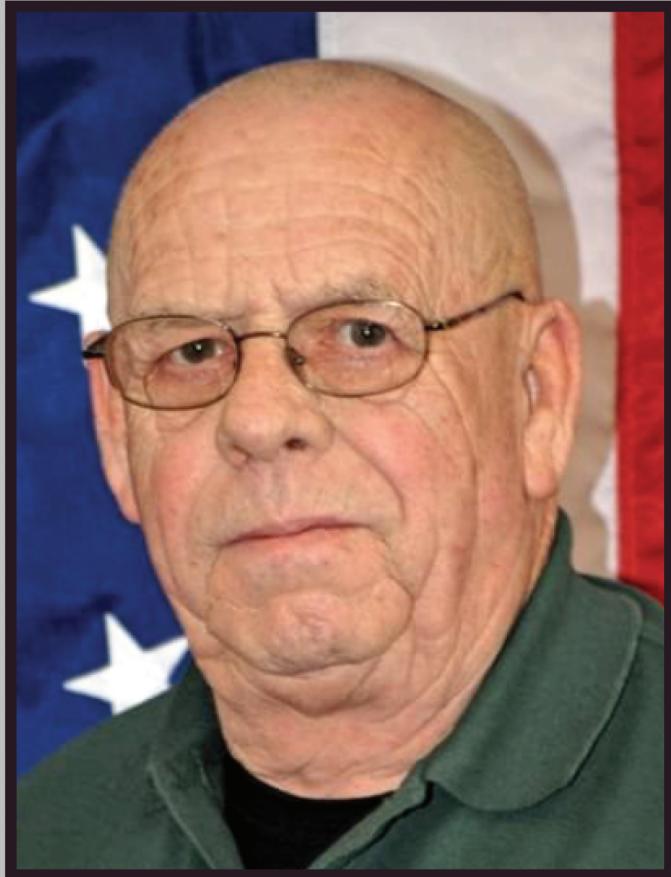


Oxford



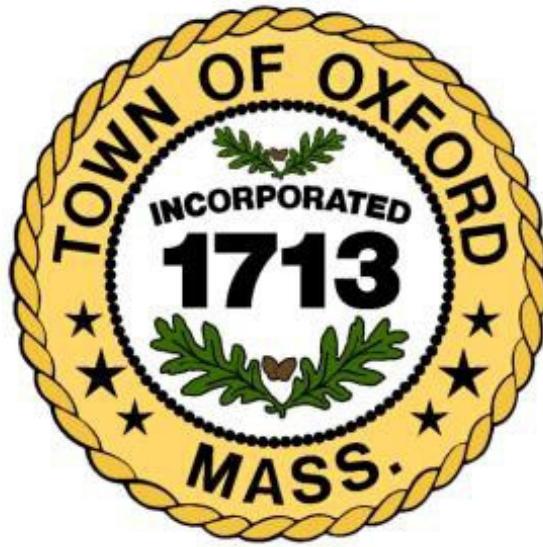
A SMALL TOWN WITH A BIG HEART



In Memory of Ralph Miller 1939-2022

2022 saw the unfortunate passing of Ralph W. Miller, who worked for the Department of Public Works in Oxford for over 20 years and was a member of the Oxford Fire & Police Departments for almost 40 years. Mr. Miller served in the U.S. Marine Corps. and dedicated his life to public service. This annual report is dedicated to Ralph in honor his decades of service to the Town of Oxford. Our heartfelt thoughts go out to his family and friends. We know he will be missed by many.

