mowers. (Total enrollment: 60; 57 males, 3 females)

Masonry: The Masonry program introduced a new instructor, Christopher Giardina to the program in 2014-2015. Students and instructors continued to focus on a number of community projects, including: brick steps and tiles for Habitat for Humanity House in Fitchburg; tile and concrete floor for Montachusett Enterprise Center, Inc. (MEC) house in Ashburnham; brick step repairs and concrete floor for Sterling Municipal Light; stone veneer and tile for the Westminster Senior Center; block dug outs for Gardner Little League; stone wall repair for St. Bernard's Elementary School; and, repointed brick for Winchendon Senior Center. When the students weren't busy in our district communities, they were preparing for and competing in the Massachusetts Trowel Trades Association (MTTA) competition, where they earned top recognitions and awards. (Total enrollment: 68; 57 males, 11 females)



Plumbing: The Monty Tech Plumbing program, like other trades throughout the school, is committed to community service. As a result, students and instructors worked throughout the year to complete a duplex house in Fitchburg for Habitat for Humanity and a single-family home in Ashburnham for Montachusett Enterprise Center, Inc. (MEC). Both projects included lessons in high efficiency heating and cooling systems. The students successfully installed gas piping for the homes, as well. A senior student was named Vocational Technical All-Star from the Plumbing, Heating and Cooling Contractors Association of Massachusetts, and as a result, he received tools and a scholarship for continuing his education in the plumbing licensure program. Another stand-out student was recognized by the Central Massachusetts Plumbing & Gas Fitting Inspectors Association, and was also awarded a scholarship to continue his education in the field. Instructors are proud to partner with a number of local companies that have committed to hiring program graduates, and throughout the 2014-2015 school year, the program saw eight students (5 seniors and 3 juniors) earn co-op jobs, where they were challenged to take their technical skills to a new level. On campus, students repaired leaks, cleaned drains, replaced a hot water heater, worked on water coolers, and repaired and maintained the plumbing system throughout the school. The teachers' area within the shop was improved with custom made desks and a counter top, designed and crafted by Monty Tech's Cabinetmaking students. (Total enrollment: 71; 69 males, 2 females)

Welding/Metal Fabrication: Throughout the 2014-2015 school year, the Welding/Metal Fabrication program successfully completed numerous projects on the Monty Tech campus, and more than eighty projects for residents of our community. Some of the more notable community service projects included: fabricating and welding a twenty-one foot tall, multi-section statue for the Fitchburg Art Museum, which is now the focal point to their main entrance; repairing a band cart for Fitchburg High school; fabricating and welding panels for Winchendon Housing Authority's dump truck; fabricating and welding trail marking brackets for the Department of Conservation & Recreation of Winchendon; fabricating and welding stainless steel counter tops and trim at the Westminster Senior Center; and repairing net for Templeton, Narragansett Youth Baseball. In addition, the program benefited from added technology, including a portable fume extractor donated by industry partner Airgas East, and various portable power hand tools donated by Tractor Supply, Inc. The program's hydraulic power shear blades were also rotated and adjusted to specifications. Two juniors and eight seniors participated in the school's popular Co-Operative Education program, applying and refining their technical skills in area businesses. (Total enrollment: 64; 55 males, 9 females)

Student Support Services

During the 2014-2015 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred and fifteen students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students.

The department includes a full-time nursing staff that administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department benefits from a full-time school social worker who participates in departmental meetings and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. The school is also fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three-year re-evaluation. In addition, we have a full-time speech language pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions and mental health emergency treatment, as well as crisis intervention.

The school's Director of Student Support Services oversees the District's Special Education Program, which is reviewed annually in May, in accordance with regulatory requirements. The comprehensive review and evaluation are done in collaboration with the Parent Advisory Council, and the results of the evaluation are used to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School.

Technology

In 2014-2015 Monty Tech continued the process of improving our network infrastructure to meet future needs. Additional access points were added to our wireless network to broaden connectivity. Internet bandwidth was increased, and multiple carriers were contracted to reduce the possibility of

Internet downtime. A backup generator was installed and connected to our network servers to decrease the possibility of unexpected shutdown of vital equipment.

Monty Tech successfully completed two Massachusetts Department of Elementary and Secondary Education initiatives involving technology. Pilot testing for PARCC, an online student assessment program, was conducted in Spring 2015, and state reporting of SIMS (student data) and SCS (student course schedule data) via SIF (Schools Interoperability Framework) commenced in March 2015.

Monty Tech continued the process of enhancing and automating procedures. Teachers began using x2 Aspen's Teacher Recommendations to enter student course requests, and the school improved parent communication by including email addresses as part of our parent/student notification system. The school also initiated improvements to technical support through the automation of computer builds and updates.

Monty Tech began the transition of becoming a Google for Education school by changing our email system to Gmail for staff and students. Three Chromebook mobile labs were purchased late in the school year and will be ready for classroom use in 2015-2016. Monty Tech will plan professional development and support for additional Google apps as they are introduced during 2015-2016, and will consider a Chromebook 1:1 initiative.

SkillsUSA

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. Through our association with SkillsUSA, our students develop job skills, leadership and professional skills, as well as provide community service.

The 2014-2015 school year was an extraordinary one for the Monty Tech chapter of SkillsUSA. The students met the challenges of the district competitions, performed well at the state level, and winners advanced to the coveted National Conference in June 2015. Co-advisors Kelsey Moskowitz (English Instructor), Anne Marie Cataldo (Early Childhood Education Instructor), and Brad Pelletier (Special Education Instructor), helped students successfully complete several community service projects, raising money for selected charitable organizations. Highlights of the year include:

- In November, fifteen students, consisting of chapter officers and Leadership Team members, attended a three-day Annual Fall State Leadership Conference, developed leadership skills and performed community service at an area YMCA Day Camp. They also donated nonperishable food items for the local food bank, as well as hats, mittens, and books for underprivileged children.
- The local competition was held in December 2014, and spanned three weeks consisting of a variety of skill and leadership events.
- In March 2015, qualified Monty Tech students traveled to Bay Path Regional Vocational Technical School to compete at the SkillsUSA District Competition. There, Monty Tech students were awarded 44 medals, including: 12 gold, 11 silver and 21 bronze medals. Additionally, Grace Kirrane qualified to run for the State Executive Council.

- Rebecca Parker, a Class of 2015 Business Technology student, and Cassandra Campbell, a Class of 2016 Drafting Technology student, served on the State Advisory Committee to help aid in the planning of the State Conference.
- Twenty-three district medalists and qualifiers, sixteen local leadership and skill-related event contestants, one state officer candidate, and twenty-three voting delegates - a total of 63 students - attended the State Leadership and Skills Conference, held April 30 – May 2, 2015, at Blackstone Valley Vocational Technical School and the Best Western Royal Plaza (Marlboro). Monty Tech finished the competition with fourteen medals. Seven students were awarded gold medals and earned the right to compete at the National Leadership & Skills Conference held in Louisville, Kentucky in late June. Grace Kirrane was elected to the State Executive Council and will serve as a National Voting Delegate in Louisville along with Alyanna Giuliano, Cassandra Campbell, and Rebecca Parker who were also selected to serve.
- Twelve students and five instructors attended the National Leadership & Skills Conference in Louisville, KY. from June 22 – 27, 2015.
- A team of three talented Engineering Technology students received a Gold Medal for their performance at the National Engineering Technology/Design Contest. Working closely with their instructor, Dennis Cormier, Nicolas Wicker (Class of 2015), Leon Gaulin (Class of 2017), and Devan Kumar (Class of 2017) brought home this well-deserved honor.
- Taryne Swan and Cassandra Campbell were also recognized at the National Conference, receiving the President’s Volunteer Service Award, Gold Standard
- Throughout the year, students participated in a number of community service projects, including: a “Change for Children” Campaign; a holiday party and celebration for children in the Fitchburg area; Salvation Army “Christmas Angels” were distributed to collect toys and gifts for underprivileged children; Raffle to benefit Be Like Brit Foundation and The Doug Flutie Jr. Foundation for Autism.

Marine Corps JROTC



The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) had a sensational school year. All program objectives for the 2014-2015 school year were achieved, most notable was the JROTC Cyber Security Team, led by First Sergeant Paul Jornet and Information Technology Instructor Richard Duncan, once again capturing national recognition by placing first in the Air Force Association’s National Cyber Security Competition held in Washington, DC.

The 2014-2015 Corps of Cadets completed over eighty-eight hundred hours (8800+) of community service throughout the district. The corps conducted a major canned food drive, worked side-by-side with the Marine Corps Reserve in a national Toys 4 Tots campaign, and spent four weekends working with the local Salvation Army helping to raise over \$26,000 for needy families. The cadets conducted their annual 10 mile “March-A-Thon” to support NEADS (National Education of Assistance Dogs Services) from Princeton, MA, raising \$25,000 for their Service Dogs for Veterans program.

Sixty Monty Tech cadets attended a leadership camp at the Citadel in Charleston, SC. The camp provided cadets with individual and team development opportunities, as well as the opportunity to visit many historical sites.

During the summer of 2015, our Cadet Cyber Team was again asked to support a Cyber STEM camp for the National Marine Corps JROTC program. The Cyber Team coordinated the 12-day camp that focused on defending cyber networks from attacks. The camp also offered an introduction to robotics programming using the VEX Robotics System. The camp was attended by 200 students, representing thirty-five states.

The Cyber team along with community financial support and a group of Monty Tech staff volunteers also conducted a week-long Cyber Security camp for 50 middle school students. The camp, which was offered at no cost to the students, focused on computer operating systems, security and cyber ethics. In partnership with Fitchburg State University and Mount Wachusett Community College, the students also had an opportunity to visit both campuses to explore STEM pathways.

The Monty Tech JROTC program received an incredible honor, having been named a Marine Corps Honor School by the Commanding General Marine Corps Training & Education Command. Only ten percent of Marine Corps JROTC programs nationwide receive this recognition. The selection was based on several criteria, including cadet citizenship, the percentage of cadets involved in student government organizations, the number of cadets active in school activities and clubs, the number of community service hours for the unit as a whole and per cadet, the number of organizations assisted by the unit, and scholastic achievements including the number of academic awards and scholarships given to cadets. The units were also measured by participation in public affairs events, drill team competitions, rifle team competitions, physical fitness team competitions, and field trips.

Because of this prestigious status, we are pleased to announce that the Monty Tech JROTC instructors unit will now have the opportunity to make nomination recommendations to the U.S. Naval Academy, U.S. Air Force Academy, and the Military Academy at West Point under the Honor School Category.

Women in Technology

Monty Tech is one of the original members of the North Central Massachusetts Women In Technology Program and the 2014-2015 school year marked the school's 13th year in this innovative school-to-business partnership. The highly successful collaborative program continues to grow with membership including students from six area high schools, introducing female students to well-paying careers in business and technology. Participants spend two days a month working on real-world work projects under the mentorship of company managers at SimplexGrinnell and Tyco Safety Products in Westminster, subsidiaries of Tyco International, a Fortune 500 company.

The program has been so successful in its mission of providing a proven pathway to corporate America, that it was recently recognized as one of the region's premier experience-based educational programs of its kind. Affiliation with the program, and skills acquired through participation, open doors to career opportunities not otherwise available to high school students. Graduates of the program are also equipped with a foundation to better meet the challenges of an ever-changing and demanding work force.

Each year, graduates of the program go on to rewarding and well-paying careers, made possible by this unique experience.

Student Athletics



The Monty Tech athletic program continues to expand in scope and skill each year. More students and teams compete every season. In fact, during the 2014-2015 school year, the Monty Tech Athletic program saw a record number of student athletes participating in competitive sports programs, more than 614 participants! During the fall of 2014, Monty Tech was well-represented by seventeen teams. In the winter months, there were fourteen teams, and wrapping up the year, spring saw another fourteen teams come together at Monty Tech.

In the Fall of 2014, the Monty Tech Varsity Football team finished with a record of 2 – 9, but with a lot of younger players, the coaches expect a rebound in 2015. The JV Football team was 2 – 6 - 1 and the Freshman Football team was 2 – 4. The Varsity Boys Soccer team finished at 11 – 5 – 2 and qualified for the post-season tournament. They finished third in the Colonial Athletic League with a 6 – 4 – 2 record. The JV Boys Soccer team was 7 – 4 – 2. The Varsity Golf team was 4 – 12, and the JV Golf team played in three tournaments getting much valuable experience on the links. The Varsity Field Hockey team was 13 - 3 - 3, qualifying for the Central Mass Tournament for the fifth consecutive year. They lost to Grafton, 1 – 0 in an exciting match. The JV Field Hockey team finished at 5 – 3 – 1. The Boys Cross Country team was 7 - 8 and finished 3rd in the Colonial Athletic League with a 4 – 3 record. The Girls Cross Country team was 6 – 5 overall and 2 – 2 in the Colonial Athletic League, finishing 2nd. The Varsity Girls Volleyball team went 8 – 12. The team hosted its annual Bump-Set-Spike competition, to fight Breast Cancer, in October 2014, and raised over \$3,000. The JV Girls Volleyball team was 18 - 1 and the Freshmen Girls team continued to improve with a 6 – 6 record. The Varsity Girls Soccer team was 11 – 6 – 1 and qualified for the post-season, where they lost to Northbridge 6 – 0. The JV Girls Soccer team finished at 12 – 2 and will send some fine players to the varsity next year.

The Girls Varsity Basketball finished at 7 – 13 on the season, while the Junior Varsity Girls were 12 - 4 and the Freshman Girls finished with a record of 8 – 3. The Varsity Boys Basketball team finished at 14 – 9 and qualified for both the State Vocational Tournament and the Districts. They lost to Worcester Tech in the first round of the Vocational Tournament and beat Ayer in the first game of the Districts before losing to Hopedale in the quarterfinals. The JV Boys Basketball team was 16 – 2, and the Freshman Boys were 2 – 16. The Co-Op Wrestling team, a group of student-athletes from Fitchburg, Oakmont and Murdock, participated in many dual meets and tournaments finishing at 3 – 11. The Co-Op Boys Ice Hockey team, a partnership with Fitchburg High School, finished at 11 – 9 and qualified for the Districts, where they beat Littleton in the first round and lost to Worcester in the semi-finals. The Junior Varsity Ice Hockey team played very well, and is expected to send some talent up to the varsity in 2015-2016. Monty Tech also participated in a Co-op Swim team with Leominster, North Middlesex and Oakmont (in partnership with Fitchburg State University) and had 7 swimmers participating. Indoor Track & Field for both boys and girls participated in the Dual Valley Conference this year, as a guest. Both teams finished with a record of 2 – 3 on the season.

In the spring of 2015, the Monty Tech Varsity Softball team qualified for the Central Mass Tournament for the 22nd consecutive year with an 11 - 9 record. There, they lost a tight match against Maynard 7 - 6. Coach Reid is just 6 wins shy of 600 for his career at Monty Tech. The JV Softball team was 6 – 8. The Varsity Boys Volleyball team was 15 – 8 and 8 – 2 in the Colonial

Athletic League. They beat Assabet 3 - 1 in the first round of the State Vocational Tournament before losing to Greater New Bedford Regional Vocational Technical High School 3 - 0 in the finals. The boys also lost to Wachusett 3 - 1 in the District Tournament. The JV Boys Volleyball team played strong all year and finished with a record of 8 - 8. The Varsity Baseball team finished at 5 - 15, while the JV Baseball team was 10 - 4 and the Freshman Baseball team was 3 - 9. Both the Varsity and JV teams played a majority of their home games on the Fitchburg State University and Oakmont fields, while the freshmen played a number of their games at the Westminster Babe Ruth field, as the conditions of our baseball fields were not acceptable due to the very wet spring. The Boys Track & Field team was 6 - 2, finishing 3rd in the Colonial Athletic league, and the Girls Track & Field team was 5 - 3, with a 4th place finish in the Colonial Athletic League. The Varsity Boys Lacrosse team played in 16 games going 7 - 9, missing the playoffs by only one win. The JV Boys Lacrosse was 7 - 4 - 3, and are expecting improved results in the coming years. The Girls Lacrosse team was a Co-Op with North Central Charter Essential School (Sizer). There were fifteen girls from Monty Tech on the team, and the district hopes to form its own team by 2017. Finally, there were seven total students (2 boys and 5 girls) playing in a Co-Op Tennis program with Fitchburg High School.

Congratulations to the Outstanding Male and Female athletes for 2014-2015, Kyle Morris and Kaitlyn MacAlister.

Postgraduate and Continuing Studies

The Post Graduate and Continuing Studies Program, also known as Monty Tech Nites, continues to update and add courses that emphasize a commitment to excellence by offering affordable, quality, and enjoyable educational experiences. For the Fall of 2014, Monty Tech offered 78 in-house classes with 626 registrations. We also offered a number of online course options, with a total of 27 registrations. For the Spring 2015 semester, we offered 73 in-house courses with 568 registrations and an additional 47 registrations for online programs.

In March 2015 the postgraduate program successfully graduated our third class of nine Emergency Medical Technicians. The very successful EMT program is pleased to report increased acceptance/enrollment numbers, as the program accepted a class of 16 students for the 2015-2016 school year.

The Director of the Postgraduate & Continuing Studies Program actively seeks information to develop new (and expand existing) certificate and licensure programs that align with regional workforce needs and employment trends.

Practical Nursing Program

The Practical Nursing Program is designed to prepare graduates to practice safely, ethically and in a caring manner for patients who are experiencing common variations in health status in diverse health care settings. This mission, which is consistent with the philosophy and goals of the Montachusett Regional Vocational Technical School District, accomplishes the following:

- Identifies a strong relationship between academic and vocational preparation
- Stresses the importance of developing critical thinking skills to function safely, effectively, and productively in an ever-changing technical and diverse society
- Supports the maintenance of a positive and caring learning and practice environment

On June 18, 2015, the Monty Tech Practical Nursing Program saw one of its largest graduating classes - forty (40) students - complete the Practical Nursing Program and enter the nursing profession. The class achieved an initial NCLEX pass rate of 88%, and just over 75% of the 2015 graduates are currently working in the North Central area, in various health care settings including long-term care, sub-acute care, clinics, medical offices, and prison health care.

The Monty Tech Practical Nursing Program continues to develop the "LPN to BSN Bridge" relationship with Fitchburg State University. Both institutions were awarded a grant from the Massachusetts Department of Higher Education, supporting the "Nurse of the Future" initiative. The grant funding will assist veterans hoping to transition from military to civilian healthcare fields, granting academic credits for previous military training and experience in related military specialties.

In January, the program added a technology component called Shadow Health, a virtual patient-centered clinical experience software package. Students were asked to complete assignments at home, and were assessed according to their patient/student interaction and clinical practice interactions. The added technology proved to be beneficial, allowing the educational program to continue despite the challenging weather and school closings.

Finally, the Monty Tech PN Class of 2015 completed a meaningful community service project, adopting a Monty Tech family in need referred by the school's Student Support Services Department. The nursing students purchased holiday gifts and food for the family, making sure they were consistent with the family requests and needs.

Looking Ahead

While the Montachusett Regional Vocational Technical School District educational community is certainly proud of the achievements of our talented students, faculty, and staff, we continue to have an eye toward the future, always committed to improving our vocational and academic programming, strengthening key partnerships, and maintaining facilities that contribute to student success and achievement. As we look ahead, there are a number of programs and initiatives that we expect will have a positive impact on our school and students for years to come.

Expand partnerships with area businesses: To support the school's popular Business Technology program, specifically addressing the financial elements found within the program's frameworks, school leaders began exploring opportunities to bring banking to Monty Tech students. In collaboration with Workers' Credit Union, school officials are pleased to announce a developing partnership that will result in a full-service branch located on the school's campus, offering students opportunities to develop authentic financial literacy skills and experience while still in high school. Additionally, students studying in the school's Business

Technology program will be trained as bank tellers, effectively preparing them for entry-level jobs in banking institutions across North Central Massachusetts.

Expand partnerships with area colleges and universities: Students in Monty Tech's very busy Health Occupations program may just be getting busier in the coming years. While the program already offered a number of industry-recognized credentials, school leaders began working with college partner, Mount Wachusett Community College, to determine if a college-level Emergency Medical Technician (EMT) training program could be embedded into the senior year of study. We are pleased to announce that this collaboration has resulted in an agreement that will effectively allow

seniors to earn 8 college credits, at no charge, and the opportunity to sit for the certification exam in June 2016. By providing additional career pathways in the medical field, and access to college level coursework while still enrolled in high school, school administrators and teachers are confident that program graduates will not only be more qualified for entry level positions, they will be more apt to find an area of interest within the medical field, and continue to refine the technical skills they developed while at Monty Tech.

Expand Access to Instructional Technology: A Monty Tech education is effective because efforts are made to continually access our programming, instructional equipment, and our educational resources. Through this assessment, it has become clear that while so many students have access to technology away from the school, many do not. It is important, then, to arm every student with the tools necessary to succeed not only in the workplace, but in the classroom, as well. The district is pleased to announce a large-scale technology initiative that began in August 2015, when every educator at Monty Tech was provided with a Chromebook and individualized professional development on how to best incorporate this added technology into daily instruction. So many teachers have embraced the concept, and continued to explore learning opportunities that have resulted in classroom instruction that better reflects our 21st Century school. The Monty Tech technology initiative continues, and in August 2016, every student at Monty Tech will also be provided with a Chromebook to support his/her learning, more efficiently communicate with teachers, and to promote collaboration among student peers.

Expand vocational-technical educational opportunities: As you know, Montachusett Regional Vocational Technical School is home to twenty vocational-technical programs, and currently serves over 1,400 students from eighteen cities and towns in North Central Massachusetts. We are so proud of our students and accomplishments, and every year we strive to provide only the best educational programs, both academic and vocational, to each and every student. As we review our student demographic, the regional workforce data, and feedback we have received from students interested in attending our school, we consider the benefits of adding new vocational programs. We are pleased to announce that Monty Tech is in the development stages of bringing a new program – our 21st program – to the school – Animal/Veterinary Science. The new program will respond to much-needed workforce training and community services, and will effectively prepare students to enter both college and career pathways upon graduation. Students and instructors, in collaboration with program partner, Becker College, will effectively learn concepts associated with a high school veterinary assisting program, while running a fully-functioning veterinary clinic, designed to provide care for pets in low-income families. Students will have access to college level coursework, and earn industry-recognized credentials, so that they may either advance to related post-secondary programs, or enter into the workforce to fill the projected 25.32% growth in veterinary technician opportunities through 2022. While this program is only in its development stages, a great deal of work has already been done to assure its success. Student surveys have been collected, collaborative working groups have been established, and industry experts across North Central Massachusetts have been called upon to offer expertise to help ensure the innovative facility is designed with both education and service in mind, and that all equipment and services align with industry standards.

The Monty Tech School Committee

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures.

Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2014-2015 School Committee for their outstanding service.

Eric Olson, Phillipston
Chair

Barbara Reynolds, Lunenburg
Vice Chair

Diane Swenson, Ashburnham
Peter Capone, Ashby
Toni L. Phillips, Athol
John Scott, Barre
Claudia Holbert, Fitchburg
Brian J. Walker, Fitchburg
Dr. Ronald Tourigny, Fitchburg
LeRoy Clark, Fitchburg
Helen Lepkowski, Gardner
Eric D. Commodore, Gardner

TBD, Harvard
James Cournoyer, Holden
Kathleen Airoidi, Hubbardston
Edward Simms, Petersham
John P. Mollica, Princeton
Mary C. Barclay, Royalston
Dr. Kenneth I.H. Williams, Sterling
James M. Gilbert, Templeton
Walter Taylor/Ross Barber, Westminster
Burton E. Gould, Jr., Winchendon

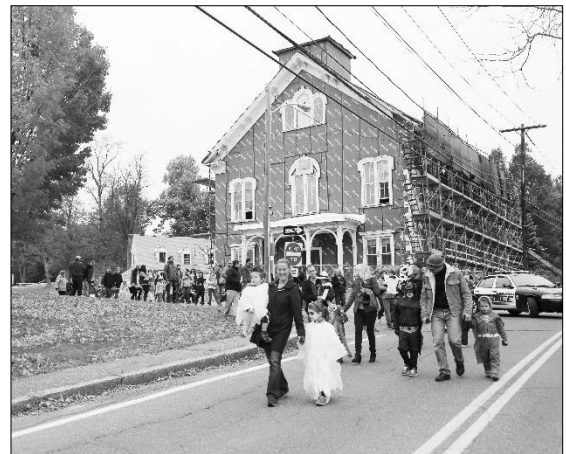
Terri Hillman, Winchendon
Secretar
Norman J. LeBlanc
District Treasurer

Respectfully Submitted By:

Sheila M. Harrity, Ed.D.
Superintendent-Director
Montachusett Regional Vocational Technical School



Halloween in Harvard



LIBRARY

Librarian, Library Trustees, Cultural Council

>>> LIBRARIAN <<<

There is not such a cradle of democracy upon the earth as the Free Public Library, this republic of letters, where neither rank, office nor wealth receives the slightest consideration.

Andrew Carnegie



Since the dawn of the internet and the emergence of Google, pundits have been predicting the demise of the free public library. But just as television did not replace radio, the introduction, advancement, and ubiquitousness of technology has not resulted in the public library fading into obsolescence – rather, it has given the Harvard Public Library (HPL) an even more relevant part to play in the life of our community.

102,815 patrons visited the library in 2015 to avail themselves of the materials we lend, the services we provide and the space and place we offer for patrons to read, to learn, to explore or to be entertained. While still providing the traditional library collections and traditional library services, librarians today are additionally challenged to keep up with each “new and improved” electronic device and to master the ins and outs of the new products, the new software, and the new eContent while being ever mindful of the needs, wants, and preferences of our community. It is a very exciting time to be a librarian!

This year our patrons checked out 127,358 traditional items (books, magazines, DVDs and audiobooks), downloaded 11,181 eMaterials (eBooks, eAudios and eMagazines) and borrowed 14,182 items through interlibrary loan. HPL in turn loaned 8,460 items to other libraries. By year’s end our Circulation staff had completed 257,438 processing transactions setting yet another record high for service. One of the happiest surprises this year was to see that the increased popularity of our online resources did not result in a corresponding decrease in the circulation of traditional library materials – the circulation of every type of material increased in 2015! Our Children’s Department was as busy as ever in FY15 as our Children’s staff held 373 programs attended by 6,990 patrons. Between the numerous story hours, book groups, educational/enrichment programs, monthly family movie nights, game hour, Book Buddies, and our annual Summer Reading Program, the Children’s Room is a daily bubble of smiling faces engaged in all sorts of activities.

In keeping with our goal to further develop our collection of electronic/online eResources for patrons, this year the library introduced Morningstar Investment Research Center - an online investment database with information on more than 30,000 stocks, mutual funds and exchange-traded funds. Guided by feedback from our patrons, our Zinio collection of digital magazines was increased to offer a more diverse, wide ranging selection of eMagazines; our Mango Language learning program was continued and saw much increased usage by students in our community; our OneClick Digital collection of eAudios was expanded and we continued our subscription to Freading, Tumblebooks for children, and Consumer Reports online. All of these

collections are available exclusively to HPL library card holders and are available whether you are at the library or accessing our website offsite.

In conjunction with this digital resources collection development, the Reference staff continued holding “Digital Days” in 2015, offering dedicated one-on-one help to patrons looking for guidance with either their device or one of our collections. The response from patrons has been overwhelming positive as the library is often the one place that offers the one-on-one attention patrons want. The program will continue and will be expanded in 2016. At the same time as they were helping patrons to bridge the digital divide, the HPL Reference staff answered 9,236 reference questions this year, hosted class time research visits from the Harvard schools, and collaborated with Harvard school teachers to make available the best resources for both teachers and students. Additionally, both the Reference staff and the Children’s staff supervised several Bromfield seniors’ Community Service Projects.

Assistant Reference Librarian Jill Hayes assumed the role of Young Adult Librarian in FY15. Jill has successfully worked to engage more and more of the community’s young people in library programs such as the Middle School Advisory Board (MAB), Teen Advisory Board (TAB) and our Teen Book Groups. 49 Young Adult programs were held this year attended by 701 students. With more programs being offered and more students now engaged in library activities the after-school library environment has become a far more pleasant and productive one.

A new addition to our collection came as a gift from one of our patrons. Mina Femino gifted the library with a new telescope for patrons to borrow. Through a program sponsored by the Aldrich Astrological Society, the telescope has been modified to be user friendly with easy to understand directions and materials to guide its use with the night sky. Patron feedback has been overwhelmingly positive and appreciative of the gift.

In FY15 the dedicated team of library staff included: Reference Librarian/Assistant Director Lisa Gagnon along with staff Librarians Constance McCormack, and Jill Hayes; Children’s Services Librarian Abby Kingsbury along with Librarians Jennifer Macmillan, Audrey Alenson and Celeste Kozlowski; Circulation Supervisor Judy Veno and staff Jennifer Holmes, Catherine Chaisson, and Carol Flagg; Cataloger Susan Andrews; Library Pages Kelly O’Shea, Jenny Specht, Jane Sullebarger, and Matthew Flokos. By year’s end all these Pages had left to pursue their college careers and we welcomed new Pages Eleanor Willard, Vivian Fair, and Courtney Flokos. We also welcomed back Kristen Bolduc as our new Circulation Supervisor upon Judy Veno’s retirement. I am grateful to all the members of the Harvard Public Library staff for their contributions to our many successes in 2015.

Library volunteers play a significant role in our everyday operations carrying on important work as shelf readers, technical services assistants, story hour volunteers, book group leaders, after-school monitors, recycling volunteers, and special program assistants. This year 121 people stepped up to provide a total of 1,916 hours of volunteer help. I am extremely grateful to these many talented individuals who so generously donated their time and talents in support of HPL.

Special recognition and thanks goes to the Friends of the Harvard Public Library chaired by Chris Frechette. As in the past, funds raised from the Friends’ annual membership drive and annual book sale made possible our Museum Pass program, our Summer Reading program, special event programming for children and adults, the cultural offerings of the Friends of the Arts, and our Books @ Home outreach program. In FY15 the Friends contributed more than

\$22,000 to our efforts and made possible so many of the services and programs our patrons enjoy. A grant from the Sun Hill Foundation continued the development of our Audio/Visual collection by funding the purchase of new materials for our Books-on-CD and DVD collection. The Garden Club of Harvard again contributed time, talent, and materials to HPL. Their floral arrangements weekly grace our Circulation desk, their volunteers worked on our landscaping, and their donation of Gardening books to our collection added new materials for patrons to borrow. Special thanks and recognition goes to two individuals whose longstanding dedication and commitment to the library have been the mainstay of our adult book groups: to Elsie Shutt who coordinates and leads the monthly Great Books Discussion Group, and to Brown Bag Book Club leader Susan Hardy. A special thank you to our recycling volunteer Joe Schmidt who stops by twice a month to take all of the library's recycling to the Transfer Station, and finally to the one person who has kept HPL's systems humming since the day we opened our doors – Pete Jackson. Although technically a “volunteer”, the hours, the work, and the learning Pete has put in to keep the building running smoothly and efficiently can only be summed up in one word – “Priceless”!

Finally a word of thanks to HPL's Board of Library Trustees who worked tirelessly this year to support the staff and improve the facility. Whether it was by assisting with student check-in every day after school; overseeing the completion of our landscape project; working on our website redesign; or keeping our legal and financial records in order, it is clear to everyone associated with the Library that your dedication and commitment as the community's elected representatives is beyond compare. I am grateful for your enthusiasm, your dedication and your support for our shared vision to make HPL the *best* library we could offer the Harvard community!

Respectfully submitted,
Mary C. Wilson
Library Director



➤ ➤ ➤ **LIBRARY TRUSTEES** ⬅ ⬅ ⬅

Overall library usage continues to climb as it has almost every year since the new library opened. We saw significant increases over 2014 in the participation in Young Adult programs (up 24%) and audio book downloads (up 17%). Please see the Library Director's report for full details.

2015 saw the completion of the wonderful new landscaping project. Despite some setbacks from the brutal winter, the work was completed on time. This privately funded project represents the completion of the original vision for the new library. We invite everyone to enjoy this lovely new space. “If you have a garden and a library, you have everything you need.” – Cicero

A new project we have undertaken this year is enhancing acoustics in Volunteers Hall. Even with our high quality sound system, the shapes and surfaces in the room can make it difficult to hear. There are still details to work out but we hope this will be completed in 2016 and that there will be a significant improvement for all the programs that take place in the hall. Funding for this project is from the HPL trust fund.

One of the goals that came out of our recent 5 year strategic planning process was to enhance how HPL communicates with the community. As part of the effort to improve communications,

we have started the process of completely re-designing our website. The current website has served us well for many years but it is time to take advantage of new technology to make it more effective and easier to use. One of the main principles in this effort is that the design will be user-friendly no matter what device you use to access it. We have gathered input from the public as well as staff as a first step in the project. We hope to have the new site ready by the spring of 2016. This project is also being funded through the trust fund.

In collaboration with Harvard Energy Advisory Committee (HEAC) we worked on two projects last year: monitoring energy use via internet/Wi-Fi equipment. The monitoring began in December. It will allow us to better understand how energy is used in the library and help us determine how to make further efficiencies. A grant was approved to convert most lighting from CFC and other lamps to LED for energy savings. The work will take place in 2016. These projects utilize grants obtained through the Green Communities program.

The HVAC building management system required upgraded hardware and software. This was completed in October. The new system was required as the old system was no longer supported. We expect better control, energy savings, and monitoring with the new system. This was funded through state aid.

The Friends of the Library continue to provide significant financial support to the Library. For the 3rd year in a row the annual book sale was held at HPL (their largest source of fund raising). The Friends organize monthly concerts and other cultural programs in Volunteers Hall from September through March through a subcommittee called Harvard Friends of the Arts. Some of HFOA's programs were so popular that they had to turn people away. The Friends along with the Trustees also provide significant financial support for many Children's Programs and materials, services and equipment that are well above and beyond what tax dollars cover. Volunteers Hall has been the home for programs sponsored by the Warner Free Lecture Series since we moved to the new Library. We also host public meetings such as the Harvard Conservation Trust programs, COA programs and Master Plan Committee public presentations, Harvard Women's Book Club meetings and many others.

A new online resource was added to the HPL website this year. It is the Morningstar Investment Research Center. This is a free service to HPL card holders that allows access to the high quality information for which Morningstar is well known.

Children's programming continues to be very popular. The Mother Goose on the Loose series had grown so much that the program out grew the children's room and is now run in Volunteers Hall. We offer significantly more programs for kids than many other towns in the area. Library Staff continued a long tradition of providing support to our schools. Teachers frequently bring classes to the Library where our Staff members can help students better understand how to do scholarly research. Staff also get input from teachers on books to buy for HPL that will support classroom learning.

Working with the police and fire departments, the HPL staff was trained for emergency situations and conducted their first fire drill. The building was evacuated in about 2 minutes. We will continue to learn about and practice safety procedures going forward. Once again in 2015, enough money was donated from generous Harvard citizens to allow us to open on Fridays during the school year. The regular town budget would not cover this expense but for the last 6 years, we have been able to keep operating at this time which is convenient for many patrons.

As always, the Trustees welcome any feedback, questions, concerns and suggestions. Please feel free to contact any one of us to let us know what you are thinking.

Respectfully submitted,
Chris Frechette (Chair)
Marty Green

Davida Bagatelle
Stacie Cassat Green

Gail Coolidge
Charles Redinger



➤ ➤ ➤ **CULTURAL COUNCIL** ◀ ◀ ◀

The annual Massachusetts State budget includes funding for the Massachusetts Cultural Council, which runs several arts & cultures related programs, including the Local Cultural Council grant program. Harvard is fortunate to be one of the many town in the State that has a Local Cultural Council to administer the LCC grant program, bringing monies from the state budget to fund programs that directly impact Harvard residents. The Harvard Cultural Council (HCC) is a volunteer organization that operates both as a town committee and under the MCC umbrella. We are currently 8 members and are always looking for new members. If you are interested, please see: http://www.harvard.ma.us/Pages/HarvardMA_BComm/Cultural/index

LCC grant applications are due on 15th October of each year and new applicants are encouraged. In FY15, the HCC funded 15 grants, totally \$4500. Recipients included: Harvard Schools PTO for Curriculum Enrichment programs at both HES and Bromfield; the Council on Aging; a program to be run at Harvard Public Library; Fruitlands, Museum; both the Concord Band Association and the Nashoba Valley Concert Band to fund different concerts in Harvard; The Virginia Thurston Healing Garden; and Harvard Pro Musica.

Respectfully submitted,

Alice Bartram, Chair
Debra VanderWerf
Rebecca Wright

Lucille Clerkin
Edith Joyce
Lily Moore-Eissenberg (student member)

Frances Nickerson
Catina Hayden



HEALTH AND HUMAN SERVICES

*Board of Health, Nashoba Associated Boards of Health, Council on Aging,
Elderly & Disabled Taxation Aid Committee*

➤ ➤ ➤ BOARD OF HEALTH < < <

The members of the Harvard Board of Health would like to thank all those who took the time to participate in the interesting and diverse discussions that took place over the past year and provided their insight and expertise to the process. We'd also like to voice our appreciation for the technical expertise provided by Nashoba Associated Boards of Health, through its staff, in general, and Ira Grossman in particular. The Board also wishes to thank Paige O'Brien for doing an exemplary job as Clerk, in facilitating the operations of the Board and would like to welcome Vicki Bilafer as a more than capable replacement. We were all very sorry to learn of Paige's departure.

The Board would like to leverage the intellect and enthusiasm of our community to provide a 'Commonwealth leading' comprehensive solution to the problem of insect borne disease. It is very important to prevent these diseases that include: Eastern Equine Encephalitis, West Nile Virus and Lyme Disease because they can have long-term and potentially devastating consequences, including permanent disability and even death. These diseases are propagated by insects; mosquitoes and ticks, respectively. Steps that each resident can take include the avoidance of 'prime mosquito times' and application of repellants such as DEET. Additional material is available to residents, through links on our web site. Control measures are crucial and cooperation with neighboring communities is a necessity for adequate protection. We are currently exploring a surveillance program customized for our town and provided by Vector Disease Control International. If you have ideas about this topic, we'd like to hear from you!

Here are some important reminders from the Board: Water quality is always important, have you had your well-water tested recently? Some areas in town are at increased risk of containing uranium or pesticides, check out the link to the risk map on our web site. The Community Septic Management Program still has funds available at a very low interest rate. Several people have taken advantage of this program. To begin the process you may download a 'Homeowner Application Packet' by visiting the Board of Health area on the Town's website. (Found under 'Community Septic Management Program, Betterment Loan'). The Board would also like to remind residents to protect themselves from influenza by receiving an annual 'flu shot' from their health care provider. And, finally, we still have tick removal tools for you, available at the office.

The Board continued its participation in emergency planning and would like to refer those who are interested in volunteering to participate in the Worcester Medical Reserve Corps. This is a group that provides manpower during times of increased need or emergency, to communities that could benefit. Training is provided as several support people are required for each medical professional. Please contact the Board if you are interested. Due to additional improvements to our web site, we encourage all to re-visit.

We, as your Board of Health, continue to address the issues related to health and sanitation, including: disease out-break and prevention, changes to Title 5, the progress and function of

installed new ‘innovative technology’ system designs, traditional subsurface sewage disposal systems, protecting ground water, ensuring an adequate supply of clean and safe drinking water, food safety, and sewage treatment, in the Town of Harvard.

Respectfully submitted,

Thomas Philippou RPh EMT-B, Chair : Lorin Johnson : Sharon McCarthy PhD



➤ ➤ ➤ **NASHOBA ASSOCIATED BOARDS OF HEALTH** < < <



Nashoba Associated Boards of Health continues to serve the local Board of Health in meeting the challenges of environmental and public health needs in **Harvard**. In addition to the day to day public health work we conduct for Harvard we also provide the following services.

- Maintaining Nashoba’s internet web site to provide information for the public. (**See *nashoba.org***)
- Response to health related impacts of beavers through coordination with the local Board of Health in the issuance of the necessary permits.
- Response to state mandated changes in regulations requiring more frequent beach sampling through sample collection, submittal for analysis, and follow-up when results were obtained.

We look forward to continuing our work with **Harvard's Board of Health**. Included in highlights of 2015 are the following:

- Through membership in the Association, Harvard benefited from the services of Nashoba staff including: **Registered Sanitarians, Certified Health Officers, Registered Nurses, Registered Physical & Occupational Therapists, Licensed Social Workers, Nutritionists, Certified Home Health Aides, and Registered Dental Hygienists.**
- Reviewed **82** Title 5 state mandated private Septic System Inspections for **Harvard** Board of Health. Received, reviewed, and filed these state mandated Title 5 inspections. Corresponded with inspectors regarding deficiencies; referred deficient inspections to Harvard Board of Health for enforcement action.

By the **Harvard** Board of Health’s continued participation in the **Association** you can shape your future local public health programs and share in the benefits of quality service at a reasonable cost!

TOWN OF HARVARD

Environmental Health Department

Environmental Information Responses

Harvard Office (days) 85

The Nashoba sanitarian is available for the public twice a week at the Harvard Board of Health Office.

Food Service Licenses & Inspections.....14

Nashoba annually mails out and receives application from both restaurants and retail food businesses. Licenses are renewed for existing facilities. Plans are submitted and reviewed prior to initial licensing. All licensees are inspected using an at risk inspection method. Where deficiencies are found, a re-inspection is scheduled to insure compliance. When a complaint from the public is received an inspection is also conducted. During this inspection health factors of food handlers is also investigated, and where appropriate medical consultation and laboratory testing may be required.

Beach/Camp Inspections.....11

Camps are inspected at least annually at opening for compliance with State Sanitary Code, Chapter IV, 105CMR430.00. Public swimming beaches are sampled for water quality every other week during the summer and more often if a problem is suspected.

Housing & Nuisance Investigations.....5

Nashoba, as agent for the Boxborough Board of Health, inspects dwellings for conformance with State Sanitary Code, 105 CMR 410.00, issues orders for correction, and re-inspect for compliance. Similarly, complaints from residents concerning unsanitary conditions or pollution events are investigated.

Septic System Test Applications.....26

Applications from residents proposing to build or upgrade a septic system are accepted, a file created, and testing dates are coordinated with the applicants engineer.

Septic System Lot Tests.....90

Nashoba sanitarian witnesses soil evaluations, deep hole tests, and, usually on a separate date, percolation tests conducted by the applicant's engineer which serve as the basis of the design of the septic system.

Septic System Plan Applications45

Detailed plans created by engineers hired by residents proposing to build or upgrade a septic system are received, filed, and routed to the Nashoba sanitarian for review.

Septic System Plan Reviews.....38

Engineered plans are reviewed according to state code, Title 5, and local Board of Health regulations and review forms are created and sent to engineer for revision. Subsequent re-submittals by the engineer are also reviewed.

Septic System Permit Applications (new lots)17

Septic System Permit Applications (upgrades)16

Applicants' approved plan submittal and Board of Health requirements are incorporated into a permit to construct the septic system.

Septic System Inspections47

Nashoba Sanitarian is called to construction site at various phases of construction to witness & verify that system is built according to plans.

Septic System Consultations.....11

During all phases of application, design, and construction the Nashoba Sanitarian is called upon for legal details and interpretation.

Well Permits.....14

Water Quality/Well Consultations17

Private wells are regulated solely by local Board of Health regulations. The Nashoba Sanitarian assist the BOH by reviewing well plans, securing well water samples, and interpreting water quality test results.

Rabies Clinics - Animals Immunized26

Nashoba arranges for local clinics with cooperating veterinarians, arranging for dates and location, placing ads in local newspapers, and sending home flyers through local schools. In addition, since the recent raccoon rabies epizootic Nashoba has arranged for delivery of over 500 animal specimens to the State lab in Boston for analysis and has counseled possible exposure victims to seek medical assistance.

Nashoba Nursing Service & Hospice

Home Health

Nursing Visits.....414

Nashoba's Certified Home Health Registered Nurses visits provide skilled services to patients in their home under physician's orders. These services include assessment of physical, psychological, and nutritional needs. Skills include teaching/supervision of medications, wound care, ostomy care, IV therapy on a 24 hour basis, catheter care, case management and referral to other services as needed.

Home Health Aide Visits177

Nashoba's Certified Home Care Aides provide assistance with daily activities of daily living including bathing dressing, exercises and meal preparation.

Rehabilitative Therapy Visit 303

Nashoba Therapists provide skilled physical, occupational, speech, and dietary therapeutic interventions through assessment, treatment and education. Their integration of client, caregiver, and medical outcomes aims at attaining maximum functional dependence.

Medical Social Service Visits.....11

Nashoba Social Workers provide short-term assistance to patients at home for counseling and referral to community resources.

Hospice Volunteer and Spiritual Care Visits.....9

Nashoba’s Volunteers and Clergy provide patients with emotional and spiritual support, companionship and guidance.

Community Health Nursing

Nashoba’s Community Health Nursing program provides an essential public health service to it member communities guided by the American Nurses Association (ANA) 16 Standards of Public Nursing Practice.

Our staff serves as a resource to the community, addressing questions and concerns from the public on a variety of health and safety issues (immunizations, head lice, chronic disease management, safe drug/sharps disposal etc.) in a variety of ways.

- We conduct regular well-being clinics for health assessment, screenings and education to all, especially the underserved and at-risk populations.
- We report and investigate communicable diseases to formulate and implement control guidelines and strategies that protect the health of individual and the community at large (mandated by the Massachusetts Department of Public Health).
- We make will-being visits to assess needs, coordinate appropriate care and services and provide case management as needed (health promotion).
- We provide public health education.
- We address psych-social issues that may impact general health and safety (i.e. hoarding).
- We are available to collaborate with all municipal staff to address public health nursing questions, work closely with Councils on Aging to assist elders in the communities and are available for consultation with school nurses caring for children and families. The nursing staff also works with the Sanitarian for your community, as needed, to address issues of unhealthy living conditions.

Listed below is summary of the activities of the Community Health Nursing program.

Nashoba conducted 15 public clinics in your community; those clinics offered your citizens: blood pressure screening, annual sugar and eye screenings, flu shots and an opportunity to consult with the nurse to address questions.

Our staff conducted 10 health promotion/well-being visits in your communities.

We administered 95 flu shots through our annual clinics.

Nashoba reviewed, investigated and reported on the following cases of communicable diseases from your community. Though the daily reporting and investigating work is not always visible it is vital to protect the public from the spread of disease.

Investigated.....	81
Confirmed.....	25

Communicable Disease Number of Cases

• Anaplasmosis.....	5
• Babesiosis	1
• Campylobacter.....	1
• Group B Streptococcus.....	1
• Haemophilus Influenzae 2.....	1
• Hepatitis B	1
• Hepatitis C	2
• Influenza	5
• Lyme Disease	6
• Streptococcus Pneumonia.....	1
• Varicella.....	1

Dental Health Department

Examination, Cleaning & Fluoride - Grades K, 2 & 4

Nashoba's Registered Dental Hygienists, operating out of the school nurse's office and records, provide these services to those children whose parents have given written consent.

Students Eligible.....195

Students Participating.....113

Referred to Dentist.....14

Instruction - Grades K, 1 & 5

Nashoba's Registered Dental Hygienists also provide classroom instruction of cleaning and maintaining health teeth to all children in these grades.

Number of Programs..... 7

Respectfully submitted,

James Garreffi, Nashoba Associated Boards of Health



➤ ➤ ➤ COUNCIL ON AGING ◀ ◀ ◀

The mission of the Council on Aging is to enhance the lives of Harvard residents age 60 and above. The Council identifies and addresses the ongoing social, recreational, educational, vocational, financial, transportation and therapeutic needs of Harvard's senior population. This is accomplished through program development, advocacy, legislative awareness and involvement, and community linkages.

The Harvard Council on Aging recognizes the important role that older citizens play in the life of a town. It is dedicated to promoting the welfare of senior citizens and helping them stay active in the community and safe in their homes as they age.

As of December 1, 2015, the number of seniors in Harvard was 1,506 which represents 26% of the total town population. The COA Board of Directors, staff, and volunteers continue to offer as many services as possible within our budget constraints. Every resident has the option of receiving our monthly newsletter and those over 60, disabled, and family members of seniors use our services. Our records indicate that nearly half of the senior population used programs and/or services through the COA at one time or another during the year.

The Council on Aging (COA) has 5 employees: a director (full-time), two outreach coordinators (19 hours per week), a program coordinator (12 hours per week), and an administrative assistant/dispatcher (19 hours per week). The director and one outreach coordinator are funded through the town budget; the other outreach and the program positions are funded partly through the town and partly through a grant from the state Executive Office of Elder Affairs. The administrative assistant/dispatcher's pay is reimbursed by MART for 14 hours, with the other 5 hours paid by the town. The town provides no funding for programs.

Because of the increased caseload of seniors needing services to stay safely in their homes, the town added a second outreach position in 2015 to support those with significant issues. We see increasing numbers of seniors with both physical and mental health issues and those who are aging or are living alone with little or no support. The outreach workers conduct home visits on a regular basis and the seniors' needs are carefully monitored by the director, who is a licensed social worker. Communication with family members living near or far is a critical component and constant advocacy is essential. Contact with seniors is documented and confidentiality is strictly maintained.

MOST POPULAR PROGRAMS AND SERVICES of 2015

- ***Housing Matters: A Conversation:*** Offered in conjunction with the League of Women Voters, the COA program committee and Friends of the COA began a series of programs that examine Harvard's housing options from an individual and community perspective. Programs included a panel discussion titled "Where Are We Now?" a Senior Housing Expo, and will continue with speakers from Harvard University and UMass to discuss the policy and governance structures that make towns friendly for those who are aging.
- ***Farm to Friend -"Soups for seniors":*** We coordinated with the Harvard Farmer's Market Farm-to-Friend program to offer Chef Paul's renowned soups to qualified seniors during the winter months and continued fresh produce to homebound and lower income seniors during the growing season.

- ***Individual visits to seniors on holidays:*** The outreach coordinator arranged for individual visits to seniors from the Girl Scouts during the holiday season, including caroling and gift baskets. In addition, holiday centerpieces are delivered to seniors from the Garden Club. These programs are all very well received by our seniors.
- ***TED Talks:*** This lecture series offers a topic that encourages thought and dialogue. These are powerful ideas presented by remarkable people. This program has been a great new addition, and is watched on our big screen TV followed by lively discussions.
- ***Our popular trip offerings:*** We organized and sponsored more than 30 trips this year, funded by the participants. Our day trip travel program remains very popular and has received the high acclaim of seniors both in and outside the Harvard community.
- ***Lunchtime speakers on different topics:*** We hosted speakers on a variety of topics to offer seniors educational opportunities that can keep them safe and enhance their quality of life. These included: nutrition; arthritis; Alzheimer's; fire safety and more.
- ***Special luncheons:*** With donations of both time and money, benefactors such as the Harvard Woman's Club, the Lions Club, the COA, and the Police Association offered a number of special luncheons and entertainment on different occasions and holidays, including barbecues, an ice cream social, holiday dinners, and St. Patrick's Day lunch.
- ***Expanded computer lab hours and classes on timely topics:*** The computer lab has expanded to include volunteer help on Tuesdays as well as Fridays with knowledgeable volunteers to provide technical support. In addition, we offer classes such as "iPad tablet class", "Searching with Google", and other timely topics.
- ***Intergenerational Programs:*** The staff coordinated and worked with departments and area groups such as the National Honor Society students, Harvard Firefighter's Association, the Girl Scouts and Farm to Friend to prepare and deliver meals around the holidays for homebound seniors. In addition, they worked with the Holy Trinity Youth Group and the Catholic Heart Work Camp to support senior needs.

ONGOING SERVICES OFFERED BY THE COA

The COA offers a wide range of programs for physical, social, and intellectual well-being.

SUPPORT SERVICES:

Counseling for professional resources and referrals
Home visits and ongoing follow up
Communicate with family members
Transportation through MART van
Monthly newsletter
Friendly Visitor Program
Elderly and disabled tax aid and tax work-off opportunities
State and local fuel assistance and SNAP (Food Stamps)
Handyman and chore programs
SHINE

HEALTH AND WELLNESS:

Wellness and podiatry clinics
Health programs with guest speakers

Exercise programs (aerobics, yoga, tai chi, Zumba gold, and line dancing)

Collaboration on Farm to Friend program with area farmers

SOCIAL AND RECREATIONAL

Tuesday and Thursday luncheons

Card games and clubs

Men's & women's social groups

Cultural and recreational day trips

Annual events, holiday luncheons and cookouts

Intergenerational programs:

Boy Scouts, Cub Scouts, Girl Scouts,

Student volunteerism through schools

INTELLECTUAL
Speakers, workshops, and
educational series

Computer Center classes and
programs

FACILITY AND TECHNOLOGY IMPROVEMENTS

Based on the work of the Hildreth House Improvement Committee, the Council on Aging submitted a Town Meeting warrant article this year for safety and access improvements at Hildreth House. By a near-unanimous vote, Town Meeting approved the COA funding request for \$1.36 million for improvements, including expanded parking, a lift to the second floor, renovation of the upstairs bathroom, and other work to improve access in and around our historical senior center. We are grateful to everyone who supported this important project.

The Council on Aging fully occupies Hildreth House and we continue to borrow space around town for various activities. We are grateful to the Congregational, Unitarian, and Catholic churches, and to the Harvard Public Library, all of which have provided space free of charge for a variety of COA functions this past year.

Thanks to a generous donation to the Friends this year earmarked for technology, we now have a flat panel television installed in the living room along with cable, Internet and DVD capabilities. The COA can show movies, watch TED Talks, and offer computer classes with the instructor's computer shown on the big screen.

COMMUNITY OUTREACH

We continue to develop and foster relationships with the schools, town committees, and other town groups such as the Woman's Club, Garden Club, and Farmer's Market, Farm to Friend-including Soup for Seniors, Girl Scouts, Boy Scouts, Lions Club, and others. We actively collaborate with the schools as enrichment for both students and seniors – in particular the Bromfield students looking for community service. We work with Harvard Help volunteer program to offer transportation to seniors when the MART van cannot accommodate their needs. With support from the Cultural Council we offered "An evening with Walt Whitman."

FRIENDS OF THE HARVARD COA

The Friends of the Harvard Council on Aging is the fundraising arm of the COA. We are a 501c3 organization; therefore, any donations made to the Friends are tax-deductible. The Friends of the COA provides funding for the monthly newsletter, support for programing and other miscellaneous projects at Hildreth House. This fundraising group is actively seeking new volunteers to help support the work of the COA.

Respectfully submitted,

Board of Directors: Deb Thomson and Fran Nickerson, co-chairwomen

Bruce Dolimount, treasurer; Members: Susan Guswa, Katie Petrossi, Pam Frederick, Hank Fitek, Suzanne Roberts, and Beth Williams.

COA Staff: Deborah Thompson, MS, LSW, Director
Maria Holland, Outreach Coordinator
Joan Goddard, Outreach Coordinator
Cathy Walker, Administrative Assistant/Dispatcher
Pete Dumont, Program Coordinator



➤ ➤ ➤ **ELDERLY & DISABLED TAXATION AID COMMITTEE** ⬅ ⬅ ⬅

In 2015 the Committee helped fund over \$12,000 in property taxes for residents who qualified for assistance from the Elderly and Disabled Tax Aid Fund. Assistance ranged from 40% to 80% of the tax due. Generous Harvard residents donated almost \$11,000. That money goes directly to the Town Treasurer to defray part of the property taxes due. Names of contributors, applicants and recipients are always kept confidential.

An annual fundraising drive in January and February provided the only money used by the committee. Several years ago the Committee replaced the annual donation request letter with an insert in the real estate and excise tax bills, saving several hundred dollars for the Fund. In years when the need is great or not enough is raised in this manner, the Committee has requested help from a trust set up to assist the town's elderly population.

The goal for 2016 is to raise \$20,000. This is a stretch from the \$11,000 in donations raised in 2015 but the need is there.

Members of the Committee thank the generous 2015 contributors and those who are planning to contribute in 2016.

Respectfully submitted,

Dale Welch, resident member and chair
Laura Andrews, resident member
Ann Taylor, resident member

Debbie Thompson, Director, Council on Aging
Amy Haley, Treasurer, Town of Harvard





Tree Lighting



Local businessman George Carvill generously providing a donation to Town Administrator Tim Bragan for the purchase of new lights for the tree.



A huge thank you to the Fire Department for hanging the lights.



PUBLIC WORKS

Public Works Director, Cemetery Commission

➤ ➤ ➤ **PUBLIC WORKS DIRECTOR** < < <

The Department of Public Works is pleased to offer the following annual report of accomplishments during 2015. Below please find a summary of achievements for which this department is very proud to have provided the residents of Harvard.

Highway Department

- Installed a Pavement Overlay to the following roads:
 - Bolton Road (Mass Ave to Slough Rd)
 - Fairbank Road (Ayer Rd to Old Boston Turnpike)
 - Old Boston Turnpike
 - Whitney Road (Ayer Rd to Littleton Rd)
 - Pond Road (Mass Ave to Warren Ave)Ancillary work included the following tasks:
 - Raising casting
 - Reset granite curbing along Fairbank Rd. in front of Old Library.
 - Reset the brick sidewalk in front of the Old Library.
- Installed Liquid Bituminous Treated Stone Seal Resurfacing on the following roads:
 - Prospect Hill Road
 - Old Shirley Road
 - Eldridge Road
 - Slough Road (Woodchuck Hill-Mass Ave.)
 - Scott Road
 - Craggs Road
 - Withington Lane
 - Mettacomet Road
 - Deerfoot Trail
 - Partridge Hill Road
 - Hillcrest Drive
 - Green Hill Road
 - Houghton Lane
 - Armstrong Road
- Crackfilled 8.45 miles of public roadways.
- Painted centerlines and crosswalks on our public ways.
- Swept all town roads, repaired numerous washouts and potholes.
- Continued cutting back the vegetation along our public ways with the Boom Flail Mower. Most roads have now had their initial trimming.
- Regularly cleared roadway drainage culverts due to beaver activity. We installed and maintained beaver deceivers.



Winter of 2014-2015

The winter of 2014-2015 will be remembered for having historic snowfall. The bulk of the snow (85") came during the three week period Jan 24 - Feb 14. The Public Works staff of 10 once again stepped up and rose to the task of plowing our 65 miles of roadway (130 lane-miles) without any outside contractual services.

This represents 12 lane-miles of roadway per staff member. This is among highest productivity levels per man in the entire area. In addition, we plowed the parking lots of all town and school facilities.

We take great pride in providing the highest possible environmental standards in controlling ice and snow on our roadways. We use a 50% reduced mix of salt and sand on our roadways. This is very important because most of our residents get their water from private wells.

- We received 107" of total snowfall
- We had 14 plowing events
- We were called in to sand an additional 37 times for icy roads
- We distributed 2,580 tons of salt and 2,900 tons of sand.

Water Department

We are pleased to report that the entire Public Water System has been 100% upgraded to meet current standards. This milestone event was completed in 2015 with the replacement of the old water main on Pond Road. Over the past 10 years, 60% of the water system has been upgraded through a combination of DPW in-house projects, developer assisted upgrades and piggy backing on the Downtown Sewer System Expansion. We're pleased to have played a major role in upgrading the water system for the enjoyment of many for decades to come. This year we:

- Installed 700 LF of 4" water main on Pond Road from Warren Ave. to the Pump House.
- Completed a system wide "Flushing Program".
- Read water meters twice during year and repaired/replaced faulty equipment.
- The licensed Water System Operators participated in many continuing education classes to keep abreast of the many new rules and regulations imposed by DEP to provide the safest possible water to our customers.
- Tested all backflow devices twice.

Transfer Station

- Collected and disposed of 1124 tons of Municipal Solid Waste
- Collected and recycled 740 tons of materials
- Remodeled the old baling shed and moved the Waste Oil Collection Area to this new building. In addition, we added a used Anti-Freeze collection tank to this area.

School Department

- We designed, permitted and managed the construction of a new front entry and bus-loop to the Bromfield School. The work included the removal of all existing sidewalks and installing new architectural concrete entryway, new Bituminous Concrete sidewalks, repaved bus-loop, and landscaping.

Pond Committee

- Maintained and cleaned stormwater treatment bays and Stormceptor treatment tanks.
- The Pond Committee handed over the operation of the Bare Hill Pond Pump House to DPW. We also managed the winter pond draw down.
- Conducted a MassDCR mandated dam inspection at the Bare Hill Pond Dam.

Cemetery Commission

- Graded, loamed and seeded the Shaker Cemetery to repair damage caused by tree crews removing overgrown large trees.
- Repaired multiple leaks in the Bellevue Cemetery water system.

Facilities

- Assisted with moving Town Hall to it's temporary location at the Old Library.
- We rehabilitated 10,000 gallon above ground fuel storage tank at the Highway Yard.
- Excavated test pits for perk tests for new Highway Garage Septic System.
- Re-built the front stairs to the Old Library.
- Prepped for the new handicap ramp for access to the Town Beach.

Miscellaneous

- Mowed Conservation Fields.
- Provided grounds maintenance to all public and school facilities.
- Maintained all recreation fields and parks.
- Operated and maintained three town cemeteries.
- Assisted with the set-up of many community events during the year.

We pride ourselves with providing superior customer service. We urge you to call us if we can be of assistance. The department and its staff would like to thank the residents of the town for their continued support this past year. We pledge to continue our tradition of service to the community this coming year.

Respectfully Submitted,

Richard C. Nota

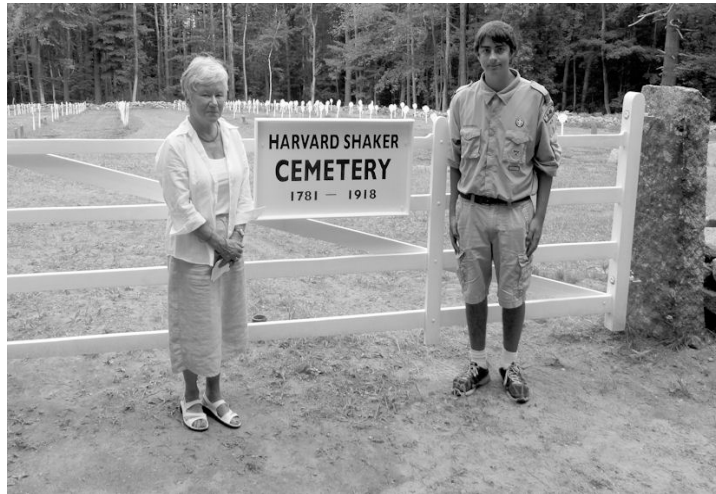
Town of Harvard, Public Works Director

➤ ➤ ➤ CEMETERY COMMISSION ◀ ◀ ◀

The Cemetery Commission had a very productive year with a variety of projects undertaken and completed. In Bellevue Cemetery three 80 foot hemlocks were infected with Woolly Adelgid disease and a Norway spruce that was struck by lightning were removed and the stumps were ground. The Hearse House and the Public Tomb in the Center Cemetery, were given a much needed exterior paint job. The high light of the year was the dedication of the new Shaker Cemetery gate. The project was taken on by the Harvard Historical Commission. Local Eagle Scout candidate Pat Pesa mentored by Vice Chair Joe Theriault, with funding provided by the Harvard Lions Club, constructed and painted the new gate. Local mason contractor, Jeff Baer drilled the holes in the granite post to attach the hinges. Harvard artist Karen Dolimount painted the lettering on the new sign which is attached to the gate. During construction of the gate the DPW did a great job of cleaning up the Shaker Cemetery and regrading. A Shaker Celebration was held on July 22nd, complete with music and guest speakers which made the gate dedication a pleasant occasion. Thanks to all that made this project a success. Kudos to Debbie Ricci from the Capitol Committee who helped the Commission with our trust fund accounts. There were 14 interments and 12 grave sites were sold at Bellevue.

Respectfully submitted,

Jack Spero, Chair
Bruce Dolimount
Theodore Maxant



Eagle Scout candidate Pat Pesa and
Artist Karen Dolimount



ENVIRONMENTAL PROTECTION

Bare Hill Pond Watershed Management Committee, Conservation Commission, Historical Commission, Park and Recreation Commission

➤ ➤ ➤ BARE HILL POND WATERSHED MANAGEMENT COMMITTEE ◀ ◀ ◀



The Bare Hill Pond Watershed Management Committee continues to implement its watershed management plan to protect and restore the habitat of Bare Hill Pond and its watershed. In the past 15 years we were successful in this strategy in removing it from the State list of endangered lakes and ponds. In 1998, Bare Hill Pond was determined to be endangered because it was measured as having phosphorous levels from non-point source pollution at levels of 0.44 mg/liter. Phosphorous is in soil that runs into the pond when a watershed is developed or disturbed by development. Phosphorous used to be in detergents and fertilizers but regulations in past few years have removed them from these products, and their use can be restricted in a permit. Phosphorous is also a particulate in auto exhaust and is washed into the Pond during rainfall when storm water is left untreated from roads and driveways.

Phosphorous matters because at levels above 0.25 mg/liter it puts the Pond at significant risk of eutrophication and algal blooms. It also feeds invasive species like milfoil and fanwort. Algal blooms can deplete the Pond of oxygen and put fish, amphibians, crustaceans and the habitat at risk.

So where are we today? The good news is that as a result of the draw downs of Bare Hill Pond, we have substantially reduced the level of phosphorous in the Pond and brought the levels down to 0.22 mg/liter or less – just below the endangerment level. We have also seen a reversal in prevalence of invasive species and a re-emergence of native plants and native habitat. Our monitoring data and reports can be found on the Committee webpage on the Town Website www.harvard.ma.us/bhpwmc. We have also achieved this by installing storm water controls to capture the major inputs of storm water into the Pond which now treat (as designed) approximately 50% of the phosphorous from storm water that runs off the school parking lots, Town center roads, Pond Road, Warren Ave and the beach -- all good news.

Under our permits from Conservation Commission, which regulates our activities in the watershed, we have now begun to use monitoring data to determine the need each year for drawdowns with the objective of reducing their frequency while protecting the watershed. For example, we did not do a draw down in Winter 2014, after achieving this level of success and our data from Summer 2014 shows that phosphorous did not materially get worse, although invasive species growth did get worse in a number of areas of the Pond. Based on these results, we performed a draw down in Winter 2015 which helped control the increase in invasive species, however, we also observed an increase in phosphorous levels in 2015 following the significant runoff from the snowfall in 2015. Phosphorous levels then declined somewhat from April to July 2015 but taking into consideration the phosphorous increase and the level of invasive plant

growth, we conducted a draw down in Winter 2016 to bring the Pond back to its healthier condition.

The challenge we face is that while we have had great success, we are still close to the edge of endangerment due to the level of development in the Watershed. For this reason we need to continue our monitoring and continue to ask all of us to do our part to protect our Pond. We can all help by:

- Avoiding or minimizing the use of fertilizers in the Watershed, which can promote algal blooms and invasive plant growth.
- Continuing to restore shorelines and wetland areas that lead to Bare Hill Pond. Many residents have taken this to heart and the Pond today had more vegetated shoreline than in the recent past.
- Supporting the Conservation Commission and ZBA in restricting development in the watershed that would lead to increased non-point source pollution of the Pond.

We want to thank all the volunteers who contribute to the protection of the Pond, and invite any interested residents to consider joining the Committee.

Respectfully submitted,

Bruce Leicher, Chair
Tom Gormley

Megan Glew
Brian McClain

Steve Gordon
Peter von Loesecke



➤ ➤ ➤ CONSERVATION COMMISSION < < <

The Harvard Conservation Commission is composed of seven volunteer members appointed by the Board of Selectmen for renewable three-year terms, an associate appointed annually, and is supported by a Land Use Administrator/ Conservation Agent who is shared with the other Town Land Use Boards. The Commission has a primary role in administering the following statutes and regulations:

- Massachusetts Wetlands Protection Act, M.G.L. 131, Section 40;
- Massachusetts Wetland Protection Regulations at 310 CMR 10.00;
- Town of Harvard Wetlands Protection Bylaw, Town Code Chapter 119, and
- Town of Harvard Wetlands Protection Bylaw Rules, Town Code Chapter 147

The Commission is also involved in coordination with other governmental bodies, in numerous other activities including the following:

- Management of conservation properties in Harvard;
- Review and comment on forest land, agricultural land, and recreational land purchase options under M.G.L. Chapters 61, 61A and 61B;
- Review and comment on zoning and planning applications under M.G.L. Chapter 40A & Chapter 41
- Review and comment on affordable housing development plans under M.G.L. Chapter 40B;
- Review and comment on forest management plans under M.G.L. Chapter 132;
- Administration of the Massachusetts Public Waterfront Act, M.G.L. Chapter 91 and associated Public Waterfront Regulations at 310 CMR 9.00; and
- Review and permitting of beaver controls under M.G.L. Chapter 131.

In addition to the statutes and regulations listed above, the Conservation Commission reviews permit applications received by the Planning, Zoning Board of Appeals, and Board of Health offices as part of an internal review to determine if the proposed activity involves matters within the jurisdiction of the Conservation Commission. This review may include site visits to verify the absence or presence of wetlands and lands adjacent to resource areas.

The Commission holds public meetings on the first and third Thursdays of each month, or as otherwise announced. Meetings normally begin at 7:00 p.m.

Wetlands Protection

The Conservation Commission's primary duties include reviewing and issuing several types of wetlands-related permits under the Massachusetts Wetlands Protection Act and the Town of Harvard Wetlands Protection Bylaw. Most projects involving proposed disturbance in or within 100 feet of the edge of a wetland (200 feet in the case of perennial streams, rivers, ponds, and vernal pools) requires the project sponsor to file a Notice of Intent (NOI). This process involves a comprehensive review of potential project impacts to protected areas and typically results in the issuance of an Order of Conditions by the Conservation Commission. Applicants proposing projects with limited potential impact may be advised to submit a Request for Determination of Applicability (RDA). The RDA process is generally less demanding upon the applicant than the NOI process.

To help Harvard residents know when they need to obtain a wetland permit, instructions, forms for filing, and the Harvard Wetland Rules and Regulations are available at the Commission's office during normal Town Hall business hours, as well as online at www.harvard.ma.us. The Commission's Administrator/Agent welcomes inquiries.

The Conservation Commission held a total of 18 public meetings during 2015 as well as numerous site visits at proposed project sites. Our activity statistics for the year are as follows:

Type of Activity	2015	2014	2013
Notice of Intent	8	8	14
Order of Conditions (Approvals)	8	8	13
Order of Conditions (Denials)	0	0	0
Abbreviated Notices of Resource Area Delineation	0	0	1
Orders of Resource Area Delineation	0	0	1
Request for Determination of Applicability	9	15	5
Determination of Applicability	10	14	5
Certificate of Compliance	8	33	55
Extension to Order of Conditions	2	1	0
Enforcement Orders	3	1	1
Amended Order of Conditions	0	0	0

In 2015 the Commission had a moderate number of applications overall, but spent a considerable amount of time on several that involved multifaceted circumstances. Distinguishing new construction from tear-down and rebuild, establishing a manageable buffer zone between a wetland resource area and horse paddock and the ongoing efforts to mitigate impacts to Bare Hill Pond are just few of the challenges the Commission faced in 2015.

The ongoing construction of single-family homes in Harvard has led to the development of sites that do not fall under the jurisdiction of the Commission -- until an impact to a wetland resource area, usually off site, takes place during construction. Realizing that having erosion mitigation in place prior to construction would reduce damage to resource areas, the Commission began discussing an Erosion Control Bylaw that would require appropriate sites to install and maintain erosion and sedimentation controls during development. The Commission will present this Bylaw at the 2016 Annual Town Meeting.

We would like to thank all the Harvard residents who have worked diligently with the Commission to preserve our environment, heritage, and way of life through thoughtful development.

Conservation Land Acquisition and Management

In addition to protecting wetlands, the Conservation Commission also helps the town acquire land by gift or purchase for conservation purposes and manages all land so acquired. Over the years, generous citizens have gifted over 30% of Harvard's approximately 2,000 acres of conservation land to the Town. The Commission has periodic discussions with landowners and with the Harvard Conservation Trust (HCT) about the possibilities of gifts or purchases of land for conservation. Occasionally gifts are monetary, designated for the Conservation Commission's Conservation Fund. The Conservation Fund was established through the Conservation Commission Act, M.G.L. Chapter 40 Section 8C and is dedicated for the specific purpose of purchasing or managing conservation land. The Commission currently receives

funding for open space protection through the Town--State partnership enabled by the Community Preservation Act.

Two significant land acquisition projects closed in January and February of 2015. In a project spearheaded by the Harvard Conservation Trust, protecting from development most of a 15 acre parcel with Conservation Restrictions, the town purchased 3.8 acres of upland on Old Littleton Road traversed by a popular path and a portion of the town's snowmobile trail. Together with the abutting 6.4 acres of conservation land that had been gifted to the town by James Dunlap in 2008, the combined 10 + acres will be called the Fuller Dudley Woods in honor of Mr. Dunlap's wife's family who lived and owned land in that area since the late 1800's. (It was the Fuller family that gave the land for the nearby Harvard Observatory.) The land is contiguous with 34 acres of conservation land across the street, previously gifted to the town by Mr. Dunlap.

The second major land acquisition project brought to completion was the purchase of the Willard land, 48.5 wooded acres between the agricultural fields along Willard Lane and the Willard Shores community of houses on Bare Hill Pond. The land, a woodlot that had been in the Willard family since the mid-1800's, is crisscrossed with wetlands and features impressive rocky outcroppings. This parcel links more than 200 acres of the Sprague and Luongo conservation land to the south with the Clapp-Scorgie-Smith-Tufts complex to the north, giving important protection to the western watershed of Bare Hill Pond.

A third parcel was added to the town's protected land in 2015 by way of a gift of a two acre field on Shaker Rd., abutting the historic village and across the street from the Holy Hill conservation complex. This generous gift will preserve the important historic landscape of Shaker Village and its surrounding agricultural lands.

The Commission continued to work with the Bare Hill Pond Watershed Management Committee, supporting its efforts to manage the overall ecological health of Bare Hill Pond in general and the growth of invasive aquatic weeds in particular. After a one-year suspension in 2013, the annual drawdown continued in 2014 and was increased to a level of 6 feet in 2015 to maintain the successful reestablishment of native plants on much of the pond bottom and the reduction of fanwort and milfoil in the areas exposed by the drawdowns.

The Land Stewardship Subcommittee (LSS) was busy and by the end of 2015 recruited a new contingent of volunteers (with chainsaws) to help keep the trails open. One downed tree of note was among the venerable sugar maples of Maple Lane. This massive tree, planted by the Shakers in 1850's, was uprooted in a late summer squall and hung up in a partner tree across the lane. The take-down was a challenging job for professionals at a cost of \$1700. DPW workers helped with one other difficult tree tangle and volunteers took care of the rest of trees down over trails. LSS organized public walks at Holy Hill in April and at Vesenska/Black Pond in November, which were both much enjoyed. Clearing and improving the trails in the beautiful, but lightly used conservation area around Black Pond became the major trail project of the year. New trails on the HCT Brown land at the end of Murray Lane were linked to those on Great Elms, and LSS thanks Alex Hill for his great help over the summer with trail maintenance at Holy Hill as part of his Bromfield senior community service project.

Mowing of the fields on Town conservation land went relatively smoothly this year and all fields were hayed or mowed by early October. Research continued on the population of Baltimore checkerspot butterflies on the Williams land and additional investigations on Eastern kingbirds and mouse foraging behavior were initiated at that site. Harvard Community Gardens flourished

on the Coke land off Littleton Road; to request a plot for next year, contact hcgmembership@gmail.org.

The invasive plant control project moved into its fourth year, and with a final season of treatment of black swallowwort and woody invasives at Clapp Scorgie objectives at that site have been successfully met. Likewise, spot treatments on Powell and the field off Murray Lane concluded proposed work on these areas as well as the Williams land. These four areas will require monitoring and periodic maintenance treatments, but nothing akin to the effort made these past three years. New areas tackled in 2015 were Bare Hill Wildlife Sanctuary, where bittersweet vines were cut and treated in the woods by the Mary Abbott trail and woody invasives were cut and treated in the “tree islands” of the old orchard, and Dean’s Hill where bittersweet and glossy buckthorn were the main targets. Finally, the three-year project at Hermann Orchard was started in October with the clearing of half of the southern slope of apple trees and invasives. The remainder of the southern slope will be cleared in 2016 to become open field and pasture and the northern slope will be “cleaned up” with the apple trees left in place.

We would like to thank the members of the Land Stewardship Subcommittee: Jim Adelson, Bob Benson, Pam Durrant, Joanne Ward, Phil Knoettner and Wendy Sisson and note that the LSS welcomes new members and volunteer assistance.

Conservation Commissioners and Staff

The membership of the Commission was at its full complement for 2015 and remained unchanged from 2014. Paul Willard continued as the chair and Don Ritchie served as vice chair. 2015 included some significant milestones for members of the Commission. In March the Commission honored Charlie Gorss with a brass sundial crafted by Andrew Warner of Harvard, for his 25 years of service to the Commission. In addition, Don Ritchie was recognized for his twenty years of service and Jim Breslauer for his ten years.

The Conservation Agent continues to monitor projects permitted by the Commission during all phases of work and to share information and filings with the other Land Use Boards. During 2015 the Agent monitored six different projects around Town.

Several Commissioners wear more than one hat, working in concert with other boards on projects of joint interest. Wendy Sisson serves as Chair of the Land Stewardship Subcommittee. Joanne Ward is the Commission’s representative on the Community Preservation Committee. Paul Willard serves as the Commission’s liaison to the Department of Public Works and the Bare Hill Pond Watershed Management Committee. Jaye Waldron served as the Commission’s representative on the Master Plan Steering Committee.

Respectfully submitted,

Paul Willard, Chair

Charlie Gorss

Wendy Sisson

Joanne Ward

Don Ritchie

Janet (Jaye) Waldron

Jim Breslauer

Liz Allard, Land Use Administrator/Conservation Agent



➤ ➤ ➤ HISTORICAL COMMISSION ◀ ◀ ◀

Our Town Bylaws charge the Harvard Historical Commission with planning, advocating, and permitting responsibilities for the preservation of the town's historic places. In the first of its two roles, the Commission advises municipal property managers and private historic property owners on historic preservation measures, and identifies properties and places that are eligible for the Registers of Historic Places at the local, state and national level. It conducts historic preservation surveys and collaborates with other boards and commissions on preservation planning actions. In its second (and equally important) role, the Harvard Historical Commission functions as a local historic district commission, which is a quasi-judicial body that operates under the authority of Chapter 40C of Massachusetts General Laws (M.G.L.) and the Code of the Town of Harvard, Chapter 48 Historic Districts Bylaw for the purpose of regulating proposed building alterations in its two local districts. Until now, the Commission has operated with no budget and an all-volunteer staff support.

STAFF. In this past year, the Commission saw two long-time members retire: Ron Ostberg and Chris Cutler. Each has had long records of volunteer service with the Town of Harvard. Ron served as Commission Architect. Our heartfelt thanks to both for their dedication to historic preservation and to the town. In addition, we also lost our Chairman, Joseph Theriault. Joe was totally dedicated and passionate during his service on the Historical Commission. He had an unbelievable knowledge of the Town of Harvard history, and his many contributions to education and preservation of the Town's historic assets will be greatly missed. We are delighted to welcome new Commissioners David Vannicola, and Wendy Cote-Magan to our ranks. We look forward to teaming up with them in our work. Wendy is our new Commission Architect. We continue our search for volunteers interested in our work.

ORGANIZATION. This year, the Historical Commission continued its introspective look into its mission, its goals, and organization. As a result, we continued to codify our organizational policies and procedures and developed our policies for historic preservation. These Policies & Procedures will allow the organization to operate more consistently and with continuity year after year even when turnovers occur in our volunteer leadership and membership. So, a plan was implemented to (1) expand the organization to produce additional capabilities and (2) develop new networking instrumentation using the cloud-based DropBox facility to allow centralization, sharing, and backup of our administration and operational file storage while our members use their own private computers.

FINANCE. Until now, the Commission has operated over the years with a budget of zero dollars. This year, because of the expansion in our operations to implement all aspects of our bylaw charter, we submitted a budget request for FY2017 in the amount of about \$3200 with some one-time expense items of \$1500 for the GIS maps and some hardware.

CPA FUNDING. The Commission submitted three funding requests to the CPC for FY2017: Repair Shaker Burial Markers: \$15,000; Shaker First Herb House Restoration: \$7,500; Historic Preservation Reserves: \$25,000. All were rejected

HISTORIC PRESERVATION. The *Historic Properties Working Group (HPWG)* was started up late last year to research and document historic properties. From the set of documented historic properties which currently number over 300 in Harvard proper, the HPWG will

recommend some to the Commission for designation to landmark status, to the state and national registers of historic places, or for preservation restrictions and other protective measures. The HPWG is currently chaired by Sherry Graham with a Commission Staff of Sally Dancause (Database operations), Susan Lee (Properties Historian), Orville Dodson, Lynne Cooke, Elizabeth Curry and Loretta Esprey.

Historic House Marker Program. This year, the Commission continued its *Historic House Marker Program* which supports itself with funds that are generated by the sale of its official HHC-sanctioned Historic House Markers. The Program adds considerable visibility and interest to the historic homes of Harvard and in some cases, also brings the Commission and residents to work together to research house histories as necessary. The program is led by Commissioner Pam Marston and Susan Lee. The new Historic Properties Working Group (HPWG) assists in any research that is needed to verify the construction date, original owner and in general the history of the historic place.

Shaker Cemetery Restoration. In other projects, the Commission completed its work in coordination with the Cemetery Commission to construct a new gate for the Shaker Cemetery. The new gate is a reproduction of the original Shaker gate that existed until the 1930's. The project was completed as an Eagle Scout project by Scout Pat Pesa who was sponsored by Joe Theriault and funded by the Lions' Club of Harvard. Later, Commissioner Moe Dancause assisted by Shaker expert Robyn Campbell, conducted a final audit of the markers of the Shaker Cemetery. A map of the finalized cemetery burial configuration was documented on the Historical Commission website. To celebrate the restoration of the Shaker Village Cemetery, the Commission hosted a 'Shaker Celebration' in August which was attended by about 70 people representing the Boston Area Shaker Study Group, local Shaker researchers and experts, the Board of Selectmen, the Freedom's Way Heritage Association and many Harvard citizens and residents of the Shaker Village Historic District.

Public Education on Historic Preservation. As a way of getting the word out on Harvard's history, the Commission hosted the National Public Radio (NPR) in filming and producing a short video on the history of the Shaker Spring House and the Shaker's very successful marketing of their healthful, spring water. The video aired in the Fall.

Full Survey of Harvard Historic Properties. A Letter of Intent was submitted to the Massachusetts Historical Commission (MHC) for \$10,000 funding of the Commission's first full survey of all historic properties in town. According to the Board of Assessor's database, there are 275 properties that are more than 100 years old and qualify for historic status and thus will be surveyed. The MHC responded to 'strongly encourage' the Commission to apply for the grant.

HISTORIC DISTRICT ADMINISTRATION. During the year, the Commission worked with municipal property managers and private property owners in its two historic districts to plan and implement changes or rehabilitations of certain historic properties in those districts including the following:

- renovation and restoration of the *1872 Town Hall*,
- restoration of the *1812 Powder House* including the replacement of its door, and
- reconstruction of the *Old Bromfield Stone Wall*

The Commission's work in its property review process also included public hearings to review fourteen proposals for changes to private historic properties.

For many years, the Commission had hoped to update the two maps of its historic districts. The current versions are those initially drafted by hand in 1974. Joe Theriault prepared a computer-drawn set of maps that are based on the town's new HarvardGIS maps and which of course follow the same geographic outlines drawn in the original maps. To verify the maps, a listing of the properties contained in the new maps was prepared and audited to assure that the revised maps covered the same properties as the original maps. A warrant article was voted on and passed by the 2015 Annual Town Meeting for approval of the revised digital Historic District maps. The new maps will be implemented in a new GIS layer for HarvardGIS in FY2017 assuming that funding will be approved.

Respectfully submitted,

Moe Dancause, Acting Chair
Pam Marston, Secretary
Sherry Graham, Commission Realtor
Wendy Cote-Megan, Commission Architect

Rick Veltri, Alternate Commissioner
Scott Roy, Alternate Commissioner
David Vannicola, Commissioner



PBS Tour of the Shaker Cemetery with commission members
Moe Dancause and Joseph Theriault.



➤ ➤ ➤ **PARK AND RECREATION COMMISSION** ◀ ◀ ◀

Charged with the direction of town recreational activities, the Park and Recreation Commission oversees the organization and direction of the Town's summer and winter recreational programs, maintenance of the Common, the Town Beach and the playing fields, and the hiring of lifeguards and other safety personnel.

The Commission is accountable for the oversight of the town's common lands, in addition to the beach and boat ramp areas at Bare Hill Pond. The commission also has responsibility for the town's recreational programs including the scheduling of fields for Harvard Athletic Association programs and the administration of the programs managed by Park and Rec directly – the Hershey Track Program, the Ski Program and the Beach/Pond Programs. All of these programs are funded through revenue generated by registration fees and other usage fees such as Beach Parking Stickers, Canoe/Kayak Storage, Mooring/Slip Storage and Boat Launching Fees and Field Usage Fees.

Cooperative Programs:

Working in partnership with the school district and outside entities, the commission is able to support a wide range of recreational programs for Harvard residents.

The Marcus Lewis Tennis Program was coordinated by Judy Cavanaugh from HPS Continuing education and the Hershey Track program was coordinated by David Bell with registration through Parks and Rec. The Ski Club Program continues to be very successful; Commission member Doug Thornton again served as the primary coordinator for this program. Registration was handled through the Commission's web site with fees covering bus transportation for students and chaperones to and from Mt. Wachusett for 6 sessions. Between the Bromfield and HES, there were approximately 163 students registered this year.

Fields and Commons:

Demand for usage of the town's fields and green spaces remained strong this year. A heavy winter kept the field wet longer than we would have liked in the spring. The field liaison worked to open the fields when they were usable but we did suffer some field damage due to use before they were officially opened. Work continued on the Field Maintenance and Management Plan. In addition to Bromfield, representatives from Harvard Baseball and Harvard Athletic Association met with the commission to work on the annual work to be done and how it could be scheduled to minimize the disruption to field usage. Ultimate Frisbee met with the committee several times to coordinate field usage for their practices and games.

The Harvard Lions Club Triathlon Event and the Long Board Competition were again held in town. The Nashoba Valley Pedals hosted a ride that ran through Harvard. The electrical box in the main common was replaced in time for the annual Christmas tree lighting. Two Bromfield Seniors, Nicholas Steele and Ian Rowatt are working to finish the interior of the equipment shed at Harvard track. Jim Lee and field Liaison, Douglas Thornton are monitoring the project that was not completed by the end of the year.

Beach Operations

Beach Director, Alexandra Luck completed her third year and many new lifeguards and water safety aides were on staff for a great season of lessons and activities. We were unable to offer ice cream sales at the beach as we work on some new financial processes but we hope that this treat will return next year. This year, town hall helped with the sale of parking stickers and served as a location for picking up boat stickers. While not a seamless process, this additional location helped many residents get their stickers sooner.

The 2015 Beach Lottery again had more requests than available slots and the commission was able to construct additional racks with the help of town volunteers. Beach staff held several community events over the summer and the feedback from the swimming program was overwhelmingly positive. 366 students signed up for swimming lessons and 102 signed up for boating lessons. In addition to the parking stickers sold online and at town hall, 579 stickers were sold at the beach.

In getting ready for the season, new sand was added to the beach, 2 canoes and one sailboat were repaired. An evening boat checker was added to collect launch fees. Job descriptions and classifications for beach staff were revised and approved via the personnel committee.

Learn to Row returned to the pond this summer and BHRA held a successful Harvard Henley in April and the Bare Hill Pond regatta in the fall. The Bare Hill Triathlon, the Concrete Canoe event and several fishing tournaments were held at the beach.

Harbormaster, Bob O'Shea worked with the Commission and Scout Luca Basille to complete the dock replacement project. Another beach project was completed by Scout Peter Donaldson, with support from the Lions Club and the Women's Club; was the completion of a handicap accessible walkway from the parking lot to the concrete decking at the beach house.



Scout Peter Donaldson accepting donation from Women's Club members Cynthia Dumser & Alice Rennie. (Also pictured Lion's Club mentor Bill Johnson)

Capital Projects:

The Commission takes the lead or partners on projects to upgrade common lands and fields by proposing funding from CPIC or through the Capital Funding process. In 2015, these included the trails project at Harvard track, the ongoing reconstruction of the Mass Ave. Stone Wall and the replacement of the wooden dock at Bare Hill Pond, which was funded by the town. Both the track and the deck projects were completed in 2015.

Respectfully submitted,

Wyona Lynch-McWhite, Chairperson
Vacant, Secretary
Doug Thornton, Field Liaison

Steve Gordon, Treasurer
Steve Victorson, Beach Liaison



Residents helping build new boat racks.



TOWN MEETING AND ELECTION RESULTS

CITIZENS CAUCUS

February 28, 2015

The meeting was called to order in the Town Hall Meeting Room on Saturday, February 28, 2015, at 7:00 p.m., by Town Clerk Janet Vellante.

On motions made, seconded, and voted unanimously,

Paul Green was elected Chairman

Deborah Ricci was elected Secretary of the Caucus.

The following persons were nominated from the floor for the offices and terms as identified below.

<u>Position</u>	<u>Nominee</u>	<u>Vote</u>
MODERATOR one position for one year	Robert Eubank	unanimous
SELECTMAN one position for three years	Lucy Wallace	unanimous
CEMETERY COMMISSIONER one position for three years	No Nominations	
COMMUNITY PRESERVATION COMMITTEE one position for three years	Deborah Thomson	unanimous
HARVARD BOARD OF HEALTH MEMBER one position for three years	Sharon McCarthy	unanimous
LIBRARY TRUSTEE two positions for three years	Davida Bagatelle	unanimous
PARK AND RECREATION COMMISSIONER two positions for three years	Douglas Thornton	unanimous

	Elizabeth McGrath	unanimous
<u>Position</u>	<u>Nominee</u>	<u>Vote</u>
PARK AND RECREATION COMMISSIONER one position for one year	Steven Gordon	unanimous
PLANNING BOARD two positions for three years	Michelle Catalina Frances Nickerson	unanimous unanimous
SCHOOL COMMITTEE MEMBER two positions for three years	Nancy Lancellotti Mary Traphagen	unanimous unanimous
TOWN CLERK one position for three years	Janet Vellante	unanimous
TREE WARDEN one position for one year	Christian Bilodeau	unanimous
WARNER FREE LECTURE SOCIETY TRUSTEE two positions for three years	Thomas Aciukewicz	unanimous

The meeting dissolved at 7:08 p.m.

Mary Jarvis and Pat Jennings checked in 35 voters out of 4176 registered voters (3854 active voters).

Respectfully submitted,

Deborah B. Ricci

Caucus Secretary

Town Caucus



Town Clerk Janet Vellante



ANNUAL TOWN MEETING

March 28, 2015

The meeting was called to order in the Bromfield Gym at 9:02 a.m. by Moderator, Robert Eubank. The call of the meeting and the return of service were found to be in order by Town Clerk Janet A. Vellante.

Moderator Robert Eubank requested that the town allow the following non-voters to speak to the meeting if necessary:

Timothy Bragan	Town Administrator
Edward Denmark	Police Chief
Linda Dwight	Superintendent of Schools
Mark Lanza	Town Counsel
Lorraine Leonard	Finance Director
Richard Nota	Director of Public Works
William Scanlan	Planner
Richard Sicard	Fire Chief
Debbie Thompson	Director, Council on Aging
Drayton Fair	LLB, Architect

ARTICLE 1: ANNUAL REPORTS

To see if the Town will hear the reports of the Board of Selectmen, School Committee, and any other officers or committees that may be ready to make a report and act thereon.
(Inserted by Board of Selectmen)

On a motion by Stuart Sklar, 39 Scott Road, Board of Selectmen, and seconded,

Voted unanimously yes that the Town accept the reports of the Board of Selectmen, School Committee, and any other officers or committees as printed in the 2014 Annual Town Report and hear the reports of any other Town committees or boards which have not included a report in said Town Report.

ARTICLE 2: CLOSEOUT PREVIOUSLY APPROVED DEBT SERVICE

To see if the Town will vote to rescind the unused borrowings authorized under a.) Article 22 of the Warrant for the May 1, 2010 Annual Town Meeting for the purchase of a new fire truck in the amount of \$45,000; and b.) Article 27 of the Warrant for the April 28, 2012 Annual Town Meeting for the reconstruction and repair of Littleton County Road (from Old Schoolhouse Road to the Littleton town line) in the amount of \$87,519., or pass any vote or votes in relation thereto.
(Inserted by Board of Selectmen)

On a motion by Stuart Sklar, 39 Scott Road, Board of Selectmen, and seconded,

Voted majority yes that the Town rescind the unused borrowings authorized under a.) Article 22 of the Warrant for the May 1, 2010 Annual Town Meeting for the purchase of a new fire truck in the amount of \$45,000; and b.) Article 27 of the Warrant for the April 28, 2012 Annual Town Meeting for the reconstruction and repair of Littleton County Road (from Old Schoolhouse Road to the Littleton town line) in the amount of \$87,519.

ARTICLE 3: COMMUNITY PRESERVATION COMMITTEE – EXTEND SUNSET DATE

To see if the Town will vote to extend the sunset date on Article 27, Restore Bromfield Stone Wall, of the April 2013 Annual Town Meeting from June 30, 2014 to June 30, 2016, or pass any vote or votes in relation thereto.

(Inserted by Community Preservation Commission)

On a motion by Alice vonLoesecke, 84 Warren Avenue, Finance Committee, and seconded,

Voted unanimously yes that the Town extend the sunset date on Article 27, Restore Bromfield Stone Wall, of the April 2013 Annual Town Meeting, retroactively, from June 30, 2014 to June 30, 2016.

ARTICLE 4: FILE CONVERSION – EXTEND SUNSET DATE

To see if the Town will vote to amend its vote under Article 11, Convert Files, of the Warrant for the April 2015 Annual Town Meeting, by extending the sunset date from June 30, 2015 to June 30, 2016, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Lucy Wallace, 18 Orchard Hill, Board of Selectmen, and seconded,

Voted unanimously yes that the Town amend its vote under Article 11, Convert Files, of the Warrant for the April 2014 Annual Town Meeting, by extending the sunset date from June 30, 2015 to June 30, 2016.

ARTICLE 5: OMNIBUS BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, such sums of money as may be necessary to defray expenses for Fiscal Year 2016, or pass any vote or votes in relation thereto.

(Inserted by Finance Committee)

On a motion by Alice vonLoesecke, 84 Warren Avenue, Finance Committee, and seconded,

Voted majority yes that the Town appropriate \$22,666,024. to defray the expenses of the Town for Fiscal Year 2016 as printed in the Finance Committee Report on pages 28 through 34, and that said appropriation be provided by raising \$22,490,041. by taxation and transferring \$11,983. from Wetlands Fees; and transferring \$5,000. from interest on Library Trust Funds; by transferring \$159,000. from Ambulance Receipts Reserved for Appropriation Account with unspent funds to be returned to this funding source; and to further appropriate \$190,710. to defray the expenses of the Harvard Wastewater Management District Commission for Fiscal Year 2016, and that said appropriation be provided by transferring \$190,710. from wastewater management system revenues and fund balance reserved for debt in the enterprise fund established for the Town's wastewater management system.

Town of Harvard FY16 Omnibus Budget

Line #	Department/Account	Actual FY12	Actual FY13	Actual FY14	Budget FY15	Request FY16
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GENERAL GOVERNMENT

Selectmen

1	Personnel	157,165	165,679	169,317	180,142	232,603	
2	Town Audit	12,000	20,475	15,000	18,000	18,000	
	Expenses	13,366	11,018	11,391	11,500	12,370	
	Copy Machine	2,330	4,422	3,275	3,500	3,500	
	Postage	15,504	15,621	15,745	17,000	17,000	
	Court Judgements						
3	Total Expenses	31,200	31,061	30,411	32,000	32,870	
	Total Selectmen	200,365	217,215	214,728	230,142	283,473	23.17%

Finance Committee

4	Expenses	173	200	176	200	200	0.00%
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Finance Department

	Personnel	268,929	284,623	302,526	322,745	327,918	
	Certification Compensation	1,000	231	2,000	2,000	2,000	
5	Total Personnel	269,929	284,854	304,526	324,745	329,918	
	Technology Services & Supplies	30,489	35,361	35,486	37,000	38,500	
	Expenses	84,016	83,769	89,145	95,450	96,500	
6	Total Expenses	114,505	119,130	124,631	132,450	135,000	
7	Technology	9,903	10,772	9,442	15,000	15,000	
	Total Finance Department	394,336	414,756	438,599	472,195	479,918	1.64%

Legal

	Town Counsel Fees & Expenses	30,047	33,275	30,318	33,000	33,000	
	Other Legal Fees & Expenses	10,296	14,116	14,876	18,000	18,000	
8	Total Legal	40,343	47,391	45,194	51,000	51,000	0.00%

Personnel Board

9	Expenses	-	-	-	100	100	0.00%
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Town Clerk

	Personnel	64,812	65,853	67,424	68,779	70,426	
	Certification Compensation	1,000	1,000	1,000	1,000	1,000	
10	Total Personnel	65,812	66,853	68,424	69,779	71,426	
	Expenses	1,615	2,101	1,560	2,825	2,825	
	Publications Reprinting/Codification	4,433	5,277	3,020	5,400	5,500	
11	Total Expenses	6,049	7,378	4,580	8,225	8,325	
	Total Town Clerk	71,860	74,231	73,004	78,004	79,751	2.24%

Town of Harvard FY16 Omnibus Budget

Line #	Department/Account	Actual FY12	Actual FY13	Actual FY14	Budget FY15	Request FY16
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Elections & Registrars

	Registrars' Honoraria	500	500	500	500	500	
	Election Officers (Police)	-	-	-	-	-	
	Expenses	5,090	7,997	5,168	9,000	6,550	
	Census	294	441	416	800	800	
12	Total Elections & Registrars	5,885	8,938	6,084	10,300	7,850	-23.79%

Land Use Boards

13	Personnel	46,280	48,277	50,550	52,712	53,972	
	Office Supplies	5,655	722	805	1,000	1,000	
	Purchase Services	1,409	1,199	1,754	1,600	1,600	
	MRPC Assessment	1,534	1,593	1,579	1,579	1,579	
14	Total Expenses	8,597	3,513	4,138	4,179	4,179	
	Total Land Use Boards	54,877	51,790	54,688	56,891	58,151	2.22%

* Personnel includes \$11,983 to be transferred from Wetlands Protection Fund.

Economic Development Committee

15	Expenses			-	500	500	0.00%
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Public Buildings

16	Personnel	23,979	24,902	25,508	26,017	26,645	
	Operating Expenses	42,747	37,531	33,027	42,020	41,000	
	Energy	114,629	120,644	120,294	123,500	123,500	
	Maintenance & Equipment	11,036	12,229	13,927	26,400	26,400	
	Waste Water Treatment Ops.	46,532	72,252	84,689	85,000	85,000	
17	Total Expenses	214,944	242,656	251,936	276,920	275,900	
	Total Public Buildings	238,923	267,558	277,444	302,937	302,545	-0.13%

Annual Town Reports

18	Expenses	3,690	2,533	3,280	6,000	6,000	0.00%
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TOTAL GENERAL GOVT.	1,010,453	1,084,611	1,113,197	1,208,268	1,269,488	5.07%
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Town of Harvard FY16 Omnibus Budget

Line #	Department/Account	Actual FY12	Actual FY13	Actual FY14	Budget FY15	Request FY16	
PUBLIC SAFETY							
Police Department							
19	Personnel	765,097	791,357	785,092	826,295	887,913	
	Public Safety Building	46,702	22,688	22,827	37,800	37,800	
	Cruiser Maintenance	9,824	10,069	14,605	10,000	10,000	
	Supplies & Expenses	32,910	43,373	50,762	50,050	50,050	
20	Total Expenses	89,437	76,130	88,194	97,850	97,850	
21	Police Vehicle	29,000	29,000	27,868	29,000	34,213	
	Total Police Department	883,534	896,487	901,154	953,145	1,019,976	7.01%
Communications Department							
	Personnel	191,240	193,643	74,613			
	Expenses	18,700	12,126	177,335	187,293	187,293	
22	Total Communications Department	209,940	205,769	251,948	187,293	187,293	0.00%
Fire Department							
23	Personnel	178,193	176,870	166,636	199,307	204,459	
	Expenses	31,251	44,000	56,401	44,000	44,000	
	Radio Replacement & Repair	3,250	1,660	2,250	2,250	2,250	
	Protective Equipment	999	9,136	9,024	9,000	11,000	
24	Total Expenses	35,500	54,796	67,675	55,250	57,250	
	Total Fire Department	213,693	231,666	234,310	254,557	261,709	2.81%
Ambulance							
	Expenses	-	-	-	130,500	133,000	
	Training	-	-	-	27,000	26,000	
25	Total Ambulance	-	-	-	157,500	159,000	0.95%
Building & Zoning Inspector							
26	Fees & Expenses	49,181	49,137	47,371	50,000	50,000	0.00%
Gas Inspector							
27	Fees & Expenses	5,902	3,976	3,579	4,000	4,000	0.00%
Plumbing Inspector							
28	Fees & Expenses	8,234	7,249	6,551	7,000	7,000	0.00%
Wiring Inspector							
29	Fees & Expenses	14,784	15,612	9,926	9,000	9,000	0.00%
Animal Control							
	Personnel	16,500	16,500	16,500	16,500	16,500	
	Expenses	300	749	374	750	750	
30	Total Animal Control	16,800	17,249	16,874	17,250	17,250	0.00%
Tree Warden							
31	Expenses	13,290	13,787	14,000	14,000	14,000	0.00%
TOTAL PUBLIC SAFETY		1,415,359	1,440,932	1,485,713	1,653,745	1,729,228	4.56%

Town of Harvard FY16 Omnibus Budget

Line #	Department/Account	Actual FY12	Actual FY13	Actual FY14	Budget FY15	Request FY16
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SCHOOLS

Local Schools

	<u>Administration</u>						
	Salaries/Benefits	375,386	371,297	368,987	375,419	415,380	
	Transportation	309,960	313,380	252,660	252,660	257,660	
	Other Expenses	112,829	33,120	169,569	140,545	132,642	
	Total Administration	798,175	717,797	791,216	768,624	805,682	
	<u>Maintenance</u>						
	Salaries	437,507	434,516	438,507	444,260	457,540	
	Utilities	321,311	344,340	270,362	276,000	303,000	
	Other Expenses	210,401	123,308	189,999	212,428	224,502	
	Total Maintenance	969,219	902,164	898,868	932,688	985,042	
	<u>Harvard Elementary School</u>						
	Salaries	2,688,282	2,316,240	2,520,202	2,452,747	2,500,758	
	Expenses	103,162	92,367	98,627	113,095	121,539	
	Total Elementary	2,791,444	2,408,607	2,618,829	2,565,842	2,622,297	
	<u>The Bromfield School</u>						
	Salaries	4,184,113	3,605,174	3,684,019	3,816,483	4,016,018	
	Expenses	118,097	136,326	132,689	199,555	198,788	
	Total Bromfield	4,302,210	3,741,500	3,816,708	4,016,038	4,214,806	
	<u>Pupil Personnel Services (SPED)</u>						
	Salaries	1,854,482	1,863,935	1,873,135	2,023,611	2,115,468	
	Other Expenses	69,050	63,719	22,614	69,665	102,398	
	Collaborative Services	544,843	141,648	795,316	759,204	520,202	
	Transportation	311,060	332,861	377,503	304,695	384,446	
	Tuition	1,169,684	909,825	361,296	192,440	123,712	
	Pre-School Salaries	134,958	161,455	125,902	104,799	103,733	
	Pre-School Expenses	3,459	2,600	2,392	3,000	1,153	
	Total Pupil Personnel Services	4,087,536	3,476,043	3,558,158	3,457,414	3,351,112	
	<u>Technology</u>						
	Salaries	124,062	130,111	130,626	131,605	150,009	
	Expenses	138,540	109,108	106,847	147,414	145,657	
	Total Technology	262,602	239,219	237,473	279,019	295,666	
	Subsidies from Other Funds	(1,859,076)	incl. above	incl. above	incl. above	incl. above	
32	Total Local Schools	11,352,110	11,485,330	11,921,252	12,019,625	12,274,605	2.12%

33	Montachusett Regional Voc. Tech.	78,202	76,807	75,069	99,893	133,200	33.34%
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TOTAL SCHOOLS	11,430,312	11,562,137	11,996,321	12,119,518	12,407,805	2.38%
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PHYSICAL ENVIRONMENT

Dept. of Public Works

34	Personnel	632,814	671,865	721,272	694,026	708,607	
	Maintenance & Equipment	123,052	133,508	169,532	149,400	137,000	
	Fuel	79,649	89,914	90,447	71,200	72,500	
	Improvements & Construction	32,644	38,148	38,077	51,500	52,750	
	Snow & Ice Removal	135,992	179,986	187,405	96,000	112,000	
	Telephone & Electricity	9,302	9,048	9,377	11,000	11,000	
35	Total Expenses	380,639	450,604	494,838	379,100	385,250	
36	Small Equipment Repair/Replace.	63,830	69,854	69,603	70,000	30,000	
	Total Dept. of Public Works	1,077,282	1,192,324	1,285,713	1,143,126	1,123,857	-1.69%

Town of Harvard FY16 Omnibus Budget

Line #	Department/Account	Actual FY12	Actual FY13	Actual FY14	Budget FY15	Request FY16
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Solid Waste Transfer

	Transfer Station Expenses	147,959	153,821	163,530	169,100	162,550	
	Hazardous Waste Disposal *	3,907	6,107	3,907	3,907	3,907	
37	Total Solid Waste Transfer	151,866	159,928	167,437	173,007	166,457	-3.79%

Street Lights & Traffic Signal

38	Expenses	6,155	5,689	5,652	6,500	6,500	0.00%
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Water Department

39	Expenses	15,786	14,848	16,371	17,850	18,000	0.84%
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Pond Committee

40	Expenses	33,500	33,500	8,987	29,500	28,000	-5.08%
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Cemeteries

41	Expenses	2,220	1,842	846	2,500	2,500	0.00%
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TOTAL PHYSICAL ENVIRONMENT	1,286,809	1,408,131	1,485,006	1,372,483	1,345,314	-1.98%
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HUMAN SERVICES

Board of Health

42	Personnel	3,057	7,075	9,051	10,607	11,064	
	Expenses	1,024	819	927	1,150	1,150	
	Nashoba Assoc. Boards of Health	19,110	20,558	20,558	21,231	21,231	
	Minuteman Home Center	1,018	1,018	1,146	1,018	1,146	
43	Total Expenses	21,152	22,395	22,631	23,399	23,527	
	Total Board of Health	24,209	29,470	31,682	34,006	34,591	1.72%

Council on Aging

44	Personnel	68,879	78,827	86,504	86,937	88,961	
45	MART Personnel	21,055	28,288	31,385	27,152	35,002	
46	Expenses	1,710	1,958	1,993	1,995	1,995	
47	MART Van Expenses	98	250	221	1,000	1,000	
	Total Expenses	1,808	2,207	2,214	2,995	2,995	
	Total Council on Aging	91,742	109,322	120,103	117,085	126,958	8.43%

Veterans' Services

	Personnel	-	-	2,500	5,000	5,000	
	Expenses	1,126	1,509	325	1,500	1,500	
	Benefits	9,287	9,343	12,900	12,000	12,000	
	Total Expenses	10,413	10,852	13,225	13,500	13,500	
48	Total Veterans' Services	10,413	10,852	15,725	18,500	18,500	0.00%

TOTAL HUMAN SERVICES	126,364	149,644	167,510	169,591	180,049	6.17%
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Town of Harvard FY16 Omnibus Budget

Line #	Department/Account	Actual FY12	Actual FY13	Actual FY14	Budget FY15	Request FY16
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CULTURE AND RECREATION

Library

49	Personnel	365,710	374,237	387,341	399,340	408,855
50	Expenses	145,808	144,292	147,694	148,013	149,384
	Total Library	511,518	518,529	535,035	547,353	558,239

* \$5,000 to be transferred from Library Expendable Trust Funds.

Parks & Recreation

51	Commons & Schools/Grounds Exp.	15,590	15,733	21,664	21,650	31,650
52	Beach Expense	13,023	14,113	13,271	15,289	15,289
53	Beach Personnel - Director	1,477	8,174	11,508	9,058	11,508
	Groundskeeping Personnel	28,157	28,157	-	-	-
	Total Parks & Recreation	58,247	66,177	46,443	45,997	58,447

Historical Commission

54	Expenses	94	-	2,790	100	100
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Agricultural Commission

55	Expenses		-	-	500	500
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TOTAL CULTURE AND RECREATION	569,859	584,706	584,268	593,950	617,286	3.93%
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INSURANCE AND FRINGES

Property/Liability

56	Insurance	136,916	143,982	140,873	146,450	146,450
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Employee Benefits

	Worcester Regional Retirement	558,414	600,004	627,103	678,200	696,096
	Workers' Compensation Insurance	71,984	88,809	70,896	85,000	85,000
	Unemployment Insurance	66,365	20,347	51,767	60,000	60,000
	Medicare	173,801	181,292	186,785	181,000	188,000
	Health Insurance	2,179,602	2,191,973	2,190,457	2,201,663	2,344,152
	Life Insurance	5,402	10,166	21,454	10,000	12,000
	Deferred Compensation	9,199	10,428	11,982	12,000	13,000
	Disability Insurance	28,026	4,985	24,313	28,000	28,000
	Benefits Administration	1,610	2,104	1,235	2,500	2,500
	OPEB Trust Funding (\$250,000 in FY14)				425,000	450,000
57	Total Employee Benefits	3,094,405	3,110,108	3,185,992	3,683,363	3,878,748

TOTAL INSURANCE & FRINGES	3,231,321	3,254,090	3,326,865	3,829,813	4,025,198	5.10%
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TOTAL OPERATING BEFORE DEBT	19,070,477	19,484,251	20,158,879	20,947,368	21,574,368	2.99%
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Town of Harvard FY16 Omnibus Budget

Line #	Department/Account	Actual FY12	Actual FY13	Actual FY14	Budget FY15	Request FY16	
NON-EXCLUDED DEBT							
Debt Expense							
58	Borrowing Cost	1,500	2,696	6,500	5,000	5,000	0.00%
BAN Interest							
59	BAN Interest	-	3,202	-	6,000	6,000	0.00%
TOTAL NON-EXCLUDED DEBT		1,500	5,898	6,500	11,000	11,000	0.00%
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TOTAL OPERATING AFTER NON-EXCLUDED DEBT		19,071,977	19,490,149	20,165,379	20,958,368	21,585,368	2.99%
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EXCLUDED DEBT							
Permanent Debt							
	Public Safety Building (2000) Principal	135,000	135,000	145,000	140,000	140,000	
	Public Safety Building (2000) Interest	65,745	58,995	20,775	17,925	15,125	
	Bromfield School (2004) Principal	315,000	315,000	350,000	350,000	350,000	
	Bromfield School (2004) Interest	159,845	148,479	49,594	75,406	66,358	
	Library (2004) Principal	135,000	135,000	150,000	150,000	145,000	
	Library (2004) Interest	67,785	62,891	36,943	31,716	27,888	
	School Roof (2006) Principal	125,000	125,000	125,000	125,000	125,000	
	School Roof (2006) Interest	28,438	23,125	16,725	11,677	6,521	
	Sewer Project (net of Betterments) Prin.			50,180	43,048	43,983	
	Sewer Project (net of Betterments) Int.			21,868	19,988	19,128	
60	Total Payments	1,031,813	1,003,490	966,085	964,760	939,003	-2.67%
Temporary Debt							
	Exempt BAN		1,804	20,287	40,700	152,838	
61			1,804	20,287	40,700	152,838	276%
TOTAL EXCLUDED DEBT		1,031,813	1,005,294	986,372	1,005,460	1,091,841	8.59%
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GRAND TOTAL OMNIBUS BUDGET		20,103,790	20,495,443	21,151,751	21,963,828	22,677,209	3.25%

	FY14	FY15	FY16
Selectmen	4,132,610	4,291,030	4,443,036
Elected	778,152	806,900	831,529
Benefits/Ins.	3,326,865	3,829,813	4,025,198
	8,237,627	8,927,743	9,299,763
Debt	992,872	1,016,460	1,102,841
School	11,921,252	12,019,625	12,274,605
	21,151,751	21,963,828	22,677,209

ENTERPRISE FUND: Sewer Department

	Sewer Personnel						
	Personnel						
	Operating Expenses	NA	100,000	150,000	100,000	100,000	
	Debt Service (from Betterments)			incl. above	90,710	90,710	
	Total Expenses	-	100,000	150,000	190,710	190,710	
81	Total Sewer Enterprise	-	100,000	150,000	190,710	190,710	0.00%

All operating expenses to be funded by rates and fees.

ARTICLE 6: RESERVE FUND – FISCAL YEAR 2016

To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money to be placed in the Reserve Fund Account for unforeseen and extraordinary expenses for Fiscal Year 2016, or pass any vote or votes in relation thereto.

(Inserted by Finance Committee)

On a motion by Steven Colwell, 192 Littleton Road, Finance Committee and seconded,

Voted majority yes that the Town appropriate \$350,000. for the Reserve Fund of the Town for unforeseen and extraordinary expenses for Fiscal Year 2016 and that said appropriation be provided by raising \$350,000. by taxation.

ARTICLE 7: BOARD OF SELECTMEN – DEPARTMENTAL MANAGEMENT AUDIT

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Board of Selectmen, to conduct a Management Audit of the Town's Department of Public Works, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Ronald Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

Voted majority yes that the Town raise and appropriate \$10,000. to be expended by the Board of Selectmen, to conduct a Management Audit of the Town's Department of Public Works, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 8: POLICE – OUTFIT NEW POLICE HIRE

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Police Chief, with the approval of the Board of Selectmen, to outfit a new Police Department employee, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Ronald Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

Voted majority yes that the Town raise and appropriate \$3,000. to be expended by the Police Chief, with the approval of the Board of Selectmen, to outfit a new Police Department employee, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 9: DPW – ROADSIDE TREE MAINTENANCE

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Department of Public Works Director, with the approval of the Board of Selectmen, to contract with a professional company to trim trees and large brush along Harvard's roadsides, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

The following motion was made by Ronald Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

I move that the Town vote to raise by taxation and appropriate \$20,000. to be expended by the Department of Public Works Director, with the approval of the Board of Selectmen, to contract with a professional company to trim trees and large brush along Harvard's roadsides, with unexpended funds as of June 30, 2016 being returned to their funding source.

The following amendment was made by Debbie Ricci, 19 East Bare Hill Road, and seconded,

I move to amend the article by adding the phrase "in coordination with the Tree Warden" after Public Works Director.

The Board of Selectmen did not accept the amendment.

Voted majority yes to amend the article.

Voted majority yes that the Town vote to raise and appropriate \$20,000. to be expended by the Department of Public Works Director, in coordination with the Tree Warden, with the approval of the Board of Selectmen, to contract with a professional company to trim trees and large brush along Harvard's roadsides, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 10: PLANNING BOARD – TOWN PLANNER

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to continue the position of Town Planner in Fiscal Year 2016, as an independent contractor, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Planning Board)

On a motion by Michelle Catalina, 37 Old Littleton Road, Planning Board, and seconded,

Voted majority yes that the Town vote to raise by taxation and appropriate \$60,000. to continue the position of Town Planner in Fiscal Year 2016, as an independent contractor, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 11: DPW – SCADA SYSTEM UPGRADE (WATER SYSTEM)

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Department of Public Works Director, with the approval of the Board of Selectmen, to upgrade the Town's Supervisory Control and Data Acquisition system, for the Town water system, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Ronald Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

Voted majority yes that the Town vote to raise by taxation and appropriate \$10,058. to be expended by the Department of Public Works Director, with the approval of the Board of Selectmen, to upgrade the Town's Supervisory Control and Data Acquisition system, for the Town water system, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 12: COUNCIL ON AGING – PART-TIME OUTREACH WORKER

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Council on Aging Director, with the approval of the Board of Selectmen, to hire a part-time Outreach Worker, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by COA and Board of Selectmen)

On a motion by Lucy Wallace, 18 Orchard Hill, Board of Selectmen, and seconded,

Voted majority yes that the Town raise by taxation and appropriate \$20,000. to be expended by the Council on Aging Director, with the approval of the Board of Selectmen, to hire a part-time Outreach Worker, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 13: BOARD OF SELECTMEN - MUNICIPAL PERMITTING SOFTWARE

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Town Administrator, with the approval of the Board of Selectmen, to purchase new municipal permitting software, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Ken Swanton, 14 Fairbank Street, Board of Selectmen, and seconded,

Voted majority yes that the Town vote raise by taxation and appropriate \$15,000. to be expended by the Town Administrator, with the approval of the Board of Selectmen, to purchase new municipal permitting software, with unexpended funds as of June 30, 2016 being returned to

their funding source.

ARTICLE 14: CAPITAL PLANNING AND INVESTMENT FUND – FUNDING

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be deposited by the Town Treasurer, with the approval of the Board of Selectmen, into the Capital Planning and Investment Fund, or pass any vote or votes in relation thereto.

(Inserted by Finance Committee and the Capital Planning and Investment Committee)

On a motion by Alan Frazer, 157 Bolton Road, Finance Committee and Capital Planning and Investment Committee, and seconded,

Voted greater than 2/3 yes that the Town vote to raise by taxation and appropriate \$40,000. to be deposited by the Town Treasurer, with the approval of the Board of Selectmen, into the Capital Stabilization and Investment Fund.

ARTICLE 15: CAPITAL PLANNING AND INVESTMENT COMMITTEE – DEBT PAYMENT

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Town Treasurer, with the approval of the Board of Selectmen, to fund the Capital Planning and Investment Committee's debt service for Fiscal Year 2016, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Capital Planning and Investment Committee)

On a motion by Debbie Ricci, 19 East Bare Hill Road, Capital Planning and Investment Committee, and seconded,

Voted unanimously yes that the Town transfer \$161,889., from the Capital Stabilization and Investment Fund, to be expended by the Town Treasurer, with the approval of the Board of Selectmen, to fund the Capital Planning and Investment Committee's debt service for Fiscal Year 2016, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 16: POLICE DEPARTMENT – UPGRADE POLICE RADIOS

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Police Chief, with the approval of the Board of Selectmen, to purchase and install a new ultra high frequency radio system (portable radios, mobile radios, radio console at the Police Station, repeater and antennae), with any unexpended funds as of June 30, 2017 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen and Capital Planning and Investment Committee)

On a motion by Leo Blair, 188 Prospect Hill Road, Board of Selectmen, and seconded,

Voted greater than 2/3 yes that the Town transfer \$85,000., from the Capital Stabilization and Investment Fund, to be expended by the Police Chief, with the approval of the Board of Selectmen, to purchase and install a new ultra high frequency radio system (portable radios, mobile radios, radio console at the Police Station, repeater and antennae), with any unexpended funds as of June 30, 2017 being returned to their funding source.

ARTICLE 17: PARK AND RECREATION – REPLACEMENT OF WOODEN SECTION OF TOWN DOCK

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Park and Recreation Commission, to replace the wooden section of the town dock, with any unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Park and Recreation Commission and Capital Planning and Investment Committee)

On a motion by Steve Gordon, 244 Stow Road, Park and Recreation Commission, and seconded,

Voted greater than 2/3 yes that the Town transfer \$18,000., from the Capital Stabilization and Investment Fund, to be expended by the Park and Recreation Commission, to replace the wooden section of the town dock, with any unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 18: DEPARTMENT OF PUBLIC WORKS – PURCHASE NEW HEAVY DUTY DUMP TRUCK

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Department of Public Works Director, with the approval of the Board of Selectmen, to purchase a new heavy duty dump truck , with any unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen and Capital Planning and Investment Committee)

On a motion by Ken Swanton, 14 Fairbank Street, Board of Selectmen and Capital Planning and Investment Committee, and seconded,

Voted greater than 2/3 yes that the Town transfer \$175,000., from the Capital Stabilization and Investment Fund, to be expended by the Department of Public Works Director, with the approval of the Board of Selectmen, to purchase a new heavy duty dump truck, with any unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 19: DEPARTMENT OF PUBLIC WORKS – FUEL DEPOT SYSTEM

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Department of Public Works Director, with the approval of the Board of Selectmen, to purchase a new fuel depot dispensing system, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen and Capital Planning and Investment Committee)

On a motion by Ken Swanton, 14 Fairbank Street, Board of Selectmen and Capital Planning and Investment Committee, and seconded,

Voted greater than 2/3 yes that the Town transfer \$19,000., from the Capital Stabilization and Investment Fund, to be expended by the Department of Public Works Director, with the approval of the Board of Selectmen, to purchase a new fuel depot dispensing system, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 20: HILDRETH ELEMENTARY SCHOOL – BATHROOM RENOVATION AND REPAIRS

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the School Department, with the approval of the School Committee, to renovate and repair bathrooms at the Hildreth Elementary School, with unexpended funds as of June 30, 2017 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by School Department and Capital Planning and Investment Committee)

On a motion by Patty Wenger, 2 Westcott Road, School Department and Capital Planning and Investment Committee, and seconded,

Voted greater than 2/3 yes that the Town transfer \$30,000., from the Capital Stabilization and Investment Fund, to be expended by the School Department, with the approval of the School Committee, to renovate and repair bathrooms at the Hildreth Elementary School, with unexpended funds as of June 30, 2017 being returned to their funding source.

ARTICLE 21: SCHOOL DEPARTMENT – NEW VOIP PHONE SYSTEM FOR SCHOOL DEPARTMENT

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the School Superintendent, with the approval of the School Committee, to purchase a new voice over internet protocol phone system for the entire School Department, with any unexpended funds as of June 30, 2017 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by School Committee and Capital Planning and Investment Committee)

On a motion by Patty Wenger, 2 Westcott Road, School Department and Capital Planning and Investment Committee, and seconded,

Voted greater than 2/3 yes that the Town transfer \$100,000., from the Capital Stabilization and Investment Fund, to be expended by the School Superintendent, with the approval of the School Committee, to purchase a new voice over internet protocol phone system for the entire School Department, with any unexpended funds as of June 30, 2017 being returned to their funding source.

ARTICLE 22: COUNCIL ON AGING – HILDRETH HOUSE ACCESSIBILITY, SAFETY and SITE IMPROVEMENTS

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Council On Aging, with the approval of the Board of Selectmen, to make accessibility, safety and site improvements to the Hildreth House, the space used by the Senior Center and Council on Aging staff, and to determine whether such appropriation shall be provided by a borrowing pursuant to the provisions of Massachusetts General Laws Chapter 44, contingent upon the passage of a Proposition Two and One-Half debt exclusion ballot question at the April 2015 Annual Town Election, or pass any vote or votes in relation thereto.

(Inserted by Council on Aging, Board of Selectmen and Capital Planning and Investment Committee)

On a motion by Lucy Wallace, 18 Orchard Hill, Board of Selectmen, and seconded,

Voted greater than 2/3 yes that the Town appropriate \$1,360,000. to be expended by the Council On Aging, with the approval of the Board of Selectmen, to make accessibility, safety and site improvements to the Hildreth House, the space used by the Senior Center and Council on Aging staff; and provide for said appropriation by a.) transferring the remaining funds from Community Development Block Grant Account, at the time of closing the account; and b.) authorizing the Town Treasurer, with the approval of the Board of Selectmen, to borrow up to \$1,241,000. pursuant to the provisions of Massachusetts General Laws Chapter 44, contingent upon the passage of a Proposition Two and One-Half debt exclusion ballot question under Massachusetts General Laws Chapter 59, Section 21C(k) at the April 2015 Annual Town Election.

ARTICLE 23: THE BROMFIELD SCHOOL – INSTALL AIR-EXCHANGE SYSTEM in SCIENCE LABS

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the School Department, with the approval of the School Committee, to install an air-exchange system in the science labs at the Bromfield School, contingent upon the passage of a Proposition Two and One-Half capital outlay expenditure exclusion under Massachusetts General Laws Chapter 59, Section 21C(i½) ballot question at the April 2015 Annual Town Election, with any unexpended funds as of June 30, 2017 being returned to their funding source, or pass any vote or votes in relation thereto.

(Inserted by School Committee and Capital Planning and Investment Committee)

On a motion by Patricia Wenger, 2 Westcott Road, School Committee and Capital Planning and Investment Committee, and seconded,

Voted greater than 2/3 yes that the Town appropriate \$315,000. to be expended by the School Department, with the approval of the School Committee, to install an air-exchange system in the science labs at the Bromfield School; and provide for said appropriation by raising \$130,000. by taxation, contingent upon the passage of a Proposition Two and One-Half capital outlay expenditure exclusion ballot question under Massachusetts General Laws Chapter 59, Section 21C(i½) ballot question at the April 2015 Annual Town Election, with any unexpended funds as of June 30, 2017 being returned to their funding source.

ARTICLE 24: FIRE DEPARTMENT – TANKER TRUCK

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Fire Chief, with the approval of the Board of Selectmen, to purchase a new Tanker Truck to replace the Tanker Truck purchased in 1989, contingent upon the passage of a Proposition Two and One-Half Debt Exclusion ballot question at the Annual Town Election to be held in April 2015, or pass any vote or votes in relation thereto.
(Inserted by Board of Selectmen and Capital Planning and Investment Committee)

On a motion by Ronald Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

Voted greater than 2/3 yes that the Town appropriate \$350,000. to be expended by the Fire Chief, with the approval of the Board of Selectmen, to purchase a new Tanker Truck and equipment to replace the Tanker Truck purchased in 1989; and provide for said appropriation by authorizing the Town Treasurer, with the approval of the Board of Selectmen, to borrow \$350,000. pursuant to the provisions of Massachusetts General Laws Chapter 44, contingent upon the passage of a Proposition Two and One-Half Debt Exclusion ballot question under Massachusetts General Laws Chapter 59, § 21C(k) at the Annual Town Election to be held in April 2015.

ARTICLE 25: FIRE DEPARTMENT – PUMPER TRUCK

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money to be expended by the Fire Chief, with the approval of the Board of Selectmen, to purchase a new Pumper Truck to replace the broken Pumper Truck purchased in 1999, with any unexpended funds as of June 30, 2017 being returned to their funding source, or pass any vote or votes in relation thereto.

On a motion by Ken Swanton, 14 Fairbank Street, Board of Selectmen and Capital Planning and Investment Committee, and seconded,

Voted greater than 2/3 yes that the Town transfer \$515,000., from the Capital Stabilization and Investment Fund, to be expended by the Fire Chief, with the approval of the Board of Selectmen, to purchase a new Pumper Truck and equipment to replace the broken Pumper Truck purchased

in 1999, with any unexpended funds as of June 30, 2017 being returned to their funding source.

ARTICLE 26: COMMUNITY PRESERVATION COMMITTEE REPORT

To see if the Town will vote to hear the report and recommendations of the Community Preservation Committee on the Fiscal Year 2016 Community Preservation Budget, or pass any vote or votes in relation thereto.

(Inserted by Community Preservation Committee)

On a motion by Didi Chadran, 206 Stow, Community Preservation Committee, and seconded,

Voted unanimously yes that the Town hear the report and recommendations of the Community Preservation Committee on the Fiscal Year 2016 Community Preservation Budget.

ARTICLE 27: COMMUNITY PRESERVATION FUNDS – TRANSFERS

To see if the Town will vote to transfer the sum of \$26,100 from the Community Preservation Fund unspecified reserves to the Community Preservation Fund Historic Reserves, or pass any vote or votes in relation thereto.

(Inserted by Community Preservation Committee)

The following motion was made by Beth Williams, 3 Granite View Lane, Community Preservation Committee and seconded,

I move that the Town transfer \$26,100. from Community Preservation Fund unspecified reserves to Community Preservation Fund Historic Reserves.

The following amendment was made by Didi Chadran and seconded,

I move that the Town transfer \$26,100. from FY16 Community Preservation Committee revenues to Community Preservation Fund Historic Reserves.

Voted unanimously yes that the Town transfer \$26,100. from FY16 Community Preservation Committee revenues to Community Preservation Fund Historic Reserves.

ARTICLE 28: HARVARD MUNICIPAL AFFORDABLE HOUSING TRUST FUND

To see if the Town will vote to appropriate and transfer \$26,100 from Fiscal 2016 Community Preservation Revenues, to be placed in the Municipal Affordable Housing Trust Fund, or pass any vote or votes in relation thereto.

(Inserted by Harvard Municipal Affordable Housing Trust and Community Preservation Committee)

On a motion by Didi Chadran, 206 Stow Road, Community Preservation Committee, and seconded,

Voted majority yes that the Town appropriate and transfer from Fiscal Year 2016 Community Preservation Revenues \$26,100 to be placed in the Harvard Municipal Affordable Housing Trust Fund.

ARTICLE 29: CONSERVATION COMMISSION – INVASIVE PLANT MANAGEMENT

To see if the Town will vote to appropriate and transfer from Fiscal 2016 Community Preservation Revenues the sum of \$26,100, to be expended by the Conservation Commission for the purpose of controlling invasive plants on conservation land, with unexpended funds as of June 30, 2017 being returned to their funding source, or pass any vote or votes in relation thereto. (Inserted by Conservation Commission and Community Preservation Committee)

On a motion by Didi Chadran, 206 Stow Road, Community Preservation Committee, and seconded,

Voted majority yes that the Town appropriate and transfer from Fiscal Year 2016 Community Preservation Revenues \$26,100. to be expended by the Conservation Commission for the purpose of controlling invasive plants on conservation land, with unexpended funds as of June 30, 2018 being returned to their funding source.

ARTICLE 30: HARVARD PARK TRUST – HARVARD PARK CROSS COUNTRY TRAIL

To see if the Town will vote to appropriate and transfer from the Community Preservation Fund unspecified reserves the sum of \$75,000., to be expended by the Harvard Park and Recreation Commission for the construction of a cross country trail starting and ending at the playground located at Harvard Park, with unexpended funds as of June 30, 2017 being returned to their funding source, or pass any vote or votes in relation thereto. (Inserted by Community Preservation Committee)

On a motion by John Lee, 27 Ayer Road, Community Preservation Committee, and seconded,

Voted majority yes that the Town appropriate and transfer from Community Preservation Fund unspecified reserves \$75,000. to be expended by the Harvard Park and Recreation Commission for the construction of a cross country trail starting and ending at the playground located at Harvard Park, with unexpended funds as of June 30, 2017 being returned to their funding source.

ARTICLE 31: COMMUNITY PRESERVATION COMMITTEE – ADMINISTRATIVE EXPENSES

To see if the Town will vote to appropriate and transfer from Fiscal 2016 Community Preservation Revenues the sum of \$2,500. to be expended by the Harvard Community Preservation Committee for administrative expenses, including Community Preservation

Coalition dues and necessary legal fees, with unexpended funds as of June 30, 2016 being returned to their funding source, or pass any vote or votes in relation thereto.
(Inserted by Community Preservation Committee)

On a motion by Beth Williams, 3 Granite View Lane, Community Preservation Committee, and seconded,

Voted unanimously yes that the Town appropriate and transfer from Fiscal 2016 Community Preservation Revenues \$2,500. to be expended by the Harvard Community Preservation Committee for administrative expenses, including Community Preservation Coalition dues and necessary legal fees, with unexpended funds as of June 30, 2016 being returned to their funding source.

ARTICLE 32: REVOLVING FUNDS

To see if the Town will vote to:

- 1) continue the Revolving Fund Account, as allowed by Massachusetts General Laws Chapter 44, Section 53E ½, to be used to fund the activities of the Council On Aging with the balance of this account not to exceed \$35,000. in Fiscal Year 2016;
- 2) continue the Revolving Fund Account, as allowed by Massachusetts General Laws Chapter 44, Section 53E ½, to be used to fund the activities of the Fourth of July Committee with the balance of this account not to exceed \$25,000. in Fiscal Year 2016;
- 3) continue the Revolving Fund Account, as allowed by Massachusetts General Laws Chapter 44, Section 53 E ½, to be used to fund the activities of the Harvard Ambulance Service with the balance of this account not to exceed \$150,000. in Fiscal Year 2016;, and
- 4) continue the Revolving Fund Account, as allowed by Massachusetts General Laws Chapter 44, Section 53 E ½, to be used to fund the activities of the Fire Department's S.A.F.E. Program with the balance of this account not to exceed \$15,000. in Fiscal Year 2016,

or pass any vote or votes in relation thereto.

(Inserted by Finance Committee)

The following motion was made by Alice vonLoesecke, 84 Warren Avenue, Finance Committee, and seconded,

I move that the Town continue the revolving fund accounts for purposes and with the expenditure and revenue limitations as printed on Page 40 of the Warrant and Finance Committee Report for the 2015 Annual Town Meeting.

Voted unanimously yes that the Town:

- 1) continue the Revolving Fund Account, as allowed by Massachusetts General Laws Chapter 44, Section 53E ½, to be used to fund the activities of the Council On Aging with the balance of this account not to exceed \$35,000. in Fiscal Year 2016;
- 2) continue the Revolving Fund Account, as allowed by Massachusetts General Laws Chapter 44, Section 53E ½, to be used to fund the activities of the Fourth of July Committee with the balance of this account not to exceed \$25,000. in Fiscal Year 2016;
- 3) continue the Revolving Fund Account, as allowed by Massachusetts General Laws Chapter 44, Section 53 E ½, to be used to fund the activities of the Harvard Ambulance Service with the balance of this account not to exceed \$150,000. in Fiscal Year 2016;, and
- 4) continue the Revolving Fund Account, as allowed by Massachusetts General Laws Chapter 44, Section 53 E ½, to be used to fund the activities of the Fire Department's S.A.F.E. Program with the balance of this account not to exceed \$15,000. in Fiscal Year 2016.

ARTICLE 33: APPLICANT FEE REVOLVING FUND

To see if the Town will vote to establish a new revolving fund account as allowed by Massachusetts General Laws Chapter 44, Section 53E ½, to be used to fund advertising, professional and/ or legal opinions and any other activity required to be paid for by an applicant with the balance of this account not to exceed \$1,000 in Fiscal Year 2016, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Leo Blair, 188 Prospect Hill Road, Board of Selectmen, and seconded,

Voted majority yes that the Town vote to establish an Applicant Fee revolving fund account as allowed by Massachusetts General Laws Chapter 44, Section 53E ½, to be used to fund advertising, professional and/ or legal opinions and any other activity required to be paid for by an applicant with the balance of this account not to exceed \$1,000. in Fiscal Year 2016.

ARTICLE 34: ESTABLISHMENT OF A TAX TITLE REVOLVING FUND

To see if the Town will vote to accept the provisions of Chapter 390 of the Acts of 2014 to establish a tax title collection revolving fund.

(Inserted by Board of Selectmen)

On a motion by Leo Blair, 188 Prospect Hill Road, Board of Selectmen, and seconded,

Voted majority yes that the Town vote to accept the provisions of Chapter 390 of the Acts of 2014 to establish a tax title collection revolving fund.

**ARTICLE 35: ACCEPT MASSACHUSETTS GENERAL LAW CHAPTER 44,
SECTION 53F3/4 - PEG ACCESS and CABLE RELATED FUND**

To see if the Town will vote to accept the provisions of Massachusetts General Law Chapter 44, Section 53F3/4 in order to establish a separate revenue account to be known as the “PEG Access and Cable Related Fund”, into which will be deposited funds received in connection with a franchise agreement between the Town’s cable operator and the Town and from which monies shall only be appropriated for cable-related purposes consistent with the franchise agreement, including, but not limited to: (i) support of public, educational or governmental access cable television services; (ii) monitoring compliance of the cable operator with the franchise agreement; or (iii) preparing for renewal of the franchise license, or pass and vote or votes in relation thereto.

(Inserted by the Board of Selectmen)

On a motion by Stuart Sklar, 39 Scott Road, Board of Selectmen, and seconded,

Voted unanimously yes that the Town vote to accept the provisions of Massachusetts General Law Chapter 44, Section 53F3/4 in order to establish a separate revenue account to be known as the “PEG Access and Cable Related Fund”, into which will be deposited funds received in connection with a franchise agreement between the Town’s cable operator and the Town and from which monies shall only be appropriated for cable-related purposes consistent with the franchise agreement, including, but not limited to: (i) support of public, educational or governmental access cable television services; (ii) monitoring compliance of the cable operator with the franchise agreement; or (iii) preparing for renewal of the franchise license.

**ARTICLE 36: AUTHORIZATION FOR AN EMPLOYMENT CONTRACT FOR THE
DPW DIRECTOR**

To see if the Town will vote to authorize the Board of Selectmen to enter into and execute a written employment contract with the individual that holds the position of Department of Public Works Director, which contract may contain terms and conditions including, but not limited to term of appointment, salary, fringe benefits, severance pay, relocation expenses, reimbursement for expenses incurred in the performances of duties or office, liability insurance, and for leave, but shall not grant tenure to said officer, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Ronald Ricci, 19 East Bare Hill Road, and seconded,

Voted unanimously yes that the Town vote to authorize the Board of Selectmen to enter into and execute a written employment contract with the individual that holds the position of Department of Public Works Director, which contract may contain terms and conditions including, but not limited to term of appointment, salary, fringe benefits, severance pay, relocation expenses, reimbursement for expenses incurred in the performances of duties or office, liability insurance, and for leave, but shall not grant tenure to said officer.

ARTICLE 37: RATIFY AND FUND POLICE UNION CONTRACT

To see if the Town will vote to ratify the Police Union Collective Bargaining Agreement and to fund this agreement by raising and appropriating, borrowing or transferring from available funds, a sum of money, to be added to the appropriate line(s) of Article 7 of the March 1, 2014 Annual Town Meeting Warrant in order to fund the collective bargaining agreement, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Ronald Ricci, 19 East Bare Hill Road, and seconded,

Voted unanimously yes that the Town a.) ratify the Police Union Collective Bargaining Agreement relative to Fiscal Years 2014 through 2106; b.) appropriate \$27,200. to be added to the appropriate line(s) of Article 7 of the Warrant for the March 1, 2014 Annual Town Meeting Warrant in order to fund the collective bargaining agreement; and c.) provide for said appropriation by transferring \$27,200. from the Stabilization Fund.

ARTICLE 38: AMEND HISTORIC DISTRICTS BYLAW TO CHANGE TO DIGITAL FORMAT MAPS

To see if the Town will vote to amend Chapter 48 of the Code of the Town of Harvard by making the following revisions relative to Historic District Maps, or pass any vote or votes in relation thereto:

[Key to revisions: underlining = additions; strikethrough = deletions]

“48-3 Historic District Maps (printed separately).

A. Plan of Shaker Village Historic District — Revision ~~B~~C.

[Amended 3-30-1974 STM Art. 1]

B. Plan of Harvard Common Historic District — Revision ~~E~~D.

[Amended 3-29-1975 ATM, Art. 21; 6-28-1976 STM, Art. 6]”

(Inserted by Historical Commission)

On a motion by Pamela Marston, 47 Madigan Lane, Historical Commission, and seconded,

Voted greater than 2/3 yes that the Town amend Chapter 48 of the Code of the Town of Harvard by making the following revisions relative to Historic District Maps, or pass any vote or votes in relation thereto:

[Key to revisions: underlining = additions; strikethrough = deletions]

“48-3 Historic District Maps (printed separately).

A. Plan of Shaker Village Historic District — Revision ~~B~~C.

[Amended 3-30-1974 STM Art. 1]

B. Plan of Harvard Common Historic District — Revision ~~CD~~.
[Amended 3-29-1975 ATM, Art. 21; 6-28-1976 STM, Art. 6]”

Approved by the Attorney General on July 27, 2015.

**ARTICLE 39: AMEND THE CODE OF HARVARD –
CHAPTER 13: BARE HILL POND**

To see if the Town will vote to amend the Code of Harvard, Chapter 13: Bare Hill Pond, by adding the following new section 13-9:

The violation of any permit conditions established by the town’s appointed Harbormaster shall be punishable by fines established by the Board of Selectmen in accordance with this bylaw. Any such fines so levied shall not preclude revocation of any permit issued by the Harbormaster for such violations.”;

and to renumber the existing § 13-9, Effect of partial invalidity, as § 13-10, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

The following motion was made by Ronald Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

I move that the Town amend the Code of Harvard, Chapter 13: Bare Hill Pond, by adding thereto a new section 13-9:

“§ 13-9 Harbormaster Permit Conditions" as printed on Page 42 of the Warrant and Finance Committee Report for the 2015 Annual Town Meeting and by renumbering the existing § 13-9, Effect of partial invalidity, as § 13-10.

Voted majority yes that the Town amend the Code of Harvard, Chapter 13: Bare Hill Pond, by adding the following new section 13-9:

The violation of any permit conditions established by the town’s appointed Harbormaster shall be punishable by fines established by the Board of Selectmen in accordance with this bylaw. Any such fines so levied shall not preclude revocation of any permit issued by the Harbormaster for such violations.”;

and to renumber the existing § 13-9, Effect of partial invalidity, as § 13-10.

Approved by the Attorney General on July 27, 2015 and effective on posting date of July 29, 2015.

ARTICLE 40: NON-EXCLUSIVE UTILITY EASEMENT

To see if the Town will vote to authorize the Board of Selectmen to a.) transfer the care, custody, management and control of an easement area on Still River Road containing 1,375 square feet and shown as "Proposed Utility Easement" on a plan entitled "Easement Plan in Harvard Massachusetts" dated December 9, 2014, prepared by Ducharme & Dillis Civil Design Group, Inc., a copy of which plan is on file in the Office of the Town Clerk, from the Board of Selectmen for highway purposes to the Board of Selectmen for the purpose of granting a nonexclusive utility easement to St. Benedict Center; and b.) grant a nonexclusive utility easement to St. Benedict Center in, on and under said easement area for the installation, repair, maintenance, improvement and replacement of subsurface utilities, or pass any votes in relation thereto.

On a motion by Ronald Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

Voted unanimously yes that the Town authorize the Board of Selectmen to a.) transfer the care, custody, management and control of an easement area on Still River Road containing 1,375 square feet and shown as "Proposed Utility Easement" on a plan entitled "Easement Plan in Harvard Massachusetts" dated December 9, 2014, prepared by Ducharme & Dillis Civil Design Group, Inc., a copy of which plan is on file in the Office of the Town Clerk, from the Board of Selectmen for highway purposes to the Board of Selectmen for the purpose of granting a nonexclusive utility easement to St. Benedict Center; and b.) grant a nonexclusive utility easement to St. Benedict Center in, on and under said easement area for the installation, repair, maintenance, improvement and replacement of subsurface utilities

ARTICLE 41: AMEND CHAPTER 78. PERSONNEL of the CODE of HARVARD

To see if the Town will vote to amend the Code of Harvard, Chapter 78. Personnel, section 78-3. Personnel Board, sub-section A. (1) by deleting the following in its entirety

"(1)

The Board of Selectmen shall appoint a Personnel Board consisting of any five registered voters of the Town, to be appointed for three-year overlapping terms. Whenever possible, the Selectmen will appoint members possessing a professional personnel background, including one Town employee or official not a member of the School Department or covered by any collective bargaining agreement, and one member of the Finance Committee, to be appointed on a yearly basis. Members of the Personnel Board shall serve without compensation."

and replacing it with the following:

"(1)

The Board of Selectmen shall appoint a Personnel Board consisting of five members; four of whom must be registered voters of the Town and an employee representative, who does not have to be a registered voter of the Town or live within the Town, to be appointed for three-year overlapping terms. Whenever possible, the Selectmen will appoint members possessing a

professional personnel background, including one Town employee not a member of the School Department or covered by any collective bargaining agreement, and one member of the Finance Committee, to be appointed on a yearly basis. Members of the Personnel Board shall serve without compensation.”,

or take any votes or votes in relation thereto.

(Inserted by Personnel Board and Board of Selectmen)

The following motion was made by Stuart Sklar, 39 Scott Road, Board of Selectmen, and seconded,

I move that the Town will amend the Code of Harvard, Chapter 78. Personnel, section 78-3. Personnel Board, by deleting therefrom sub-section A. (1) in its entirety and replacing said sub-section with the new sub-section A. (1) as printed on Page 43 of the Warrant and Finance Committee Report for the 2015 Annual Town Meeting.

Voted majority yes that the Town amend the Code of Harvard, Chapter 78. Personnel, section 78-3. Personnel Board, sub-section A. (1) by deleting the following in its entirety

“(1)

The Board of Selectmen shall appoint a Personnel Board consisting of any five registered voters of the Town, to be appointed for three-year overlapping terms. Whenever possible, the Selectmen will appoint members possessing a professional personnel background, including one Town employee or official not a member of the School Department or covered by any collective bargaining agreement, and one member of the Finance Committee, to be appointed on a yearly basis. Members of the Personnel Board shall serve without compensation.”,

and replacing it with the following:

“(1)

The Board of Selectmen shall appoint a Personnel Board consisting of five members; four of whom must be registered voters of the Town and an employee representative, who does not have to be a registered voter of the Town or live within the Town, to be appointed for three-year overlapping terms. Whenever possible, the Selectmen will appoint members possessing a professional personnel background, including one Town employee not a member of the School Department or covered by any collective bargaining agreement, and one member of the Finance Committee, to be appointed on a yearly basis. Members of the Personnel Board shall serve without compensation.”,

ARTICLE 42: AMEND ZONING MAP

To see if the Town will vote to amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by adopting the amended Zoning Map to correct an error that was made to the local Historic Districts when the map was approved by the 2010 Annual Town Meeting , and by

adding thereto the Solar Photovoltaic Overlay District, which was approved by the 2010 Special Town Meeting , which amended Zoning Map is on file on the Office of the Town Clerk, or take any votes or votes in relation thereto.

(Inserted by Planning Board)

On a motion by Kara Minar, 204 Still River Road, Planning Board, and seconded,

Voted unanimously yes that the Town amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by adopting the amended Zoning Map to correct an error that was made to the local Historic Districts when the map was approved by the 2010 Annual Town Meeting , and by adding thereto the Solar Photovoltaic Overlay District, which was approved by the 2010 Special Town Meeting, which amended Zoning Map is on file on the Office of the Town Clerk and is shown on the handout of the reduced version of the amended map, entitled § 125-42 Harvard Zoning Map, to be available as a handout at the ATM.

The Planning Board recommended this article unanimously.

Approved by the Attorney General on July 27, 2015.

ARTICLE 43: AMEND PROTECTIVE BYLAW 125 REGARDING ADULT ENTERTAINMENT

To see if the Town will vote to amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by making the following revisions thereto relative to Adult Entertainment, or take any votes or votes in relation thereto:

1) By adding to §125-2, Definitions, by adding new definitions for Adult Entertainment Uses, as follows:

Adult Bookstore – an establishment having as a substantial or significant portion of its stock in trade, books, magazines, and other matter which are distinguished or characterized by their emphasis depicting, describing, or relating to sexual conduct or sexual excitement as defined in M.G.L. Ch. 272, § 31.

Adult Motion Picture Theatre – an enclosed building used for presenting material distinguished by an emphasis on matter depicting, describing, or relating to sexual conduct or sexual excitement as defined in M.G.L. Ch. 272, § 31.

Adult Paraphernalia Store – an establishment having as a substantial or significant portion of its stock devices, objects, tools, toys or other matter which are distinguished or characterized by their association with sexual activity, including sexual conduct or sexual excitement as defined in M.G.L. Ch. 272, § 31.

Adult Video Store – an establishment having as a substantial or significant portion of its stock in trade, videos, any visual material, movies, digital media, or other film material which are distinguished or characterized by their emphasis depicting, describing, or relating to sexual conduct or sexual excitement as defined in M.G.L. Ch. 272, § 31.

Establishment which Displays Live Nudity for its Patrons – any establishment which provides

live entertainment for its patrons, which includes the display of nudity, as that term is defined in M.G.L. Ch. 272, § 31.

2) By adding to, §125-14, Large Scale Commercial Uses, by adding a new subsection H, Adult Entertainment, which uses will require a special permit from the Planning Board in the C District, as follows:

H. Adult Entertainment Uses:

- (1) Purpose. This by-law is enacted pursuant to the Town's authority under the Home Rule Amendment to the Massachusetts Constitution to serve the compelling Town interest of preventing the clustering and concentration of adult entertainment enterprises as defined herein because of their deleterious effect on adjacent areas and in response to studies demonstrating their effect in generating crime and blight.
- (2) Special Permit Criteria. In the C district, the Planning Board shall grant a special permit for an Adult Bookstore, Adult Video Store, Adult Paraphernalia Store, Adult Motion Picture Theatre, or Establishment which Displays Live Nudity for its Patrons unless the Board finds that :
 - a. The adult use would adversely affect the public health, safety or welfare.
 - b. The adult use would have severe traffic safety or congestion impacts that cannot be remedied without severe disruption to the neighborhood.
 - c. Sound produced by music, loudspeakers, or patrons would be discernible by the public beyond the walls of the premises.
 - d. Sign content identifies only the name of the establishment and contains no advertisement for activities within.
- (3) Standards. The adult use shall conform to the site plan standards in §125-38 and the following requirements:
 - (a) No such use may be located within five hundred feet (500') of a property in residential use, two hundred feet (200') of the Commercial district boundary, four hundred feet (400') of Ayer Road, or five hundred feet (500') of a school, church, child care facility, park, playground or another Adult Entertainment Use.
 - (b) No Special Permit shall be issued to any person convicted of violating the provisions of M.G.L. Ch. 119, § 63 or M.G.L. 272, § 28.
 - (c) No store which rents and/or sells videos shall have any adult videos openly displayed in the same public viewing area as non-adult videos. Said adult videos shall be displayed in a separate room from the non-adult videos, which is to be constructed to prevent the view of adult video stock by the general public unless they enter the room itself. Said enclosure shall have only one entrance and be located to ensure proper monitoring.
 - (d) No pictures, publications, videotapes, movies, covers, or other implements, items, or advertising that fall within the definition of adult entertainment enterprise merchandise or are erotic, prurient, or related to violence, sadism, or sexual exploitation shall be displayed in the windows of, or on the building of any adult

entertainment enterprise, or be visible to the public from pedestrian sidewalks or walkways or from other areas, public or semi-public, outside such establishments.

(Inserted by Planning Board)

The following motion was made by Kara Minar, 204 Still River Road, Planning Board, and seconded,

I move that the Town amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by making the revisions thereto relative to Adult Entertainment as printed on Pages 43 and 44 of the Warrant and Finance Committee Report for the 2015 Annual Town Meeting, except that in §125-14, sub-section H (3) (b), line 2, of said revised bylaw "Ch." shall be inserted between "M.G.L." and "272".

Voted greater than 2/3 yes that the Town will vote to amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by making the following revisions thereto relative to Adult Entertainment, or take any votes or votes in relation thereto:

1) By adding to §125-2, Definitions, by adding new definitions for Adult Entertainment Uses, as follows:

Adult Bookstore – an establishment having as a substantial or significant portion of its stock in trade, books, magazines, and other matter which are distinguished or characterized by their emphasis depicting, describing, or relating to sexual conduct or sexual excitement as defined in M.G.L. Ch. 272, § 31.

Adult Motion Picture Theatre – an enclosed building used for presenting material distinguished by an emphasis on matter depicting, describing, or relating to sexual conduct or sexual excitement as defined in M.G.L. Ch. 272, § 31.

Adult Paraphernalia Store – an establishment having as a substantial or significant portion of its stock devices, objects, tools, toys or other matter which are distinguished or characterized by their association with sexual activity, including sexual conduct or sexual excitement as defined in M.G.L. Ch. 272, § 31.

Adult Video Store – an establishment having as a substantial or significant portion of its stock in trade, videos, any visual material, movies, digital media, or other film material which are distinguished or characterized by their emphasis depicting, describing, or relating to sexual conduct or sexual excitement as defined in M.G.L. Ch. 272, § 31.

Establishment which Displays Live Nudity for its Patrons – any establishment which provides live entertainment for its patrons, which includes the display of nudity, as that term is defined in M.G.L. Ch. 272, § 31.

2) By adding to, §125-14, Large Scale Commercial Uses, by adding a new subsection H, Adult Entertainment, which uses will require a special permit from the Planning Board in the C District, as follows:

H. Adult Entertainment Uses:

(1) Purpose. This by-law is enacted pursuant to the Town's authority under the Home Rule

Amendment to the Massachusetts Constitution to serve the compelling Town interest of preventing the clustering and concentration of adult entertainment enterprises as defined herein because of their deleterious effect on adjacent areas and in response to studies demonstrating their effect in generating crime and blight.

(2) Special Permit Criteria. In the C district, the Planning Board shall grant a special permit for an Adult Bookstore, Adult Video Store, Adult Paraphernalia Store, Adult Motion Picture Theatre, or Establishment which Displays Live Nudity for its Patrons unless the Board finds that :

- a. The adult use would adversely affect the public health, safety or welfare.
- b. The adult use would have severe traffic safety or congestion impacts that cannot be remedied without severe disruption to the neighborhood.
- c. Sound produced by music, loudspeakers, or patrons would be discernible by the public beyond the walls of the premises.
- d. Sign content identifies only the name of the establishment and contains no advertisement for activities within.

(3) Standards. The adult use shall conform to the site plan standards in §125-38 and the following requirements:

- (a) No such use may be located within five hundred feet (500') of a property in residential use, two hundred feet (200') of the Commercial district boundary, four hundred feet (400') of Ayer Road, or five hundred feet (500') of a school, church, child care facility, park, playground or another Adult Entertainment Use.
- (b) No Special Permit shall be issued to any person convicted of violating the provisions of M.G.L. Ch. 119, § 63 or M.G.L. Ch. 272, § 28.
- (c) No store which rents and/or sells videos shall have any adult videos openly displayed in the same public viewing area as non-adult videos. Said adult videos shall be displayed in a separate room from the non-adult videos, which is to be constructed to prevent the view of adult video stock by the general public unless they enter the room itself. Said enclosure shall have only one entrance and be located to ensure proper monitoring.
- (d) No pictures, publications, videotapes, movies, covers, or other implements, items, or advertising that fall within the definition of adult entertainment enterprise merchandise or are erotic, prurient, or related to violence, sadism, or sexual exploitation shall be displayed in the windows of, or on the building of any adult entertainment enterprise, or be visible to the public from pedestrian sidewalks or walkways or from other areas, public or semi-public, outside such establishments.

The Planning Board recommended this article unanimously.

Approved by the Attorney General on July 27, 2015.

ARTICLE 44: AMEND PROTECTIVE BYLAW 125-2 DEFINITIONS

To see if the Town will vote to amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by making the following revisions thereto relative, 125-2 Definitions, or pass any vote or votes in relation thereto:

Building Area – The area included within surrounding exterior walls exclusive of vent shafts and courts. Interior firewalls shall not be used to determine building area.

Grocery Store – An establishment where at least 70% of the gross floor area is devoted to the sale of food products for home preparation and consumption.

The following motion was made by Kara Minar, 204 Still River Road, Planning Board, and seconded,

I move that the Town amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by adding to 125-2 Definitions, in alphabetical order with the other terms defined therein, the definitions of the terms "Building" and "Grocery Store" as printed on Page 44 of the Warrant and Finance Committee Report for the 2015 Annual Town Meeting.

The following amendment was made by Duncan Chapman, 131 Littleton Road, and seconded,

I move that the Town amend the motion as follows:

. Building area - The area included within surrounding exterior walls exclusive of vent shafts and courts. Interior firewalls shall not be used to determine building area. For purposes of limiting a building size to 15,000 sq ft By-Right per floor and that the area can be increased by special permit to 30,000 sq ft per floor.

Town Counsel stated that the amendment was not within the scope of the article.

A motion by Ronald Ricci, 19 East Bare Hill Road, to pull the wording about buildings, was seconded, but voted majority no to amend.

A motion by Kara Minar to amend the motion as made under Article 44 as follows: read the green sheet, was seconded.

Voted greater than 2/3rds yes that the Town amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by making the following revisions thereto relative, 125-2 Definitions, or pass any vote or votes in relation thereto:

Building – The area included within surrounding exterior walls exclusive of vent shafts and courts. Interior firewalls shall not be used to determine building area.

Grocery Store – An establishment where at least 70% of the gross sales floor area is devoted to

the sale of food products for home preparation and consumption.

The Planning Board recommended this article unanimously.

Approved by the Attorney General on July 27, 2015.

ARTICLE 45: ZONING BYLAW AMENDMENT - NONRESIDENTIAL DRIVEWAY STANDARDS

To see if the Town will vote to amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by revising Section 125-39B (5)(a)[2] thereof regarding Nonresidential Driveway Standards by deleting the text shown in strikethrough font and adding a new subsection [d] shown in italics as follows:

[2] Proponents of developments that will generate five hundred (500) or more trips per day (Average Daily Traffic) based on the most recent Trip Generation Manual of the Institute of Transportation Engineers shall prepare a traffic impact study. A professional transportation engineer shall prepare the study, which shall document:

[a] total and peak hour trip generation,

[b] existing and proposed levels of service of the roadway providing access to the site, ~~and~~

[c] projected conditions at the access points to the development; *and*

~~The study shall include recommendations whether separate right and/or left turning lanes are advisable to facilitate entry and exit from the site.~~

[d] *mitigation measures that could be taken to reduce the impacts of the proposed project and their estimated cost. These should include capacity enhancements such as added turn lanes, signalization, and improvements to intersections and medians. The traffic study shall make specific proposals for mitigation measures to be implemented by the applicant. The potential for driveway connections to neighboring lots must be explored. The study should take into account those improvements that are planned and/or currently implemented by the Town or the State, and any proposed improvements must be consistent with the Town's Master Plan.,*

or take any votes or votes in relation thereto
(Inserted by Planning Board)

The following motion was made by Kara Minar, 204 Still River Road, Planning Board, and seconded,

I move that the Town amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by revising Section 125-39B (5)(a)[2] thereof regarding Nonresidential Driveway Standards by deleting the text shown in strikethrough font and adding a new subsection [d]

shown in italics on Page 45 of the Warrant and Finance Committee Report for the 2015 Annual Town Meeting.

The motion was withdrawn and re-moved "as printed on the yellow sheet", and seconded.

The following motion was made by William Johnson, 72 Warren Avenue, and seconded,

I move that the Town amend Article 45 by striking out the phrase "and any proposed improvements must be consistent with the Town's Master Plan."

The amendment was voted majority yes.

Voted greater than 2/3rds yes that the Town amend Chapter 125, the Protective Bylaw, of the Code of the Town of Harvard by revising Section 125-39B (5)(a)[2] thereof regarding Nonresidential Driveway Standards by deleting the text shown in strikethrough font and adding a new subsection [d] shown in italics as follows:

[2] Applicants proposing developments that will generate five hundred (500) or more trips per day (Average Daily Traffic) based on the most recent Trip Generation Manual of the Institute of Transportation Engineers shall prepare a traffic impact study. A professional transportation engineer shall prepare the study, which shall document:

[a] total and peak hour trip generation,

[b] existing and proposed levels of service of the roadway providing access to the site, ~~and~~

[c] projected conditions at the access points to the development; *and*

[d] mitigation measures that could be taken to reduce the impacts of the proposed project and their estimated cost. These should include capacity enhancements such as added turn lanes, signalization, and improvements to intersections and medians. The traffic study shall make specific proposals for mitigation measures to be implemented by the applicant. The potential for driveway connections to neighboring lots must be explored. The study should take into account those improvements that are planned and/or currently implemented by the Town or the State.

The Planning Board recommended this article unanimously.

Approved by the Attorney General on July 27, 2015.

ARTICLE 46: WILLARD CONSERVATION LAND ACQUISITION

To see if the Town will vote to (a) authorize the Board of Selectmen to acquire by purchase, gift, eminent domain by agreement or otherwise, for open space purposes, to be held in care, custody, management and control of the Conservation Commission, the parcel of land containing approximately 48.5 acres of land located on Willard Lane in the Still River section of Harvard,

Massachusetts described in the deed recorded with the Worcester South District Registry of Deeds in Book 4196, Page 588 and shown as “Parcel 1” on the plan recorded with said Registry of Deeds in Plan Book 403, Plan 89; (b) authorize the Conservation Commission, in connection with the acquisition of said parcel of land, to grant a permanent conservation restriction on said parcel of land to a nonprofit organization, charitable corporation or foundation selected by the Commission; and (c) appropriate the sum of \$1.00 for the acquisition of said parcel of land, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Lucy Wallace, 18 Orchard Hill, Board of Selectmen, and seconded,

Voted greater than 2/3 yes that the Town (a) authorize the Board of Selectmen to acquire by purchase, gift, eminent domain by agreement or otherwise, for open space purposes, to be held in care, custody, management and control of the Conservation Commission, the parcel of land containing approximately 48.5 acres of land located on Willard Lane in the Still River section of Harvard, Massachusetts described in the deed recorded with the Worcester South District Registry of Deeds in Book 4196, Page 588 and shown as “Parcel 1” on the plan recorded with said Registry of Deeds in Plan Book 403, Plan 89; (b) authorize the Conservation Commission, in connection with the acquisition of said parcel of land, to grant a permanent conservation restriction on said parcel of land to a nonprofit organization, charitable corporation or foundation selected by the Commission; and (c) raise by taxation and appropriate the sum of \$1.00 for the acquisition of said parcel of land.

ARTICLE 47: LAWTON CONSERVATION LAND ACQUISITION

To see if the Town will vote to (a) authorize the Board of Selectmen to acquire by purchase, gift, eminent domain by agreement or otherwise, for open space purposes, to be held in care, custody, management and control of the Conservation Commission, the parcel of vacant land containing approximately 3.81 acres of located off Old Littleton Road in the Town of Harvard, Worcester County, Massachusetts, shown as Parcel A on an unrecorded plan filed in the Office of the Town Clerk entitled “Plan of Land in Harvard, Mass. Owned by Trustees of the Harvard Conservation Trust” dated November, 2014, prepared by David E. Ross Associates, Inc., which parcel of land is a portion of the property described in the deed recorded with the Worcester South District Registry of Deeds in Book 26607, Page 8; (b) authorize the Conservation Commission, in connection with the acquisition of said parcel of land, to agree to the express reservation of or to grant a permanent conservation restriction on said parcel of land to be held by a nonprofit organization, charitable corporation or foundation selected by the Commission; and (c) appropriate the sum of \$1.00 for the acquisition of said parcel of land, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Lucy Wallace, 18 Orchard Hill, Board of Selectmen, and seconded,

Voted greater than 2/3 yes that the Town (a) authorize the Board of Selectmen to acquire by purchase, gift, eminent domain by agreement or otherwise, for open space purposes, to be held in care, custody, management and control of the Conservation Commission, the parcel of vacant

land containing approximately 3.81 acres located off Old Littleton Road in the Town of Harvard, Worcester County, Massachusetts, shown as Parcel A on an unrecorded plan filed in the Office of the Town Clerk entitled "Plan of Land in Harvard, Mass. Owned by Trustees of the Harvard Conservation Trust" dated November, 2014, prepared by David E. Ross Associates, Inc., which parcel of land is a portion of the property described in the deed recorded with the Worcester South District Registry of Deeds in Book 26607, Page 8; (b) authorize the Conservation Commission, in connection with the acquisition of said parcel of land, to agree to the express reservation of or to grant a permanent conservation restriction on said parcel of land to be held by a nonprofit organization, charitable corporation or foundation selected by the Commission; and (c) raise by taxation and appropriate the sum of \$1.00 for the acquisition of said parcel of land.

ARTICLE 48: TOWN CENTER SEWER DISTRICT EXPANSION

To see if the Town will vote to a.) extend the Harvard Wastewater Management Service Area boundaries, which existing boundaries are shown on a plan entitled "Proposed Sewer Service Plan, Town of Harvard, Mass. prepared for Town of Harvard", dated November 19, 2008, and revised on March 30, 2009, prepared by Norfolk Ram in association with Weston & Sampson by adding to said service area the areas of land shown on the plan entitled [insert title, date and preparer of plan], which plans are on file in the Office of the Harvard Town Clerk; and b.) appropriate, and authorize the Town Treasurer, with the approval of the Board of Selectmen, to borrow pursuant to Massachusetts General Laws Chapter 44, Sections 7 and 8, or any other enabling authority, a sum of money to be expended by the Harvard Sewer and Water Commission for the costs of the design and construction of a sewer system to serve said expanded service area, which costs shall be recovered by betterment assessments on the benefited properties, or pass any vote or votes in relation thereto.

(Inserted by Sewer District Commissioners, Board of Health and Conservation Commission)

On a motion by Leo Blair, 188 Prospect Hill Road, Board of Selectmen, and seconded,

Voted unanimously yes that the Town take no action on this article.

ARTICLE 49: ACCEPTANCE OF GIFTS OF PROPERTY

To see if the Town will vote to accept gifts of land or interests in land for any municipal purpose, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Leo Blair, 188 Prospect Hill Road, Board of Selectmen, and seconded,

Voted unanimously yes that the Town take no action on this article.

ARTICLE 50: ACCEPTANCE OF HIGHWAY FUNDS

To see if the Town will vote to accept State funds to be used for reconstruction and improvements of public ways, or pass any vote or votes in relation thereto.

(Inserted by Board of Selectmen)

On a motion by Leo Blair, 188 Prospect Hill Road, Board of Selectmen, and seconded,

Voted unanimously yes that the Town accept State funds to be used for reconstruction and improvements of public ways.

During the lunch break, the meeting acknowledged Charles Gorss as Citizen of Note.

The meeting was dissolved at 1:49 PM.

Checkers for the meeting were Mary Jarvis, Marylin Morgan, Lisa Dagdigian, Jane Venditti, Paul Green and Abbe Alpert. They checked in 270 voters out of a total of 3848 registered voters.

Respectfully submitted,

Janet A. Vellante
Town Clerk



TOWN ELECTION

April 7, 2015

The Annual Town Election was held on April 7, 2015, in the Bromfield School Cafeteria. The polls were opened at 7:00 a.m. by Warden Dennis Bradley. There were 4157 registered voters (3847 active voters) and a total of 802 persons (20.8% of the active voters) cast their votes with the following results:

MODERATOR

for one year

Vote for ONE

Robert E. Eubank	708
Scatterings	0
Blanks	94

SELECTMAN

for three years

Vote for ONE

Lucy B. Wallace	628
Scatterings	5
Blanks	169

CEMETERY COMMISSIONER

for three years

Vote for ONE

Theodore W. Maxant	671
Scatterings	0
Blanks	131

COMMUNITY PRESERVATION COMMITTEE

for three years

Vote for ONE

Deborah H. Thomson	652
Scatterings	0
Blanks	150

HARVARD BOARD OF HEALTH

for three years

Vote for ONE

Sharon M. McCarthy	642
Scatterings	1
Blanks	159

LIBRARY TRUSTEE

for three years

Vote for not more than TWO

Davida J. Bagatelle	623
Christopher B. Frechette	611
Scatterings	0
Blanks	370

LIBRARY TRUSTEE

for one year

Vote for ONE

Stacie Cassat Green	624
Scatterings	0
Blanks	178

PARK AND RECREATION COMMISSIONER

for three years

Vote for not more than TWO

Elizabeth Jean McGrath	581
Douglas T. Thornton	594
Scatterings	4
Blanks	425

PARK AND RECREATION COMMISSIONER

for one year

Vote for ONE

Steven J. Gordon	597
Scatterings	3
Blanks	202

PLANNING BOARD

for three years

Vote for not more than TWO

Michelle D. Catalina	614
Frances H. Nickerson	565
Scatterings	3
Blanks	422

SCHOOL COMMITTEE MEMBER

for three years

Vote for not more than TWO

Nancy M. Lancellotti	571
Mary Frances Traphagen	593
Scatterings	0
Blanks	440

TOWN CLERK

for three years

Vote for ONE

Janet A. Vellante	716
Scatterings	0
Blanks	86

TREE WARDEN

for one year

Vote for ONE

Christian A. Bilodeau	696
Scatterings	1
Blanks	105

WARNER FREE LECTURE SOCIETY TRUSTEE

for three years

Vote for not more than TWO

Thomas J. Aciukewicz	660
Timothy Clark (write-in)	46
Scatterings	2
Blanks	896

QUESTION #1: The Bromfield School Science Labs Air-Exchange System Capital Exclusion

Shall the town of Harvard be allowed to assess an additional \$185,000.00 in real estate and personal property taxes for the purposes of purchasing and installing an air-exchange system for The Bromfield School science labs for the fiscal year beginning July first, two thousand and fifteen?

Yes	615
No	169
Blanks	18

QUESTION #2: Fire Department Tanker Truck Proposition 2 ½ Debt Exclusion

Shall the Town of Harvard be allowed to exempt from the provisions of proposition two and one half, so called, the amounts required to pay for the bond issued in order to purchase a new Tanker Truck to replace the Tanker Truck purchased in 1989?

Yes	660
No	127
Blanks	15

QUESTION #3 – Hildreth House Building Project Proposition 2 ½ Debt Exclusion.

Shall the Town of Harvard be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to fund the design, construction, reconstruction and renovation of the Hildreth House, including, but not limited to handicapped accessibility improvements and safety issues?

Yes	602
No	191
Blanks	9

The polls were closed at 8:00 p.m. by Warden Dennis Bradley and the results were announced at 8:56 p.m.

Twenty-six (26) absentee ballots were cast.

Respectfully submitted,

Janet A. Vellante
Town Clerk

6th Annual Longboarding Event



SUPER TOWN MEETING

June 8, 2015

The meeting was called to order in the Hildreth Elementary School Cafetorium at 7:03 p.m. by Moderator, Robert Eubank. The call of the meeting and the return of service were found to be in order by Town Clerk Janet A. Vellante.

Moderator Robert Eubank requested that the town allow the following non-voters to speak to the meeting if necessary:

Timothy Bragan	Town Administrator
Mark Lanza	Town Counsel
Lorraine Leonard	Finance Director
Thatcher Kezer	Senior VP - Devens
Richard Henderson	Executive VP Real Estate - Devens

ARTICLE 1: DEVENS – REVISIONS TO DEVENS ZONING BY-LAWS, DEVENS ZONING MAP, AND DEVENS REUSE PLAN – ALLOW FOR SENIOR RESIDENTIAL USE IN THE SHIRLEY VILLAGE GROWTH I DISTRICT

To see if the Town will vote to approve revisions to the Zoning By-Laws, Zoning Map, and the Reuse Plan of the Devens Regional Enterprise Zone as follows:

1. In the Devens By-Laws, Section V, Zoning Districts and Zoning Map, Subsection A, Zoning Districts and Development Goals – General Description, Subsection 9, Village Growth District I, Subsection b, Development Goals, by inserting the phrase “senior residential and” after the word “provide” in the first sentence of the first paragraph and inserting the phrase “and senior residential housing that consists of housing for individuals 62 years of age or older pursuant to the requirements of the Fair Housing Act, 42. U.S.C. section 3601, et al, as amended, (the “Fair Housing Act”) and other applicable federal and state housing laws” after the word “size” in the second sentence of the first paragraph so that the first paragraph shall now read as follows:

“b. Development Goals: The primary goal of this district is to provide senior residential and commercial expansion and enhancement opportunities for Shirley Village, while at the same time respecting the scale of the existing businesses and abutting neighborhoods. The intent is to accommodate a municipal facilities center, a variety of retail, service, and office uses of small to medium size and senior residential housing that consists of housing for individuals 62 years of age or older pursuant to the requirements of the Fair Housing Act, 42. U.S.C. section

3601, et al, as amended, (the “Fair Housing Act”) and other applicable federal and state housing laws.”

And by inserting a new paragraph in the same subsection after subparagraph (9)(b)(iv) which shall read as follows:

“The Devens Enterprise Commission will in its Rules and Regulations or in Senior Residential Guidelines establish requirements for the marketing, design, deed restrictions, and monitoring of compliance with the restrictions for the age-restricted facilities and the income-restricted units within the Senior Residential facilities.”

2. In the Devens By-Laws, Section VI, Permitted Uses, Subsection A, General Land Use Categories, Subsection 3, Use Categories, insert a new Subsection o, Senior Residential, which shall read as follows:

“o. Senior Residential. Senior Residential refers to age-restricted residential facilities to be occupied solely by individuals 62 years of age or older and that comply with the Fair Housing Act and other applicable federal and state housing laws. Such facilities may provide services such as meals, transportation, housekeeping, personal care, specialized care for dementia, and/or health care, in a residential setting. Such facilities may also provide no or limited services. No less than twenty-five (25) percent of any Senior Residential units within the Village Growth I Zoning District must be deed-restricted so that they are affordable to households earning no more than eighty (80) percent of the area median income as defined by the U. S. Department of Housing and Urban Development as set forth in 974 CMR Section 5.02 2 (l) of the Devens Enterprise Commission’s Rules and Regulations. Alternatively, for rental units only, at least twenty (20) percent of the rental units may be deed-restricted for households earning no more than fifty (50) percent of area median income. Requirements for the marketing, design, deed restrictions, and monitoring of compliance with the restrictions for these age-restricted facilities and the income-restricted units within the Senior Residential facilities shall be adopted by the Devens Enterprise Commission in either its Rules and Regulations or in Senior Residential Guidelines to be issued by the Devens Enterprise Commission.”

3. In the Devens By-Laws, Section IX, Density and Dimensional Requirements, Subsection E, Residential Density, Subsection 1, insert the phrase “not including Senior Residential units within the Shirley Village Growth I Zoning District, which shall not exceed one

hundred twenty (120) units” at the end of the first sentence so that the first sentence shall read as follows:

“1. The total number of residential units to be allowed within Devens shall not exceed two hundred and eighty-two (282) units, not including Senior Residential units within the Shirley Village Growth I Zoning District, which shall not exceed one hundred twenty (120) units.”

4. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Patterns in the Reuse Plan, Subsection Village Growth, in the second sentence of the first paragraph, delete the word “dual” before the word “purpose”, insert the words “and residential” before the word “expansion” and insert the phrase “including up to 120 units of age-restricted senior residential housing” at the end of the last sentence of the first paragraph so that the first paragraph shall read as follows:

“The Village Growth concept creates the most direct of connections between the Devens Enterprise Zone and the abutting town areas of Shirley situated at and near Devens Gate. The purpose is to provide business and residential expansion opportunities for Shirley Village while at the same time offering a substantial retail opportunity for the Devens Enterprise Zone and the region at large. The underlying theme is to achieve those objectives with a scale, development pattern and mix of uses that are compatible with that of the existing Shirley Village, including up to 120 units of age-restricted senior residential housing.”

In the second paragraph of the same section, delete the word “and” before “small-scale” and insert the words “and up to 120 units of age-restricted senior residential housing” at the end of the paragraph so that the second paragraph shall read as follows:

“The first Village Growth area allows a retail center to be established, complemented by free-standing retail businesses where individual occupants or tenants do not exceed 50,000 square feet of floor area within a retail center, small-scale office uses do not exceed 40,000 square feet of gross floor area, and up to 120 units of age-restricted senior residential housing.”

5. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Patterns in the Reuse Plan, Subsection Housing and Community Facilities, insert the sentence “The 282-unit maximum shall not apply to age-restricted senior residential housing within the Village Growth I zoning district, which shall not exceed 120 units of housing” after the first sentence in the third paragraph such that the third paragraph shall read as follows:

“In order to accommodate the needs of a broad range of income groups, and to ensure the stability of the residential core, approximately twenty-five (25%) of the 282 units to be reused or constructed under the Reuse Plan will be reserved for low and moderate income individuals or families, and/or special needs populations. The 282-unit maximum shall not apply to age-restricted senior residential housing within the Village Growth I zoning district, which shall not exceed 120 units of housing. It is recognized that the success of the residential reuse is dependent on a balance between market rate and the affordable/special needs populations.”

6. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Zoning and Resource Protection Overlay Districts, Subsection Village Growth District I, insert the words “and residential” before the word “expansion”, and insert the phrase “as well as up to 120 units of senior residential housing” at the end of the second sentence in the first paragraph such that the first paragraph shall read as follows:

“The primary concept of this land use category is to provide commercial and residential expansion and enhancement opportunities for Shirley Village, while at the same time respecting the scale of the existing businesses and abutting neighborhoods. The intent is to accommodate a variety of retail, service, and office uses of small to medium size as well as up to 120 units of senior residential housing.”

And by inserting a new paragraph in the same section after the last bullet point which shall read as follows:

“The Devens Enterprise Commission will in its Regulations establish requirements for the marketing, design, deed restrictions, and monitoring of compliance with the restrictions for the age-restricted facilities and the income-restricted units within the Senior Residential facilities.”

7. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Zone Districts Goals and Objectives, Subsection Village Growth District I, Subsection Goals and Objectives, insert the words “and senior residential” before the word “expansion” in the first bullet point such that it shall read as follows:

“Provide commercial and senior residential expansion and enhancement opportunities for Shirley Village, while at the same time respecting the scale of the existing business and abutting neighborhoods.”

In the same section, insert the phrase “as well as up to 120 age-restricted senior residential housing units” at the end of the second bullet point such that it shall read as follows:

“Accommodate a variety of retail, service, and office uses of small to medium size as well as up to 120 senior residential housing units.”

8. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Zone Districts Goals and Objectives, Subsection Village Growth District I, Subsection Example Uses, insert the phrase “Up to 120 Units of Age-Restricted Senior Residential” after the final bullet point such that the subsection shall read as follows:

- Retail Center
- Free-Standing Retail Business
- Convenience Retail Uses
- Small-Scale Office Uses
- Cultural and Exhibit Space
- Conference Facilities
- Academic and Institutional Uses
- Lodging
- Up to 120 Units of Age-Restricted Senior Residential”

9. In the Devens Zoning Map and the Devens Reuse Plan, all references to the matters set forth in Items 1, 2, and 3 of this Article 1 shall be revised to the extent required to remain consistent with such revisions.

In the Devens Zoning Map and the Devens By-Laws, all references to the matters set forth in Items 4, 5, 6, 7, and 8 of this Article 1 shall be revised to the extent required to remain consistent with such revisions.

The following motion was made by Ronald Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

I move that the Town approve the revisions to the Zoning By-Laws, Zoning Map, and the Reuse Plan of the Devens Regional Enterprise Zone to allow for senior residential use in the Shirley Village Growth District as printed on pages 1 through 4 of the Warrant for the June 8, 2015 Special Town Meeting.

Voted majority yes that the Town approve revisions to the Zoning By-Laws, Zoning Map, and the Reuse Plan of the Devens Regional Enterprise Zone as follows:

1. In the Devens By-Laws, Section V, Zoning Districts and Zoning Map, Subsection A, Zoning Districts and Development Goals – General Description, Subsection 9, Village Growth District I, Subsection b, Development Goals, by inserting the phrase “senior residential and” after the word “provide” in the first sentence of the first paragraph and inserting the phrase “and senior residential housing that consists of housing for individuals 62 years of age or older pursuant to the requirements of the Fair Housing Act, 42. U.S.C. section 3601, et al, as amended, (the “Fair Housing Act”) and other applicable federal and state housing laws” after the word “size” in the second sentence of the first paragraph so that the first paragraph shall now read as follows:

“b. Development Goals: The primary goal of this district is to provide senior residential and commercial expansion and enhancement opportunities for Shirley Village, while at the same time respecting the scale of the existing businesses and abutting neighborhoods. The intent is to accommodate a municipal facilities center, a variety of retail, service, and office uses of small to medium size and senior residential housing that consists of housing for individuals 62 years of age or older pursuant to the requirements of the Fair Housing Act, 42. U.S.C. section 3601, et al, as amended, (the “Fair Housing Act”) and other applicable federal and state housing laws.”

And by inserting a new paragraph in the same subsection after subparagraph (9)(b)(iv) which shall read as follows:

“The Devens Enterprise Commission will in its Rules and Regulations or in Senior Residential Guidelines establish requirements for the marketing, design, deed restrictions, and monitoring of compliance with the restrictions for the age-restricted facilities and the income-restricted units within the Senior Residential facilities.”

2. In the Devens By-Laws, Section VI, Permitted Uses, Subsection A, General Land Use Categories, Subsection 3, Use Categories, insert a new Subsection o, Senior Residential, which shall read as follows:

“o. Senior Residential. Senior Residential refers to age-restricted residential facilities to be occupied solely by individuals 62 years of age or older and that comply with the Fair Housing Act and other applicable federal and state housing laws. Such facilities may provide services such as meals, transportation, housekeeping, personal care, specialized care for dementia, and/or health care, in a residential setting. Such facilities may also provide no or limited services. No less than twenty-five (25) percent of any Senior Residential units within the Village Growth I Zoning District must be deed-restricted so that they are

affordable to households earning no more than eighty (80) percent of the area median income as defined by the U. S. Department of Housing and Urban Development as set forth in 974 CMR Section 5.02 2 (l) of the Devens Enterprise Commission's Rules and Regulations. Alternatively, for rental units only, at least twenty (20) percent of the rental units may be deed-restricted for households earning no more than fifty (50) percent of area median income. Requirements for the marketing, design, deed restrictions, and monitoring of compliance with the restrictions for these age-restricted facilities and the income-restricted units within the Senior Residential facilities shall be adopted by the Devens Enterprise Commission in either its Rules and Regulations or in Senior Residential Guidelines to be issued by the Devens Enterprise Commission."

3. In the Devens By-Laws, Section IX, Density and Dimensional Requirements, Subsection E, Residential Density, Subsection 1, insert the phrase "not including Senior Residential units within the Shirley Village Growth I Zoning District, which shall not exceed one hundred twenty (120) units" at the end of the first sentence so that the first sentence shall read as follows:

"1. The total number of residential units to be allowed within Devens shall not exceed two hundred and eighty-two (282) units, not including Senior Residential units within the Shirley Village Growth I Zoning District, which shall not exceed one hundred twenty (120) units."

4. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Patterns in the Reuse Plan, Subsection Village Growth, in the second sentence of the first paragraph, delete the word "dual" before the word "purpose", insert the words "and residential" before the word "expansion" and insert the phrase "including up to 120 units of age-restricted senior residential housing" at the end of the last sentence of the first paragraph so that the first paragraph shall read as follows:

"The Village Growth concept creates the most direct of connections between the Devens Enterprise Zone and the abutting town areas of Shirley situated at and near Devens Gate. The purpose is to provide business and residential expansion opportunities for Shirley Village while at the same time offering a substantial retail opportunity for the Devens Enterprise Zone and the region at large. The underlying theme is to achieve those objectives with a scale, development pattern and mix of uses that are compatible with that of the existing Shirley Village, including up to 120 units of age-restricted senior residential housing."

In the second paragraph of the same section, delete the word “and” before “small-scale” and insert the words “and up to 120 units of age-restricted senior residential housing” at the end of the paragraph so that the second paragraph shall read as follows:

“The first Village Growth area allows a retail center to be established, complemented by free-standing retail businesses where individual occupants or tenants do not exceed 50,000 square feet of floor area within a retail center, small-scale office uses do not exceed 40,000 square feet of gross floor area, and up to 120 units of age-restricted senior residential housing.”

5. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Patterns in the Reuse Plan, Subsection Housing and Community Facilities, insert the sentence “The 282-unit maximum shall not apply to age-restricted senior residential housing within the Village Growth I zoning district, which shall not exceed 120 units of housing” after the first sentence in the third paragraph such that the third paragraph shall read as follows:

“In order to accommodate the needs of a broad range of income groups, and to ensure the stability of the residential core, approximately twenty-five (25%) of the 282 units to be reused or constructed under the Reuse Plan will be reserved for low and moderate income individuals or families, and/or special needs populations. The 282-unit maximum shall not apply to age-restricted senior residential housing within the Village Growth I zoning district, which shall not exceed 120 units of housing. It is recognized that the success of the residential reuse is dependent on a balance between market rate and the affordable/special needs populations.”

6. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Zoning and Resource Protection Overlay Districts, Subsection Village Growth District I, insert the words “and residential” before the word “expansion”, and insert the phrase “as well as up to 120 units of senior residential housing” at the end of the second sentence in the first paragraph such that the first paragraph shall read as follows:

“The primary concept of this land use category is to provide commercial and residential expansion and enhancement opportunities for Shirley Village, while at the same time respecting the scale of the existing businesses and abutting neighborhoods. The intent is to accommodate a variety of retail, service, and office uses of small to medium size as well as up to 120 units of senior residential housing.”

And by inserting a new paragraph in the same section after the last bullet point which shall read as follows:

“The Devens Enterprise Commission will in its Regulations establish requirements for the marketing, design, deed restrictions, and monitoring of compliance with the restrictions for the age-restricted facilities and the income-restricted units within the Senior Residential facilities.”

7. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Zone Districts Goals and Objectives, Subsection Village Growth District I, Subsection Goals and Objectives, insert the words “and senior residential” before the word “expansion” in the first bullet point such that it shall read as follows:

“Provide commercial and senior residential expansion and enhancement opportunities for Shirley Village, while at the same time respecting the scale of the existing business and abutting neighborhoods.”

In the same section, insert the phrase “as well as up to 120 age-restricted senior residential housing units” at the end of the second bullet point such that it shall read as follows:

“Accommodate a variety of retail, service, and office uses of small to medium size as well as up to 120 senior residential housing units.”

8. In the Devens Reuse Plan, Chapter 4, The Devens Reuse Plan, Subsection Zone Districts Goals and Objectives, Subsection Village Growth District I, Subsection Example Uses, insert the phrase “Up to 120 Units of Age-Restricted Senior Residential” after the final bullet point such that the subsection shall read as follows:

“➤ Retail Center
➤ Free-Standing Retail Business
➤ Convenience Retail Uses
➤ Small-Scale Office Uses
➤ Cultural and Exhibit Space
➤ Conference Facilities
➤ Academic and Institutional Uses
➤ Lodging
➤ Up to 120 Units of Age-Restricted Senior Residential”

9. In the Devens Zoning Map and the Devens Reuse Plan, all references to the matters set forth in Items 1, 2, and 3 of this Article 1 shall be revised to the extent required to remain consistent with such revisions.

In the Devens Zoning Map and the Devens By-Laws, all references to the matters set forth in Items 4, 5, 6, 7, and 8 of this Article 1 shall be revised to the extent required to remain consistent with such revisions.

The Planning Board stated that it had voted unanimously against this article.

The Board of Selectmen stated that it had voted unanimously against this article.

Approved by the Attorney General on September 29, 2015.

ARTICLE 2: DEVENS – REVISIONS TO DEVENS ZONING BY-LAWS, DEVENS ZONING MAP, AND DEVENS REUSE PLAN – ALLOW FOR HEALTH CARE USES IN THE VILLAGE GROWTH I DISTRICT

To see if the Town will vote to approve revisions to the Zoning By-Laws, Zoning Map, and Reuse Plan of the Devens Regional Enterprise Zone as follows:

1. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, in the row labeled “Health Care” and the column labeled “9. Village Growth I”, replace the “-” with a “P”.
2. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, in the row labeled “Health Care” and the column labeled “9. Village Growth I”, insert footnote marker “(4)” after “P”.
3. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, at the end of the table, insert new footnote (4) which shall read as follows:

“(4) Within the Village Growth I District, healthcare uses including hospitals, immediate-care facilities, and clinics are not allowed.”

4. In the Devens Zoning Map and Devens Reuse Plan, all references to the matters set forth in Items 1, 2, and 3 of this Article 2 shall be revised to the extent required to remain consistent with such revisions.

The following motion was made by Ron Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

I move that the Town approve the revisions to the Zoning By-Laws, Zoning Map, and the Reuse Plan of the Devens Regional Enterprise Zone to allow for health care uses in the Village Growth I District as printed on Page 5 of the Warrant for the June 8, 20125 Special Town Meeting.

Voted majority yes that the Town approve revisions to the Zoning By-Laws, Zoning Map, and Reuse Plan of the Devens Regional Enterprise Zone as follows:

1. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, in the row labeled “Health Care” and the column labeled “9. Village Growth I”, replace the “-” with a “P”.
2. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, in the row labeled “Health Care” and the column labeled “9. Village Growth I”, insert footnote marker “(4)” after “P”.
3. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, at the end of the table, insert new footnote (4) which shall read as follows:

“(4) Within the Village Growth I District, healthcare uses including hospitals, immediate-care facilities, and clinics are not allowed.”

4. In the Devens Zoning Map and Devens Reuse Plan, all references to the matters set forth in Items 1, 2, and 3 of this Article 2 shall be revised to the extent required to remain consistent with such revisions.

The Planning Board stated that it had voted unanimously against this article.

The Board of Selectmen stated that it had voted unanimously against this article.

Approved by the Attorney General on September 29, 2015.

ARTICLE 3: DEVENS – REVISIONS TO THE DEVENS ZONING BY-LAWS, DEVENS ZONING MAP, AND DEVENS REUSE PLAN – ROGERS FIELD, WILLOW BROOK CORRIDOR & ADAMS CIRCLE ZONING SWAP

To see if the Town will vote to approve revisions to the By-Laws, Zoning Map and Reuse Plan of the Devens Regional Enterprise Zone as follows:

1. In the Innovation and Technology Center District (Parcel 2 of the Devens Zoning District Maps), rezone approximately 30 acres of land in the vicinity of Rogers Field (depicted as “Parcel A” in Figure 3.1 attached hereto and made a part hereof) from Innovation and Technology Center to Open Space and Recreation.

2. In the Residential II District (Parcel 10 of the Devens Zoning District Maps), rezone approximately 3.5 acres of land in the vicinity of the Willow Brook Corridor (depicted as “Parcel B” in Figure 3.1 attached hereto and made a part hereof) from Residential II to Open Space and Recreation.
3. In the Residential II District (Parcel 10 of the Devens Zoning District Maps), rezone approximately 9.3 acres of land in the vicinity of Adams Circle (depicted as “Parcel C” in Figure 3.1 attached hereto and made a part hereof) from Open Space and Recreation to Residential II.
4. In the Devens Reuse Plan and Devens Zoning By-Laws, all references to the matters set forth in Items 1, 2, and 3 of this Article 3 shall be revised to the extent required to remain consistent with such revisions.

The following motion was made by Ron Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

I move that the Town approve the revisions to the Zoning By-Laws, Zoning Map, and the Reuse Plan of the Devens Regional Enterprise Zone to rezone the areas of land in the Innovation and Technology Center District and the Residential II District as printed on Pages 5 and 6 of the Warrant for the June 8, 2015 Special Town Meeting.

Voted 101 yes and 80 no, that the Town approve revisions to the By-Laws, Zoning Map and Reuse Plan of the Devens Regional Enterprise Zone as follows:

1. In the Innovation and Technology Center District (Parcel 2 of the Devens Zoning District Maps), rezone approximately 30 acres of land in the vicinity of Rogers Field (depicted as “Parcel A” in Figure 3.1 attached hereto and made a part hereof) from Innovation and Technology Center to Open Space and Recreation.
2. In the Residential II District (Parcel 10 of the Devens Zoning District Maps), rezone approximately 3.5 acres of land in the vicinity of the Willow Brook Corridor (depicted as “Parcel B” in Figure 3.1 attached hereto and made a part hereof) from Residential II to Open Space and Recreation.
3. In the Residential II District (Parcel 10 of the Devens Zoning District Maps), rezone approximately 9.3 acres of land in the vicinity of Adams Circle (depicted as “Parcel C” in Figure 3.1 attached hereto and made a part hereof) from Open Space and Recreation to Residential II.

4. In the Devens Reuse Plan and Devens Zoning By-Laws, all references to the matters set forth in Items 1, 2, and 3 of this Article 3 shall be revised to the extent required to remain consistent with such revisions.

The Planning Board stated that it had voted unanimously for this article.

The Board of Selectmen stated that it had voted 3 to 2 against this article.

Approved by the Attorney General on September 29, 2015.

ARTICLE 4: DEVENS – REVISIONS TO THE DEVENS ZONING BY-LAWS, DEVENS ZONING MAP, AND DEVENS REUSE PLAN – ALLOW FOR OFFICE AND RESEARCH USES ON THE SOUTHERN PORTION OF GRANT ROAD

To see if the Town will vote to approve revisions to the Zoning By-Laws, Zoning Map, and Reuse Plan of the Devens Regional Enterprise Zone as follows:

1. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, in the column labeled “Residential I” and the rows labeled “Full Office,” “Small-Scale Office,” “Light Industrial with Environmental Component,” “All Other Light Industrial,” “Industrial with Environmental Component,” “All Other Industrial,” “R&D with Environmental Component,” “All Other Research & Development,” “Academic/Institutional/Civic,” “Municipal Uses,” and “Incubator,” replace the “-” with a “P”.
2. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, in the column labeled “Residential I” and the rows labeled “Full Office,” “Small-Scale Office,” “Light Industrial with Environmental Component,” “All Other Light Industrial,” “Industrial with Environmental Component,” “All Other Industrial,” “R&D with Environmental Component,” “All Other Research & Development,” “Academic/Institutional/Civic,” “Municipal Uses,” and “Incubator,” insert footnote marker “(5)” after “P”.
3. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, at the end of the table, insert new footnote (5) which shall read as follows:

“(5) Only allowed in the portion of the district west of Spruce Street.”
(Such area is depicted as “Parcel A, +/- 17.8 Acres” on Figure 4.1 attached hereto and made a part hereof.)
4. Between the Innovation and Technology Business Zone (Parcel 7 of the Devens Zoning District Maps) and the Residential I Zone (Parcel 6), rezone approximately 3.2

acres of land (depicted as “Parcel B” in Figure 4.1 attached hereto and made a part hereof) from Open Space and Recreation to Innovation and Technology Business.

5. In the Devens Zoning Map and Devens Reuse Plan, all references to the matters set forth in Items 1, 2, 3, and 4 of this Article 4 shall be revised to the extent required to remain consistent with such revisions.

The following motion was made by Ron Ricci, 19 East Bare Hill Road, Board of Selectmen, and seconded,

I move that the Town approve the revisions to the Zoning By-Laws, Zoning Map, and the Reuse Plan of the Devens Regional Enterprise Zone to allow for office and research uses on the southern portion of Grant Road as printed on Page 6 of the Warrant for the June 8, 2015 Special Town Meeting.

Voted majority no [DOES NOT PASS] that the Town approve revisions to the Zoning By-Laws, Zoning Map, and Reuse Plan of the Devens Regional Enterprise Zone as follows:

1. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, in the column labeled “Residential I” and the rows labeled “Full Office,” “Small-Scale Office,” “Light Industrial with Environmental Component,” “All Other Light Industrial,” “Industrial with Environmental Component,” “All Other Industrial,” “R&D with Environmental Component,” “All Other Research & Development,” “Academic/Institutional/Civic,” “Municipal Uses,” and “Incubator,” replace the “-” with a “P”.
2. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, in the column labeled “Residential I” and the rows labeled “Full Office,” “Small-Scale Office,” “Light Industrial with Environmental Component,” “All Other Light Industrial,” “Industrial with Environmental Component,” “All Other Industrial,” “R&D with Environmental Component,” “All Other Research & Development,” “Academic/Institutional/Civic,” “Municipal Uses,” and “Incubator,” insert footnote marker “(5)” after “P”.
3. In the Devens By-Laws, Exhibit D, Table of Permitted Uses, at the end of the table, insert new footnote (5) which shall read as follows:

“(5) Only allowed in the portion of the district west of Spruce Street.”
(Such area is depicted as “Parcel A, +/- 17.8 Acres” on Figure 4.1 attached hereto and made a part hereof.)
4. Between the Innovation and Technology Business Zone (Parcel 7 of the Devens Zoning District Maps) and the Residential I Zone (Parcel 6), rezone approximately 3.2 acres of

land (depicted as “Parcel B” in Figure 4.1 attached hereto and made a part hereof) from Open Space and Recreation to Innovation and Technology Business.

5. In the Devens Zoning Map and Devens Reuse Plan, all references to the matters set forth in Items 1, 2, 3, and 4 of this Article 4 shall be revised to the extent required to remain consistent with such revisions.

The Planning Board stated that it had voted unanimously against this article.

The Board of Selectmen stated that it had voted 3 to 2 against this article.

The meeting was dissolved at 8:49 PM.

Checkers for the meeting were Patti Anklam, Nancy Cronin, Steven Cronin and Debbie Kaegebein. They checked in 203 voters out of a total of 4189 registered voters (3870 active voters).

Tellers for the meeting were Nick Browse, Libby Levison, Debbie Ricci, Jeff Schwarz, Dorothy Solbrig and James Ware.

Respectfully submitted,

Janet A. Vellante
Town Clerk



DEC Commissioner James DeZutter speaking at a public meeting.

OFFICE OF THE TOWN CLERK

The year 2015 was a quiet election year. In addition to the Annual Town Meeting and Election, there was one Super Town Meeting for Devens.

On-line ordering of vital (birth, death and marriage) records continue to be available through UniPay.

The Town Clerk has continued her education by attending classes offered through the Massachusetts Town Clerks' Association, and the City and Town Clerks' Association of Worcester County.

BOARD OF REGISTRARS

The current members of the Board of Registrars are Marylin Morgan, Nancy Reifenstein, Barbara Weiss, and Janet Vellante.

Two-hundred sixty-one new voter registrations were processed during this year. The Board certified 1232 signatures on nomination papers, petitions, and absentee ballot applications this year. The board was unable to certify several additional signatures, either because the individual was not a registered voter at the address provided, or the name or address was not legible. Voters are urged to sign petitions legibly and with their name and street address as registered to vote.

There are currently 275 inactive voters (those who have not responded to the annual street listing) on the voters' list. The total number of active voters in Harvard at the end of 2015 was as follows:

Democrat	1027
Republican	503
Green Rainbow	4
United Independent	16
Political Designations	7
<u>Unenrolled</u>	<u>2431</u>
TOTAL active registered voters	3988

CENSUS

The official population based on the street listing of January 1, 2015 was 5729. This number includes 242 Devens residents, but not residents of the Federal Medical Center.

VITAL RECORDS

Births: There have been thirty (30) births recorded for 2015 to date.

Marriages: Seventeen (17) marriages were duly recorded in the town register.

Deaths: Twenty-four (24) deaths were recorded for 2015.

DOG LICENSES

This office issued 1044 dog licenses for 2015.

REPORT OF REVENUES FOR 2015

The following is a list of monies received by the Town Clerk for certain licenses and fees and the sale of copies of public documents during 2015:

Birth, marriage and death certificates	\$2,476.00
Marriage licenses	475.00
Dog licenses	16,366.00
Zoning Bylaws	69.00
Business (d/b/a) certificates	1800.00
Street Lists	225.00
Pole Petitions	110.00
Raffle Permits	70.00
Notary fees	203.00
Sub-division Reg.'s	10.00
Board of Health Reg.'s	5.25
Miscellaneous	209.25

TOTAL COLLECTED	\$22,018.50
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Respectfully submitted,

Janet A. Vellante, MMC, CMMC
Town Clerk



INSPECTIONAL SERVICES

BUILDING PERMITS

Building Commissioners Annual Report

2015 was a very busy year for the Building Department with the issuance of 263 building permits. This accounted for \$11,986,694.00 in estimated construction costs.



New housing starts were low with only 5 permits being issued for new homes. However, there were 69 permits issued for various types of home renovations and additions.

With high energy costs many owners had energy up-grades to their homes. 14 homes had insulation upgrades, 18 homes had window replacements installed, 20 homes had solar PV systems installed on their property and 34 wood stoves were installed.

Zoning complaints were minimal and handled as needed.

Respectfully submitted,
Gabriel Vellante, Jr.
Inspector of Buildings/Zoning Enforcement Officer

PLUMBING AND GAS INSPECTIONS

Gas: 86 in 2015, from 111 in 2014
Plumbing: 86 in 2015, from 122 in 2014

Respectfully submitted,
James Bakun
Gas/Plumbing Inspector

INSPECTOR OF WIRES

New houses/townhouses	5	Security System	10
Addition/Remodel	69	Generators	8
Pools	6	Commercial	7
Solar	20	Repairs/Miscellaneous	47

Total Electrical Permits for 2015: 172
Respectfully submitted,
David Woodsum, Wiring Inspector



DEPARTMENT OF FINANCE

Accounting, Assessing, Tax Collection, Treasury

The following reports comprise the 2015 report of the Finance Department to the Town of Harvard. The Finance Department would like to highlight achievements, changes and ongoing efforts of the past year:

- The Town's bond rating is stable, remaining at the top with Standard & Poor's grade of AAA. This is due to the strength of the Town's financial team which includes this Department, the Finance Committee, the Capital Planning and Investment Committee and the Town Administrator. With this top rating, the town is able to get more favorable rates on borrowing.
- This year was all about personnel changes in the Finance Department! This past summer our Treasurer/ Collector, Tammy Collier left our employment. As we wish Tammy well, we welcome Amy Haley, formerly the Assistant Treasurer/Collector, to this position. Heidi Spinney was then hired as the new Assistant Treasurer/Collector. Heidi joins our team with excellent experience in payroll, a major component of this position. We also had a change in the Assessing Department. Amanda Belliveau left this past summer after one year as our Assistant Assessor. Jared Aponte, who had been working as our Receptionist/Finance Assistant since February, moved into the open position of Assistant Assessor. Caryl Browse, our newest addition to the staff, was recently hired to fill the position of Receptionist/Finance Assistant. We feel that we currently have a very strong finance team to provide excellent service to the Town.
- Public electronic access to the finance department continues. Real estate, motor vehicle tax bills, and transfer station stickers can be paid/purchased online. Property valuation data files can be reviewed via computer.

The following pages contain financial highlights of fiscal 2015. If you would like additional information, please contact us at Town Hall. We can be reached by telephone (978-456-4100) or by e-mail through the town's website. Additional reports such as the balance sheet, annual audit, Schedule A financial summary provided to the Department of Revenue, and the school's End of Year Report provided to the Department of Elementary and Secondary Education are also available.

I would like to thank the employees of the Finance Department and the School Administration for their diligence in helping Harvard attain its strong financial condition and accurate financial reporting and processing. The employees and various committees of the town all contribute to Harvard's commitment to its sound financial position and foresight.

Respectfully submitted,

Lorraine Leonard
Finance Director

GENERAL FUND REVENUE

Fiscal Year 2015

PROPERTY TAXES AND STATE AID		
PERSONAL PROPERTY TAX		280,088
REAL ESTATE TAX		18,831,913
STATE AID		
Abatements - Vet., Surviving Spouse, Elderly	3,937	
Chapter 70	1,816,706	
Charter School Reimb.	54,271	
Lottery	1,317,766	
Veterans Benefits	6,483	
State Owned Land	3,435	
	Total	3,202,598
GRAND TOTAL		22,314,599

LOCAL RECEIPTS		
MOTOR VEHICLE EXCISE		834,969
PENALTIES AND INTEREST		232,125
TAX TITLE (LIENS)		
PAYMENTS IN LIEU OF TAXES		17,522
WATER DEPARTMENT		53,615
TRASH DISPOSAL		
Transfer Station Stickers	208,263	
Recycling/Disposal - Residents	18,605	
Recycling - Vendors	8,828	
	Total	235,696
CEMETERY INTERMENT/DEEDS		12,265
LAND/BUILDING RENTAL		875
LIBRARY FINES		9,651
COURT & MOTOR VEHICLE FINES		56,397

GENERAL FUND REVENUE

Fiscal Year 2015

LOCAL RECEIPTS (continued)		
OTHER DEPT. REVENUE		
Insurance Requests	480	
Tax Collector (Fees/Demands/NSF)	9,749	
Town Clerk (DBAs)	2,300	
Marijuana Fine	100	
Title V Fees	2,125	
Zoning Board Hearings	2,570	
Planning Board Hearings	6,970	
MART Reimbursement	36,971	
MART Van Fees	2,525	
Copy Machine	1,196	
Notary Fee	153	
Liquor Fee	11,400	
Police Outside Details - Admin	12,297	
Registry Clear Fees	1,710	
Miscellaneous	38,122	
	Total	128,666
LICENSES AND PERMITS		
Dumpster Permit	50	
Blasting Permit	100	
Fire Department	765	
Smoke Detector	4,950	
LP Gas Tank Storage	2,150	
TC, Dog Licenses, Birth, Death, Marriage Cert.	19,137	
Bowling/Pinball	120	
Victuallers	525	
Board of Health	25,662	
Pistol	1,125	
Driveway Inspections	750	
Building	69,956	
Plumbing	10,659	
Wiring	12,976	
Gas	4,861	
Fire Alarm	548	
Gas and Fuel Storage	1,800	
Cable TV	745	
	Total	156,877
INVESTMENT INCOME		19,857
GRAND TOTAL		1,758,513

GENERAL FUND EXPENSES

Fiscal Year 2015

Department		Description	Spent
Town Audit			15,000
Selectmen	Personnel Expense		216,135
			27,613
		Art. 9, FY15, OPEB Actuarial Report	9,400
		Art. 24, FY15 Cable A/C	14,560
		Art. 1, FY15 STM Prior Year Bills	<u>1,043</u>
		25,004	
Finance Committee	Expenses		191
Finance Department	Personnel Expense Technology		314,304
			126,196
			<u>9,592</u>
			450,092
Law Department	Town Counsel Legal Services Other Legal Services		38,114
			<u>18,347</u>
			56,461
Personnel	Expenses		0
Town Clerk	Personnel Expense		69,775
			<u>5,999</u>
			75,774
Elections and Registrars	Personnel Expense		500
			<u>8,637</u>
			9,137
		ATM FY14 A#8 Ballot Box	6,641
		ATM FY15 A#16 Historic Documents	10,000
Land Use Boards	Personnel Expense		52,712
			<u>4,651</u>
			57,363
		ATM FY15 A#17 Town Planner	60,000
		ATM FY13 A#28 Master Plan	21,120
Public Buildings	Personnel Expense		26,016
			<u>234,079</u>
			260,095
Building/Liability Insurance	Expense		125,753
Town Reports	Expense		3,468
Communications	Expense		195,266

GENERAL FUND EXPENSES

Fiscal Year 2015

Department	Description	Spent
Police	Personnel	876,645
	Expense	94,785
		<u>971,430</u>
Fire	Personnel	178,912
	Expense	87,124
	FY13, Art. 16, Town Center Air Horn	6,040
		<u>272,076</u>
Ambulance	Expenses	91,158
Building Inspection	Personnel/Expenses	42,494
Gas Inspection	Personnel/Expenses	3,564
Plumbing Inspection	Personnel/Expenses	7,469
Wire Inspection	Personnel/Expenses	12,700
Animal Control	Personnel/Expense	17,222
Tree Warden	Expenses	14,519
Montachusett Tech	Expenses	98,949
Highway Administration	Personnel	687,410
Highway Constr. And Maint.	Expense	237,613
Snow and Ice	Expense	351,537
Street Lighting	Expenses	7,670
DPW Articles	Art. 12, FY15, Replace Water Pipe	9,296
	Art. 14, FY15, Paint Fuel Tank	855
	Art. 15, FY15, Seasonal Mowing	11,643
	Art. 26, FY15, Front End Loader	141,190
	Art. 27, FY15, One Ton Dump Truck	65,985
		<u>228,969</u>
Waste Collection/Disposal	Expense	145,798
Water Distribution	Expenses	18,564
Pond Committee	Expenses	19,423
Cemetery	Expense	3,077

GENERAL FUND EXPENSES

Fiscal Year 2015

Department	Description	Spent
Board of Health	Personnel/Expense	33,336
Council on Aging	Personnel/Expenses	88,830
MART Van Services	Personnel/Expense	31,073
Veterans' Services	Veterans' Benefits/Expenses	18,499
Library	Personnel	399,340
	Expenses	148,013
	Art. 21, FY14, Library Generator	10,578
	Art. 17, FY16, Replace Town Dock	13,025
		<u>570,956</u>
Recreation	Personnel/Expenses	26,954
Parks	Personnel/Expense	18,183
Historical Commission	Expenses	69
Recurring Capital	Public Works Equipment	68,791
	Police Cruiser	29,000
		<u>97,791</u>
Retirement of Debt	Expenses	871,738
Interest - Debt, Costs	Expenses	1,474
State Assessments	Expenses	803,080
Insurance - Town Share	Expenses	2,283,699
Benefits Administration	Expenses	1,976
Retirement/Pensions	Expenses	665,399
Workers Compensation	Expenses	91,787
Unemployment	Expenses	3,496
Deferred Compensation	Expenses	13,347
OPEB Trust Funding	Expenses	425,000
Grand Total		10,893,442

HARVARD PUBLIC SCHOOLS

Omnibus Budget and Articles Approved by Town Meeting

Department	Expend. FY15	Subtotal	Grand Total
Superintendent			
Salaries/Benefits	\$ 395,437		
Transportation	257,492		
Other Expenses	120,029		
		<u>\$ 772,958</u>	
Maintenance			
Salaries	\$ 448,466		
Utilities	279,526		
Services	321,419		
		<u>\$ 1,049,411</u>	
Harvard Elementary			
Salaries	\$ 2,555,545		
Expenses	112,278		
		<u>\$ 2,667,823</u>	
Bromfield School			
Salaries	\$ 3,956,238		
Expenses	213,678		
		<u>\$ 4,169,916</u>	
Special Education Services			
Salaries	\$ 1,960,989		
Other Expenses	53,679		
Collaborative Services	402,618		
Transportation	310,723		
Tuition	252,357		
PreSchool	102,353		
		<u>\$ 3,082,719</u>	
Technology			
Salaries	\$ 143,226		
Expenses	129,866		
		<u>\$ 273,092</u>	
Total Omnibus			<u>\$ 12,015,919</u>
Articles			
FY16, Art. 21 VOIP Phone System	48,791		
FY14, Art. 20 TBH Structural Assmt/Rep.	35,577		
		<u>\$ 84,368</u>	

ALL OTHER FUNDS

Revenue and Expenditures

Fiscal Year 2015

	End. Balance 06/30/14	Revenue	Expend.	End. Balance 06/30/15
SCHOOL REVOLVING				
Community Education	64,161	311,983	301,241	74,903
Devens	589,554	1,093,607	1,201,389	481,773
School Lunch	14,269	594,228	601,332	7,164
School Athletics	21,441	212,788	238,773	(4,544)
School Rental	4,985	22,548	23,390	4,142
Preschool Revolving	26,355	54,700	40,000	41,055
School Bus Revolving	5,545	62,215	60,000	7,760
Restitution, Lost Books	3,038	115	2,080	1,073
Kindergarten Tuition	11,610	161,878	148,265	25,223
Bromfield Student Activity	68,136	202,735	198,716	72,155
HES Student Activity	9,283	51,178	54,841	5,621
SCHOOL GIFTS				
HES Gift	769	16,602	12,106	5,265
Bromfield Gift	11,740	23,904	36,324	(679)
Shaw Trust	322,676	85,647	14,986	393,337
SCHOOL GRANTS				
Special Ed Early Childhood	296	4,321	4,366	250
Special Education	20,911	279,169	267,403	32,676
Special Ed Early Childhood Improve.	1,695	5,600	7,293	2
Title I	(18,821)	128,596	91,229	18,546
Educator Quality	0	13,784	13,784	0
Academic Support	0	0	0	0
Kindergarten Enhancement	0	23,610	23,610	0
School Choice (Special Revenue)	28,275	368,354	355,000	41,629
Circuit Breaker (Special Revenue)	33	794,159	335,093	459,099
MUNICIPAL REVOLVING				
Park and Recreation	34,986	85,817	110,227	10,576
Wetlands Fees	11,815	2,060	0	13,875
Council on Aging	14,479	5,308	6,089	13,698
Law Enforcement Trust	1,445	0	0	1,445
Town Beach Walkway		4,000	2,599	1,401
Insurance Recovery	30,927	6,081	21,432	15,577
4th of July	10,677	16,483	23,252	3,908
Ambulance	22,604	1,424	18,475	5,553
SAFE Revolving	8,293	4,370	6,348	6,316

ALL OTHER FUNDS

Revenue and Expenditures

Fiscal Year 2015

	End. Balance 06/30/14	Revenue	Expend.	End. Balance 06/30/15
MUNICIPAL GIFT				
Ritter Donation		1,385	1,221	164
DARE	2,822	0	0	2,822
Harvard Village Fund	153	0	0	153
Bare Hill Pond	225	0	0	225
John Gray Transfer Station	1,105	0	0	1,105
Police	685	20	197	508
Library	5,157	727	1,931	3,953
Library - Sun Hill	370	5,000	5,370	-
Council on Aging	12,846	5,351	3,127	15,070
Skateboard Park	1,500	0	0	1,500
Ambulance	12,030	8,885	897	20,018
Highway Athletic Fields	124	0	0	124
Care of Park/Common	1,540	0	0	1,540
Cable PEG Access Gift	54,920	104,400	21,876	137,444
Historical Commission	1,011	0	0	1,011
Fire Department Gift	4,997	1,000	50	5,947
Collin Fay Gift	1,000	0	0	1,000
Town Hall Restoration Gift	81	0	0	81
Harvard Tree Gift	3,986	35	463	3,558
RESERVED FOR APPROPRIATION				
Sale of Cemetery Lots	168,387	4,448	0	172,835
Ambulance	262,274	233,622	157,500	338,396
MUNICIPAL GRANTS				
Extra Poll Hours	620	132	0	752
Hildreth House Landscaping	193	0	0	193
Library - State Aid	30,713	7,916	9,429	29,200
Cultural Council	3,988	4,309	4,100	4,198
Historical Commission	5,000	0	0	5,000
Council on Aging	0	8,912	8,850	62
Senior SAFE		2,795		2,795
Fire SAFE	1,101	4,423	2,503	3,020
Curbside Recycling	19,978	1,686	0	21,665
Bullet Proof Vests	828	0	0	828
Fire Safety Equipment	169	0	2,236	(2,067)
Law Enforcement Equipment	7,027	0	1,000	6,027
Park & Rec Trail Grant	559		0	559
Barehill Pond Project	97,082	0	45,000	52,082
Local Preparedness	0	1,100	4,478	(3,378)
Pedestrian Bike Path	3,514	0	0	3,514
Emergency Preparedness	9,364	0	559	8,805
State 911 Grant	(17,119)	17,119	0	0
Green Community	(17,104)	35,300	0	18,196
CDBG Grant	121,403	365	2,434	119,335
DCR Fire Grant	1,977	0	993	984
BOH Grant Writing	1	0	0	1
FEMA Assistance	0	0	75,187	(75,187)
Rural Fire Assistance	37	0	0	37

ALL OTHER FUNDS

Revenue and Expenditures

Fiscal Year 2015

	End. Balance 06/30/14	Revenue	Expend.	End. Balance 06/30/15
OTHER				
Community Preservation Fund	389,241	270,626	430,958	228,909
Title V Loans	1,974	204,571	93,208	113,336
Recreation Land	12,365	0	0	12,365
Elementary School Lighting	850	0	0	850
Highway Fund (Chapter 90)	(272,913)	332,867	393,429	(333,474)
Water System Improvements	(301,443)		2,674	(304,117)
Sewer Construction	48,216	115,285	0	163,501
Town Hall Building Design	30,147		30,147	0
Town Hall Building Construction **	(366,726)	0	366,880	(733,607)
Pond Road Parking Lot	(10,932)		144,809	(155,741)
Affordable Housing Trust	246,911	281,547	528,458	0
Equitable Sharing	630	0	0	630
Police Details	(57,849)	207,670	184,506	(34,684)
Stabilization Fund	1,191,299	22,784	2,573	1,211,510
Capital Stabilization Fund	1,424,948	671,138	207,850	1,888,235
Conservation Funds	149,156	2,965	2,360	149,762
Conservation Funds-CPA	804,001	13,270	606,261	211,011
 Sewer Enterprise Fund	 302,002	 225,109	 139,972	 387,139
Note: Trust Fund Activity is summarized in the report of the Town Treasurer				

LONG TERM DEBT

Project	06/30/14	Retired FY15	06/30/15	Final Payment
Public Safety Building Construction	\$ 905,000	\$ 140,000	\$ 765,000	2021
Bromfield School	\$ 3,315,000	\$ 350,000	\$ 2,965,000	2025
Bromfield School Roof	\$ 375,000	\$ 125,000	\$ 250,000	2017
Old Bromfield/Library	\$ 1,365,000	\$ 150,000	\$ 1,215,000	2025
DPW Equipment	\$ 130,000	\$ 10,000	\$ 120,000	2024
Fire Equipment	\$ 435,000	\$ 35,000	\$ 400,000	2024
Total		\$ 810,000	\$ 5,715,000	

**Town of Harvard Trust Funds
Fiscal Year 2015 Balances**

	7/1/2014		6/30/2015
	Beginning Balance	Net Change	Ending Balance
Cemetery Funds			
Cemetery Perpetual Care	\$ 215,162.29	\$ 6,548.61	\$ 221,710.90
Charles Whitney Cemetery	\$ 17,290.05	\$ 334.69	\$ 17,624.74
John Maynard Cemetery	\$ 38,514.45	\$ 745.52	\$ 39,259.97
Sibley Cemetery	\$ 22,188.42	\$ 429.45	\$ 22,617.87
Bellevue Cemetery	\$ 37,206.43	\$ 720.18	\$ 37,926.61
Shaker & Sears Cemetery	\$ 4,751.89	\$ (497.02)	\$ 4,254.87
Library Funds			
Ring Book Fund	\$ 6,046.15	\$ 117.02	\$ 6,163.17
George Clark Library	\$ 1,159.62	\$ 22.45	\$ 1,182.07
Walter Whitney Library	\$ 21,961.42	\$ 425.10	\$ 22,386.52
Hapgood Library	\$ 50,272.16	\$ 973.12	\$ 51,245.28
Lawrence Library	\$ 13,279.39	\$ 257.05	\$ 13,536.44
Mary Blood Library	\$ 6,835.81	\$ 132.33	\$ 6,968.14
Andrew Fairbank Library	\$ 3,357.97	\$ 65.01	\$ 3,422.98
Miscellaneous Funds			
Ginny Thurston Scholarship	\$ 16,965.92	\$ 328.41	\$ 17,294.33
Harvard 300th Anniversary	\$ 14,631.18	\$ 283.21	\$ 14,914.39
Warner Lecture Fund	\$ 28,643.65	\$ (487.81)	\$ 28,155.84
Maynard Clock	\$ 563.74	\$ 10.92	\$ 574.66
Georgia Whitney Poor	\$ 22,992.40	\$ 445.06	\$ 23,437.46
Warren K Harrod	\$ 2,446.03	\$ 47.35	\$ 2,493.38
Salvage Fund	\$ 2,299.91	\$ 44.56	\$ 2,344.47
Hildreth Clock	\$ 517.93	\$ 10.02	\$ 527.95
Hildreth Common	\$ 5,980.29	\$ 115.77	\$ 6,096.06
Tuttle Memorial	\$ 13,049.87	\$ 252.60	\$ 13,302.47
* Will Post Memorial	\$ 8,403.74	\$ (437.31)	\$ 7,966.43
* Entrepreneur's Scholarship	\$ 1,062.18	\$ 20.57	\$ 1,082.75
* BA Gould Scholarship Fund	\$ 7,916.00	\$ (779.00)	\$ 7,137.00
Thomas Ford District Nurse Fund	\$ 34,842.68	\$ 263.43	\$ 35,106.11
* Ambulance Scholarship Fund	\$ 24,874.04	\$ 1,225.87	\$ 26,099.91
* Rantoul Trust - Elderly	\$ 27,394.85	\$ 530.27	\$ 27,925.12
* Rantoul Trust - General	\$ 191,155.76	\$ (6,258.10)	\$ 184,897.66
Total Trust Fund Balances	\$ 841,766.22	\$ 5,889.33	\$ 847,655.55

All funds shown include both expendable and non-expendable unless noted by *, then only expendable.

2015 School and Town Annual Earnings

SCHOOL					
<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
ABDIKADIROV	FARKHAD	350.00	-	-	350.00
ACCORSI	JOAN	73,253.21	-	871.89	74,125.10
ADAMS	JAMIE	47,079.78	-	-	47,079.78
ADELSON	NATHANIEL	2,658.00	-	-	2,658.00
ALEXANDER	PAMELA	29,749.71	-	-	29,749.71
ALI	FADIYA	3,500.00	-	-	3,500.00
ALLARD	MARYANNE	46,436.72	-	-	46,436.72
AMBROSINO	CYNTHIA	99,306.61	-	1,365.00	100,671.61
ARCAND	ROBYN	5,558.91	-	-	5,558.91
ATWOOD	CAROLYN	12,789.37	-	-	12,789.37
AYLES	DAWN	84,972.68	-	-	84,972.68
BAGATELLE	DAVIDA	97,978.51	-	1,141.48	99,119.99
BARANOWSKI	JENNIFER	29,449.09	-	349.28	29,798.37
BASSAGE	AMY	88,864.16	-	650.00	89,514.16
BATCHELDER	HELEN	6,717.50	-	-	6,717.50
BEARCE	MATTHEW	48,363.76	6,278.97	195.00	54,837.73
BECKETT	ELAINE	32,475.02	-	-	32,475.02
BELL	LETTY	2,034.00	-	-	2,034.00
BELL	DAVID	1,750.00	-	-	1,750.00
BERNHARDT	SUSAN	8,392.22	-	-	8,392.22
BESOLD	STEPHEN	61,207.91	-	-	61,207.91
BILODEAU	JANINE	1,922.50	-	-	1,922.50
BLOCK	JARED	400.00	-	-	400.00
BOBRUFF	DAVID	6,739.00	-	-	6,739.00
BOISVERT	DAVID	87,353.65	-	939.46	88,293.11
BOLDUC	MIKAYLA	270.00	-	-	270.00
BOYLE	CHRISTOPHER	94,356.77	-	-	94,356.77
BRAGG	MARGARET	101,132.51	-	-	101,132.51
BROOKS	MARTHA	97,725.81	-	1,117.95	98,843.76
BROWN	JANET	84,337.23	-	-	84,337.23
BRUNING	GAYLE	32,759.47	75.80	108.00	32,943.27
BUHNER	CYNTHIA	100.00	-	-	100.00
BURNS	CHRISTINA	63,198.01	-	25.00	63,223.01
CAMPAIGNE	JACQUELINE	455.00	-	-	455.00
CAMPBELL	MARYBETH	90,172.87	-	1,005.49	91,178.36
CARBON	ROBERT	500.00	-	-	500.00
CARLUCCI	KELLIE	76,345.08	-	848.48	77,193.56
CARROLL	MARY	47,106.41	-	871.89	47,978.30
CASH	JOANNE	818.40	-	-	818.40
CASTRO	MICHAEL	400.00	-	-	400.00
CAVANAUGH	ALEXA	19,590.41	-	-	19,590.41
CAVANAUGH	JUDITH	55,413.13	-	-	55,413.13
CHANDLER	TONI	5,750.00	-	-	5,750.00
CHAPMAN	PAMELA	84,151.67	-	975.00	85,126.67
CHEVERALLS	MARYANN	54,904.82	-	-	54,904.82
CHLAPOWSKI	SUSAN	85,000.70	-	-	85,000.70
CIAMPA	HEIDI	700.00	-	-	700.00
CLARK	TIMOTHY	617.50	-	-	617.50
CLARK	COLEEN	455.00	-	-	455.00
CLARKE	JOSHUA	96,759.28	-	-	96,759.28
CLAYBURN	JOB	3,244.88	-	-	3,244.88
CONNOR	PATRICK	5,850.00	-	-	5,850.00
CONTE	MARYANN	93,563.78	-	557.29	94,121.07
COOKE	LYNN	46.96	-	-	46.96
CORRENTY	PAUL	104,970.80	-	1,006.84	105,977.64

2015 School and Town Annual Earnings

CORRENTY	SHARON	76,085.03	-	-	76,085.03
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SCHOOL

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
COSTA	JENNIFER	14,507.84	-	-	14,507.84
COZZENS	MARGARET	19,970.68	-	-	19,970.68
CREAVEN	MICHELLE	84,803.67	-	1,005.49	85,809.16
CRITTENDON	LAUREN	88,142.11	-	616.15	88,758.26
CUDMORE	KAREN	97,387.01	-	156.00	97,543.01
CULLINANE	F ROBERT	100,595.06	-	2,282.95	102,878.01
CUTLER	COURTNEY	56,814.18	-	-	56,814.18
DAVIDSON	MICHAEL	4,886.00	-	-	4,886.00
DECOSTE	ERIN	56,391.18	-	-	56,391.18
DEMETROS	CATHERINE	14,636.15	-	-	14,636.15
DESARRO	MICHAEL	95,532.51	-	1,141.48	96,673.99
DESJARDINS	LOREN	21,705.75	-	-	21,705.75
DICKASON	JEAN	808.56	-	-	808.56
DOHERTY	KATHLEEN	102,750.09	-	2,282.95	105,033.04
DOWNING	SUSAN	97,357.07	-	697.97	98,055.04
DURANCEAU	JACQUES	99,506.01	-	-	99,506.01
DWIGHT	LINDA	159,503.56	-	-	159,503.56
DYER	JANIS	64,551.06	-	719.35	65,270.41
EKLUND	JENNIFER	69,890.44	-	-	69,890.44
FARLEY	MONICA	3,472.50	-	-	3,472.50
FARNSWORTH	LORI	38,417.51	-	470.33	38,887.84
FARNSWORTH	SUSAN	43,324.80	-	-	43,324.80
FARRAR	LINDSEY	10,351.84	-	-	10,351.84
FONTAINE	CYNTHIA	4,645.89	-	-	4,645.89
FORCE	MARK	86,749.29	-	2,000.00	88,749.29
FOREMAN	MICHELLE	47,658.14	-	-	47,658.14
FRASER	JENNIFER	91,559.96	-	487.50	92,047.46
FREDERICK	SUSAN	117,423.44	-	-	117,423.44
FRENCH	DAWN	26,677.59	-	-	26,677.59
FUSCO	RACHAEL	89,457.61	-	-	89,457.61
GALESKI	LORELEI	35,771.80	-	-	35,771.80
GALESKI	CLAYTON	97.50	-	-	97.50
GAMAGE	KIRSTI	89,595.48	-	-	89,595.48
GEBRU	AMY	9,435.55	-	-	9,435.55
GIBBS	GRETCHEN	77,533.94	-	-	77,533.94
GIBSON	ROLAND	560.00	-	-	560.00
GILFIX	DAVID	88,864.16	-	1,186.80	90,050.96
GINTNER	MATTHEW	42,647.16	2,595.39	-	45,242.55
GRAHAM	MARY-ELIZABETH	79,163.49	-	-	79,163.49
GROGAN	MARGARET	48,013.76	-	-	48,013.76
HADORN	MARGARET	17,255.18	-	-	17,255.18
HALLS	ANTHONY	4,428.50	-	-	4,428.50
HANRIGHT	MARTHA	800.00	-	-	800.00
HARMON	PAUL	45,484.73	-	-	45,484.73
HAROUTUNIAN	JESSICA	59,677.23	-	-	59,677.23
HARRINGTON	MARIE	115,497.68	-	-	115,497.68
HARRIS	CYNTHIA	93,597.28	-	461.50	94,058.78
HART	ELIZABETH	14,954.28	-	-	14,954.28
HATCH	SHERYL	24,927.26	-	-	24,927.26
HAVENS	LESLIE	3,200.00	-	-	3,200.00
HAYWARD	KATHRYN	7,364.00	-	-	7,364.00
HENRY	M GRETCHEN	58,140.00	-	2,520.00	60,660.00
HILL	THOMAS	5,210.00	-	-	5,210.00
HOCH	CATHERINE	1,000.00	-	-	1,000.00
HODGENS	CRISTIN	27,775.70	-	-	27,775.70

2015 School and Town Annual Earnings

HOFFMAN	JUDITH	487.50	-	-	487.50
SCHOOL					
<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
HOFFMAN	SCOTT	112,293.63	-	520.00	112,813.63
HOFFMANN	MICHAEL	1,500.00	-	-	1,500.00
HOLLAND	MARY ELIZABETH	5,468.65	-	-	5,468.65
HOLMES	CHRISTOPHER	3,907.00	-	-	3,907.00
HOLMES	SUSAN	48,013.76	-	1,145.05	49,158.81
HOLT	WYATT	96,712.45	-	650.00	97,362.45
HOORNEMAN	ELIZABETH	58,664.27	-	-	58,664.27
HOPKINS	LISA	97,243.51	-	2,282.95	99,526.46
HORTON	JULIE	98,956.84	-	1,046.49	100,003.33
HUBER	EDIE	3,252.50	-	-	3,252.50
HUNT	NIKOLAUS	21,337.44	-	-	21,337.44
HYDE	JESSICA	86,100.88	-	585.00	86,685.88
JACOBS	MICHAEL	2,940.00	-	-	2,940.00
JONES	CHRISTOPHER	93,563.75	-	-	93,563.75
JONES	DONALD	43,085.36	-	-	43,085.36
JOYCE, III	DANIEL	3,907.00	-	-	3,907.00
KARIS	CHRISTINA	9,474.99	-	-	9,474.99
KEANE	KATHERINE	62,821.35	-	-	62,821.35
KEANE	MICHELLE	20,447.60	-	-	20,447.60
KEATING	BRETT	130.00	-	-	130.00
KEATING	DENISE	74,409.21	-	871.89	75,281.10
KEITH	MAUREEN	83,129.94	-	-	83,129.94
KELLEY	ALEXANDRA	525.00	-	-	525.00
KELLEY	BARBARA	99,232.51	-	1,950.00	101,182.51
KELLEY	ANDREW	1,110.00	-	-	1,110.00
KENDALL	GEORGE	52,412.05	-	-	52,412.05
KENT-BARNES	AMY	26,596.99	-	-	26,596.99
KERWIN	DIANE	22,783.55	77.90	137.50	22,998.95
KHURANA	MARISA	54,452.34	-	-	54,452.34
KIER	KAITLYN	1,000.00	-	-	1,000.00
KILIAN	RYAN	7,378.00	-	-	7,378.00
KILKENNY	LAURA	10,862.72	-	-	10,862.72
KING	ABIGAIL	270.00	-	-	270.00
KING	BRYAN	2,165.00	-	-	2,165.00
KING	DAVID	390.00	-	-	390.00
KITTREDGE	KATHLEEN	62,842.46	-	2,282.95	65,125.41
KLIGERMAN	MICHELLE	18,730.52	-	-	18,730.52
KRANZ	ELISABETH	44,093.41	-	287.50	44,380.91
KRANZ	ROBERT	300.00	-	-	300.00
KYLE	SEAN	350.00	-	-	350.00
LABBE	NANCY	383.78	-	-	383.78
LAMERE	SARA	69,624.27	-	-	69,624.27
LANDRY	PAUL	56,346.88	4,129.89	-	60,476.77
LANGLOIS	JAMES	2,603.00	-	-	2,603.00
LANZA	DONNA	3,485.34	-	-	3,485.34
LAVIGNE	KEITH	67,904.55	-	-	67,904.55
LAZARO	KRISTINA	71,682.14	-	-	71,682.14
LEA	ANGELA	160.00	-	-	160.00
L'ECUYER	BENJAMIN	225.00	-	-	225.00
LEISTER	BLAKE	400.00	-	-	400.00
LOMBARD	JANET	93,080.52	-	2,235.90	95,316.42
LYNCH	MELISSA	1,000.00	-	-	1,000.00
LYNDE	MATTHEW	29,450.60	-	-	29,450.60
LYONS	JOANNE	21,221.37	237.05	-	21,458.42
MACDONALD	MICHELE	6,535.86	-	-	6,535.86

2015 School and Town Annual Earnings

MAIORE	JOYCE	1,097.78	-	-	1,097.78
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SCHOOL

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
MALLOY	JONATHAN	2,448.93	-	-	2,448.93
MALLOY	JONATHAN	225.00	-	-	225.00
MANNHERZ	ELLEN	800.00	-	-	800.00
MANNING	KIMBERLY	2,440.00	-	-	2,440.00
MARIANI	JAIME	525.00	-	-	525.00
MARRESE	CHRISTOPHER	1,828.00	-	-	1,828.00
MARSTON	PAMELA	150.00	-	-	150.00
MARYA	SANGITA	88,370.34	-	988.69	89,359.03
MATTIE	BRYCE	80,896.85	-	-	80,896.85
MAYO	DEBRA	29,077.12	-	-	29,077.12
MAZEROLLE	GINA	9,763.20	-	-	9,763.20
MCDONALD	FREDERICK	3,907.00	-	-	3,907.00
MCGLAMERY	RAYNE	9,641.50	-	-	9,641.50
MCINTYRE	JANE	100.00	-	-	100.00
MCKENNA	MARK	43,085.36	8,511.38	321.25	51,917.99
MCKENNA	CLAUDIA	48,013.76	-	-	48,013.76
MCMANUS	KRISTIN	66,575.64	-	390.00	66,965.64
MENDELL	DIANE	9,897.99	-	-	9,897.99
MEYER	BARBARA	11,815.00	-	-	11,815.00
MILLER	MIRANDA	65,953.37	-	520.00	66,473.37
MILLER	CAROLINE	2,450.00	-	-	2,450.00
MILLIKEN	NANCY	4,542.84	-	-	4,542.84
MOEHRING	ALLYSON	20,733.53	-	-	20,733.53
MONSEN	CARLY	62,867.09	-	-	62,867.09
MONTALTO	HEATHER	59,270.91	-	-	59,270.91
MOORE	JUDY	2,450.00	-	-	2,450.00
MOREAU	LISA	500.00	-	-	500.00
MOULAISON	KYLE	14,245.89	-	-	14,245.89
MRAKOVICH	SHARON	4,366.92	-	-	4,366.92
MULCAHY	JAMES	3,449.00	-	-	3,449.00
MURPHY	PETER	98,492.45	-	1,117.95	99,610.40
MYERS	BENJAMIN	478.00	-	-	478.00
MYLER	JOSHUA	45,000.38	-	-	45,000.38
NEVILLE	KATHLEEN	4,292.85	-	-	4,292.85
NEWBOULD	ERIN	84,833.47	-	162.50	84,995.97
NIGZUS	COLLEEN	77,301.08	-	546.01	77,847.09
NIGZUS	STEVE	1,706.25	-	-	1,706.25
NILAN	PATRICIA	92,091.48	-	637.07	92,728.55
NILAND	KIERSTEN	93.60	-	-	93.60
NILAND	MELISSA	102,053.56	-	300.00	102,353.56
NOCKA	JULIA	3,033.00	-	-	3,033.00
NOGLER	LORI	12,218.34	-	-	12,218.34
NORMANDIN	EVANN	260.00	-	-	260.00
NORMANDIN	CARRIE	86,511.05	-	-	86,511.05
NURMI	JANICE	18,268.16	-	-	18,268.16
O'FARRELL	MARY ANN	4,075.00	-	-	4,075.00
OLDHAM	LISA	520.00	-	-	520.00
OLIVER	MICHAEL	2,407.98	-	-	2,407.98
OPALKA	SUZANNE	655.20	-	-	655.20
O'SHEA	JAMES	134,176.29	-	-	134,176.29
OTT	JEFFREY	1,235.00	-	-	1,235.00
PANAJIA	JULIANA	49,158.25	-	-	49,158.25
PAPIA	CYNTHIA	10,511.78	-	-	10,511.78
PAPPAS	MICHELE	14,259.62	-	-	14,259.62
PARDA	DALE	29,010.35	-	-	29,010.35

2015 School and Town Annual Earnings

PARKMAN	SCOTT	390.00	-	-	390.00
SCHOOL					
<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
PATRIQUIN	ABIGAIL	9,420.30	-	-	9,420.30
PAWSON	KENNETH	48,363.76	5,231.29	-	53,595.05
PEISCH	STEVE	2,200.00	-	-	2,200.00
PELLEGRITI-MILLEN	JEAN	14,662.30	-	-	14,662.30
PESSIA	BARBARA	1,922.50	-	-	1,922.50
PEURA	OKSANA	50,073.20	-	-	50,073.20
PHILLIPS	DONALD	700.00	-	-	700.00
PHILLIPS	MARIE	17,935.00	-	-	17,935.00
PHILLIPS	OLIVIA	225.00	-	-	225.00
PIANTEDOSI	TESSA	26,921.90	-	-	26,921.90
PIERCE	DEBORAH	104,832.99	-	2,235.90	107,068.89
PLANCHET	DAVID	3,907.00	-	-	3,907.00
PLANTE	SHARON	32,039.14	297.29	-	32,336.43
POLIS	CATHERINE	102,474.88	-	684.89	103,159.77
POPIK	JUSTINE	250.00	-	-	250.00
POSTER	ERIC	400.00	-	-	400.00
PRESCOTT	CYNTHIA	26,971.08	-	-	26,971.08
PRICE	AMY	73,921.81	-	-	73,921.81
PROUTY	MARYANN	9,514.69	-	-	9,514.69
QUAADGRAS	MARYBETH	28,418.58	-	-	28,418.58
RAMIREZ	VICTORIA	93,663.95	-	-	93,663.95
REALE	CHRISTINE	96,940.95	-	1,117.95	98,058.90
REDFORD	ANNIE	21,902.80	-	-	21,902.80
RENNEKER	KIMBERLY	130.00	-	-	130.00
REYNOLDS	LUKE	69,834.15	-	-	69,834.15
REYNOLDS	THOMAS	107,259.09	-	1,141.48	108,400.57
RIDDLE	CAROL	16,631.00	-	-	16,631.00
RINDENELLO	CLAIRE	2,100.00	-	-	2,100.00
RIVERA	DEBRA	6,575.97	-	-	6,575.97
ROBICHAUD	LISA	38,075.01	16.85	-	38,091.86
ROGERS	ALLISON	18,840.70	-	-	18,840.70
ROSAL	OLYAN	53,201.13	-	-	53,201.13
ROUTE	JONATHAN	11,332.00	-	-	11,332.00
ROUTE	TAMMY	74,851.31	-	234.00	75,085.31
RUSSELL	KAITLYN	18,940.70	-	-	18,940.70
SAWYER	ANDREW	25,541.95	-	-	25,541.95
SCHMIDT	NICOLE	195.00	-	-	195.00
SCHMIDT	JONATHAN	137.70	-	-	137.70
SCHMIDT	SHARON	24,586.42	-	-	24,586.42
SCHWARTZ	SABRINA	1,792.00	-	-	1,792.00
SCHWINGER	ALICE	19,292.71	-	-	19,292.71
SEGALOFF	RACHEL	54,635.76	-	-	54,635.76
SENNOTT	JULIE	965.00	-	-	965.00
SERPA	MARGARET	33,050.22	-	-	33,050.22
SHAW	KAREN	195.00	-	-	195.00
SHELTON	MARY JANE	36,179.97	-	-	36,179.97
SHEPHERD	PATRICIA	83,121.05	-	-	83,121.05
SHUTTLE	KAREN	50,061.60	-	1,000.00	51,061.60
SILVER	SUSAN	110,103.45	-	2,235.90	112,339.35
SINTROS	ERIN	30,121.90	-	-	30,121.90
SKROCKI	ANDREW	76,858.55	-	-	76,858.55
SMITH	MARYANN	10,124.80	-	-	10,124.80
SNELL	CHRISTOPHER	78,625.65	-	-	78,625.65
SOLDI	LISA	101,614.09	-	2,282.95	103,897.04
STEELE	MARISA	3,518.00	-	-	3,518.00

2015 School and Town Annual Earnings

STEEVES	CYNTHIA	37,460.60	-	194.23	37,654.83
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SCHOOL

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
STEINKRAUS-RAMIREZ	HENRY	1,379.00	-	-	1,379.00
STODDARD	SINTA	2,972.48	-	-	2,972.48
STOFFREGEN	KRISTINE	13,475.32	-	-	13,475.32
STOLTZFUS	KRISTI	715.00	-	-	715.00
SUBRAMANIAN	KABILGANGA	2,415.00	-	-	2,415.00
SULLEBARGER	WILLIAM	292.50	-	-	292.50
SULLIVAN	ARLENE	45,606.41	-	871.89	46,478.30
SULLIVAN	MARY	21,009.00	-	-	21,009.00
SULLIVAN	BRENDA	525.00	-	-	525.00
SWEENEY	ELIZABETH ANN	2,190.00	-	-	2,190.00
TABOR	RICHARD	101,090.15	-	-	101,090.15
TARULLO	AUSTIN	3,021.75	-	-	3,021.75
TARULLO	GLENN	98,489.07	-	1,163.28	99,652.35
TERVO	HENRY	100.00	-	-	100.00
THOMSEN	JANE	25,056.13	-	-	25,056.13
THURSTON	JOSHUA	58,761.55	-	-	58,761.55
TOWNSEND	ANASTASIA	76,103.26	-	-	76,103.26
TRAVERS	JACQUELINE	71,403.54	-	157.50	71,561.04
TUTTLE	SHARLENE	97,557.45	-	1,117.95	98,675.40
UFEMA	REBECCA	56,614.14	-	-	56,614.14
VANDERVEEN-MIDEY	KRISTEN	98,489.07	-	1,163.28	99,652.35
VASEL	DEVON	3,973.50	-	-	3,973.50
VELTRI	MARIA	3,800.00	-	-	3,800.00
VERROCHI	EMILY	71,126.13	-	-	71,126.13
WAGER	GLORIA	18,539.17	-	230.00	18,769.17
WAGNER	GIOANNE	69,336.38	-	(805.98)	68,530.40
WAITE	JONATHAN	100.00	-	-	100.00
WAITE	CYNTHIA	52,367.44	-	626.64	52,994.08
WALKER	DEBORAH	61,129.97	-	-	61,129.97
WALTON	MARIA	6,201.35	-	-	6,201.35
WASS	RUSSELL	104,832.78	-	-	104,832.78
WEAVER	LAWRENCE	30,625.39	646.80	-	31,272.19
WHAYNE	SUSANNE	1,000.00	-	-	1,000.00
WICKS	ALISON	12,118.60	-	-	12,118.60
WIENER	DEBRA	52,146.99	-	-	52,146.99
WILLIAMS	JOANNE	30,889.02	-	362.23	31,251.25
WILSON	ROBERT	3,755.00	-	-	3,755.00
WOODSUM	DAVID	49,404.56	56.16	-	49,460.72
WOODSUM	JANET	33,267.51	16.85	82.50	33,366.86
WOODSUM	JENNIFER	390.00	-	-	390.00
WRIGHT	ANDREW	78,123.94	-	-	78,123.94
ZACHARER	CHRISTOPHER	17,406.19	-	-	17,406.19
ZADROGA	MARY	74,213.84	-	162.50	74,376.34
ZIMMER	MARGARET	88,478.79	-	1,000.00	89,478.79

Dept Totals	\$ 12,002,629.34	\$ 28,171.62	\$ 64,294.31	\$ 12,095,095.27
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2015 School and Town Annual Earnings

LIBRARY

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
ALENSON	AUDREY	7,468.44	-	-	7,468.44
ANDREWS	SUSAN	44,564.78	-	-	44,564.78
BOLDUC	KRISTEEN	9,879.98	-	-	9,879.98
CHAISSON	CATHERINE	12,009.39	-	-	12,009.39
FAIR	VIVIEN	810.00	-	-	810.00
FLAGG	CAROL	11,469.12	-	-	11,469.12
FLOKOS	MATTHEW	790.16	-	-	790.16
FLOKOS	COURTNEY	702.00	-	-	702.00
GAGNON	LISA	62,877.51	-	337.50	63,215.01
HAYES	JILL	35,020.42	-	-	35,020.42
HOLMES	JENNIFER	11,445.64	-	-	11,445.64
KINGSBURY	ABIGAIL	55,051.76	-	405.00	55,456.76
KOZLOWSKI	CELESTE	5,766.19	-	-	5,766.19
MACMILLAN	JENNIFER	9,776.48	-	-	9,776.48
MCCORMACK	CONSTANCE	19,641.91	-	-	19,641.91
O'SHEA	KELLY	1,572.80	-	-	1,572.80
SPECHT	JENNIFER	1,671.96	-	-	1,671.96
SULLEBARGER	JANE	1,716.91	-	-	1,716.91
VENO	JUDITH	38,779.95	-	484.75	39,264.70
WILLARD	ELEANOR	972.00	-	-	972.00
WILSON	MARY	89,658.88	-	2,241.47	91,900.35
Dept Totals		\$ 421,646.28	\$ -	\$ 3,468.72	\$ 425,115.00

PUBLIC WORKS

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
ALLARD	LAURENCE	50,314.26	21,966.35	-	72,280.61
AMMESMAKI	NICHOLAS	46,654.10	16,578.92	-	63,233.02
AMMESMAKI	RYAN	39,403.79	8,970.37	-	48,374.16
BERNHARDT	ANDREW	32,166.12	2,045.81	-	34,211.93
COZZOLINO	ALFRED	13,329.08	-	-	13,329.08
GILBERT	RONALD	73,779.54	27,150.34	-	100,929.88
GILBERT	BENJAMIN	46,843.10	17,564.53	-	64,407.63
GRECO	JEFFREY	28,205.52	6,224.90	-	34,430.42
HOLMES	JAMES	14,738.64	2,185.00	-	16,923.64
NOTA	RICHARD	120,509.18	-	3,012.73	123,521.91
POITRAS	MICHAEL	39,623.22	13,284.46	-	52,907.68
TIIKKALA	CRAIG	36,162.84	7,293.43	-	43,456.27
TREMBLAY	ROBERT	49,769.60	19,994.82	-	69,764.42
Dept Totals		\$ 591,498.99	\$ 143,258.93	\$ 3,012.73	\$ 737,770.65

2015 School and Town Annual Earnings

POLICE

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
BABU	OVIDIU	110,633.98	47,912.17	-	158,546.15
BOWOLICK	NATHAN	493.68	-	-	493.68
COATES	JOHN	95,132.49	46,061.13	-	141,193.62
COFFIN	EDWARD	47,597.10	3,657.50	-	51,254.60
CRISTY	MATTHEW	19,435.44	2,039.00	-	21,474.44
DENMARK	EDWARD	157,602.40	-	2,700.00	160,302.40
DRISTILARIS	JOHN	5,198.79	16.00	-	5,214.79
FAHLBECK	NIKKI	16,601.60	1,243.50	-	17,845.10
FORTUNATO	DANIELE	69,330.49	2,842.10	-	72,172.59
GENETTI	CHARLES	62,664.80	27,381.60	-	90,046.40
HERON	LEE	420.00	-	-	420.00
HUGHES	SCOTT	94,733.91	26,995.78	-	121,729.69
MINER	TIMOTHY	65,424.78	19,282.91	-	84,707.69
NATOLI	PATRICIA	48,687.20	138.24	-	48,825.44
PERRY	NELSON	1,107.96	72.50	-	1,180.46
RIBAUDO	PETER	420.00	-	-	420.00
ROUVEL	PATRICIA	43,148.88	-	-	43,148.88
SCHAEFFER	TIMOTHY	69,071.32	11,972.48	-	81,043.80
SMITH	JASON	32,562.90	2,457.00	-	35,019.90
TUCKER	KEVIN	420.00	-	-	420.00
WILLIAMSON	ADAM	420.00	-	-	420.00
Dept Totals		\$ 941,107.72	\$ 192,071.91	\$ 2,700.00	\$ 1,135,879.63

FINANCE

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
APONTE	ALFREDO	54,908.10	-	-	54,908.10
APONTE	JARED	17,168.04	-	-	17,168.04
BELLIVEAU	AMANDA	24,382.27	-	-	24,382.27
BROWSE	CARYL	2,661.00	-	-	2,661.00
COLLER	TAMMY	48,798.50	-	-	48,798.50
HALEY	AMY	45,865.00	-	-	45,865.00
LEONARD	LORRAINE	125,601.44	-	3,140.04	128,741.48
RELIC	MARY	261.00	-	-	261.00
SPINNEY	HEIDI	10,344.00	-	-	10,344.00
VELLANTE	JANET	73,064.66	-	1,798.73	74,863.39
Dept Totals		\$ 403,054.01	\$ -	\$ 4,938.77	\$ 407,992.78

TOWN ADMINISTRATOR & STAFF

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
BRAGAN	TIMOTHY	136,861.64	-	-	136,861.64
DOUCET	JULIE	53,216.66	-	40.50	53,257.16
SOBALVARRO	MARIE	44,563.47	-	-	44,563.47
STOFFEL	EDWARD	26,743.79	-	-	26,743.79
Dept Totals		\$ 261,385.56	\$ -	\$ 40.50	\$ 261,426.06

2015 School and Town Annual Earnings

TOWN INSPECTION SERVICES

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
BAKUN	JAMES	9,523.56	-	-	9,523.56
FRIEDRICH	ROBERT	178.10	-	-	178.10
HORGAN	PHILIP	954.40	-	-	954.40
VELLANTE	GABRIEL	47,694.00	-	-	47,694.00
Dept Totals		\$ 58,350.06	\$ -	\$ -	\$ 58,350.06

VETERANS SERVICES AGENT

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
DETILLION	DWIGHT	5,300.00	-	-	5,300.00
Dept Totals		\$ 5,300.00	\$ -	\$ -	\$ 5,300.00

PARK & RECREATION

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
BILODEAU	SHANE	675.00	-	-	675.00
BROWN	TREVOR	747.00	-	-	747.00
CARLSON	GRACE	1,884.00	-	-	1,884.00
DIPIETRO	FELICIA	409.50	-	-	409.50
FERGUSON	CARLISLE	2,009.38	-	-	2,009.38
FITZSIMMONS	JOHN	985.50	-	-	985.50
FLOKOS	HEATHER	2,202.00	-	-	2,202.00
FRASER	ELI	540.00	-	-	540.00
HILL	THOMAS	4,780.00	189.00	-	4,969.00
KENNEDY	RYAN	2,491.25	-	-	2,491.25
KENNEDY	BRIDGET	274.50	-	-	274.50
KILIAN	PETER	513.00	-	-	513.00
LANDRY	JACKSON	5,256.00	492.00	-	5,748.00
LEROY	SEAN	2,864.00	-	-	2,864.00
LUCK	ALEXANDRA	10,260.00	453.60	-	10,713.60
MARA	LINDA	2,852.38	-	-	2,852.38
O'SHEA	CONNOR	450.00	-	-	450.00
PESA	PAT	2,544.02	-	-	2,544.02
THORNTON	MICHAEL	756.00	-	-	756.00
WHARTON	HANNAH	3,318.26	-	-	3,318.26
WHARTON	LUKE	2,131.00	-	-	2,131.00
WILLIAMS	CARLY	4,764.00	142.50	-	4,906.50
WILLIAMS	MITCHELL	4,132.87	64.13	-	4,197.00
Dept Totals		\$ 56,839.66	\$ 1,341.23	\$ -	\$ 58,180.89

2015 School and Town Annual Earnings

FIRE

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
BARBER	DUANE	3,260.24	-	-	3,260.24
BARTON	WILLIAM	5,990.60	-	-	5,990.60
BERTHOUD	WILLIAM	1,968.05	-	-	1,968.05
CURRAN	ROBERT	8,639.48	-	-	8,639.48
DEBETENCOURT	FRANK	6,040.43	-	-	6,040.43
HARROD	GREGORY	6,570.34	-	-	6,570.34
HAZEL	DAVID	2,765.38	-	-	2,765.38
HUCHOWSKI	KERRA	4,663.26	-	-	4,663.26
HUGHES	ADAM	4,664.35	-	-	4,664.35
KENNEFICK	SEAN	987.40	-	-	987.40
MCELHANEY	WILLIAM	6,487.32	-	-	6,487.32
MORRIS	PAUL	3,448.30	-	-	3,448.30
NIGZUS	CHARLES	10,315.11	-	-	10,315.11
NOGLER	SCOT	9,671.51	-	-	9,671.51
NOGLER	SHANE	3,636.62	-	-	3,636.62
PERRY	ANDREW	8,265.15	-	-	8,265.15
PERWAK	BRIAN	2,063.68	-	-	2,063.68
SEARS	IAN	1,840.11	-	-	1,840.11
SHAW	WALTER	3,183.94	-	-	3,183.94
SHAW	JOSEPH	6,462.19	-	-	6,462.19
SICARD	RICHARD	76,727.20	-	-	76,727.20
WARREN	JUSTIN	3,778.41	-	-	3,778.41
WILLIAMS	ROBERT	932.42	-	-	932.42
WILMOT	BENJAMIN	8,342.59	-	-	8,342.59

Dept Totals \$ 190,704.08 \$ - \$ - \$ 190,704.08

LAND USE

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
ALLARD	ELIZABETH	55,051.00	-	235.00	55,286.00

Dept Totals \$ 55,051.00 \$ - \$ 235.00 \$ 55,286.00

BOARD OF HEALTH

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
BILAFER	VICKI	1,011.85	-	-	1,011.85
O'BRIEN	PAIGE	10,091.42	-	-	10,091.42

Dept Totals \$ 11,103.27 \$ - \$ - \$ 11,103.27

2015 School and Town Annual Earnings

COUNCIL ON AGING

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
DUMONT	WILFRED	3,881.59	-	-	3,881.59
GODDARD	JOAN	13,337.78	-	-	13,337.78
HOLLAND	MARIA	22,596.54	-	-	22,596.54
PETERS	JAMES	8,745.37	-	-	8,745.37
SORENSEN	MARY	6,788.45	-	-	6,788.45
TENNESON	PETER	2,334.77	-	-	2,334.77
THOMPSON	DEBORAH	63,520.96	-	-	63,520.96
VALLADARES	JULIO	7,531.23	-	-	7,531.23
WALKER	CATHY	6,902.74	-	-	6,902.74
Dept Totals		\$ 135,639.43	\$ -	\$ -	\$ 135,639.43

COUNCIL ON AGING - SENIOR TAX WORKOFF

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
FOSS	BLANCHE	720.00	-	-	720.00
GARFIELD	THOMAS	788.00	-	-	788.00
LEISER	ELAINE	200.00	-	-	200.00
MURPHY	STANLEY	128.00	-	-	128.00
PODZYCKI	SUSAN	564.00	-	-	564.00
SISSON	MARGARET	440.00	-	-	440.00
SOJA	DONALD	928.00	-	-	928.00
SPIELVOGEL	CHRISTINE	1,000.00	-	-	1,000.00
TAYLOR	BARBARA	120.00	-	-	120.00
TAYLOR	ANN	88.00	-	-	88.00
WILLIAMSON	JOANNE	712.00	-	-	712.00
WONG	JUDITH	1,000.00	-	-	1,000.00
Dept Totals		\$ 6,688.00	\$ -	\$ -	\$ 6,688.00

DOG OFFICER

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
BAMFORD	ANN	3,999.96	-	-	3,999.96
WILLARD	PAUL	12,500.04	-	-	12,500.04
Dept Totals		\$ 16,500.00	\$ -	\$ -	\$ 16,500.00

CABLE

<u>Last Name</u>	<u>First Name</u>	<u>Regular & Other</u>	<u>Overtime</u>	<u>Match</u>	<u>Total Gross</u>
FERGUSON	J BRINTON	2,857.50	-	-	2,857.50
FERNANDEZ	ROBERT	9,980.00	-	-	9,980.00
REVANE	JARROD	110.00	-	-	110.00
Dept Totals		\$ 12,947.50	\$ -	\$ -	\$ 12,947.50

2015 Total Annual Earnings	\$ 15,170,444.90	\$ 364,843.69	\$ 78,690.03	\$ 15,613,978.62
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NOTES

TOWN OF HARVARD FIRE SIGNALS

12	Route 2 East of Route 110	216	Upper Littleton Road at Littleton Town Line
14	Route 2 West of Route 110	217	Green Hill Road
21	Out of Town	221	Pinnacle Road
31	Library	222	Park Lane
32	Harvard Common	223	Little Common (Fairbanks Street)
33	Unitarian Church	224	Oak Hill Road
34	Town Hall	225	Cleaves Hill Road
35	Fire Station	226	Woodchuck Hill Road
36	Congregational Church	227	Route 111 at Stow Road
52	Town Beach	231	Route 111 at Boxboro Town Line (Route 495 & Codman Hill)
53	Lancaster Shore- Turners Lane	232	Sherry Road
54	Clinton Shore	233	Littleton County Road at Cleaves
112	Catholic Church		
113	Willow Road	234	Littleton County Road at Littleton Town Line
114	Madigan Road	235	Slough Road
115	Still River Road at Prospect Hill Road	236	Haskell
116	Still River Depot Road	241	Hynes Lane
117	Still River Road at Bolton Town Line	242	Murray Lane
	St. Benedicts	243	Eldridge Road
118	Under Pin Hill Road and Lovers Lane	311	Finn Road at Stow Town Line
121	Depot Road at Craggs Road (Pattee Road & Town Dump)	312	Hillcrest Drive
122	Harvard Depot	313	Withington Lane
123	Prospect Hill Road	314	East Bare Hill Road
124	Whitney Road	315	Westcott Road
125	Mill Road	316	Jacob Gates Road
126	Old Shirley Road	4321	Elementary School
131	Ayer Road at Route 2	6321	Junior Senior High School
132	Ayer Road at Old Mill Road	321	Bromfield Street at Bolton Road
133	Ayer Road at Ayer Town Line	322	Bolton Road at West Bare Hill Rd.
134	Lancaster County Road (goat farm & Cedar Ledge Road)	323	Abbot Lane
135	Old Mill Road	324	Partridge Hill Road and Deerfoot Trail
136	Blanchard Road	325	Brown Road
141	Poor Farm Road	411	West Bare Hill Road
142	South Shaker Road, Quarry Lane	412	Woodside Road
143	Glenview Drive	413	Scott Road
144	Shaker Road at Ayer Town Line (Sheehan Road)	414	Bowers Road
145	Shaker Hills	511	Warren Avenue
211	Lower Littleton Road at Cruft Lane, Orchard Hill	512	Tahanto Trail
212	Lower Littleton Road at Route 2	513	Peninsula Road
213	Lower Littleton Road at Littleton Town Line	5321	Old Bromfield Building
214	Sawyer Lane	5321	Bromfield House
215	Upper Littleton Road at and including Old School House Rd.		

SPECIAL CALLS

10 Repeated -- Civil Defense Call
2-2-2 All Clear
5-5-5 No School if blown at 7 A.M.
2 blasts at 12 noon - Test Blows