Cover photo contest winner - Gazebo in middle of cover - Shayla Boliver
Cover photo contest runner-up - Gravestones photo - John Bowes



<u>PRECINCTS</u>	<u>REGISTERED VOTERS</u>	<u>VOTING PLACES</u>	<u>GENERAL AREA</u>
1	2,535	A.M. Chaffee School	Southwest
2	2,390	Oxford Middle School	North
3	2,493	Oxford Middle School	Center
4	2,415	A.M. Chaffee School	Southeast
4A	64	Oxford Middle School	Northeast
TOTAL	9,897		

GENERAL INFORMATION

<u>TAX RATE - FY2022</u>	<u>SIZE</u>	<u>ROAD MILEAGE</u>
\$ 16.16 per \$1,000	26.71 Square Miles	111.68
<u>LOCATION</u>	<u>ELEVATION</u>	<u>POPULATION</u>
14 miles South of Worcester 53 miles West of Boston 37 miles from Providence 165 miles from N.Y. City	510 Ft. above mean sea level at Town Hall	2022 Town Census 12,338

ZIP CODES

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

TOWN OF OXFORD PHONE NUMBERS

AMBULANCE SERVICE

Emergency from 987 phones **911**
From all other phones **508-987-0156**
Ambulance billing **508-987-6009**
ANIMAL CONTROL **508-987-6047**
BOARD OF APPEALS 508-987-6045 ext. 4
ASSESSOR 508-987-6036 ext. 3
BUILDING INSPECTOR 508-987-6045 ext. 4
CEMETERY SUPERINTENDENT 508-987-6006
COMMUNITY CENTER 508-987-6002
CONSERVATION COMMISSION 508-987-6044
COUNCIL ON AGING (SOCIAL CENTER) 508 987-6000/6001
DPW 508-987-6006

FIRE DEPARTMENT

Emergency from 987 phones **911**
Fire Headquarters **508-987-6012**
North Oxford Fire Station **508-987-6015**
GAS INSPECTOR 508-987-6045 ext. 4
BOARD OF HEALTH 508-987-6045 ext. 4
HOUSING AUTHORITY 508-987-5055
HUMAN RESOURCES 508-987-6038 ext.1028
LIBRARY 508-987-6003
PLANNING DEPARTMENT 508-987-6045 ext. 4
PLUMBING INSPECTOR 508-987-6045 ext. 4

POLICE DEPARTMENT

Emergency from 987 phones **911**
From all other phones **508-987-0156**
All other calls **508-987-0156**
Hearing Impaired **508-987-3794**

TOWN OF OXFORD PHONE NUMBERS CONTINUED

RECREATION COMMISSION 508-987-6002

SCHOOL DEPARTMENT

A.M. Chaffee School..... 508-987-6057

Clara Barton School 508-987-6066

High School..... 508-987-6081

Guidance Office 508-987-6084

Middle School 508-987-6074

Special Education 508-987-6099

Superintendent of Schools..... 508-987-6050

SEALER OF WEIGHTS & MEASURES..... 508-987-6030 ext. 2

SEWERAGE INSPECTOR 508-987-6045 ext. 4

BOARD OF SELECTMEN 508-987-6027 ext. 6

TOWN ACCOUNTANT 508-987-6040 ext. 1019

TOWN CLERK 508-987-6032 ext. 1

TOWN COLLECTOR 508-987-6038 ext. 2

TOWN MANAGER 508-987-6030 ext. 8

TOWN TREASURER 508-987-6038 ext. 2

TREE WARDEN 508-987-6006

VETERAN'S SERVICES 508-987-6034 ext. 105

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

FEDERAL AND STATE OFFICIALS

UNITED STATES SENATE

Senator Elizabeth A. Warren

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

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

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

Senator Edward J. Markey

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

975 J.F.K. Federal Building
15 New Sudbury Street
Boston, MA 02203
Tel. 617-565-8519

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

SECOND CONGRESSIONAL DISTRICT

Congressman James P. McGovern
Cannon House Office Bldg., Room 408
Washington, DC 20515
Tel. 202-225-6101

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



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

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

STATE SENATOR WORCESTER & NORFOLK DISTRICT
Senator Ryan C. Fattman
State House, Rm. 213A, Boston, MA 02133
Tel. 617-722-1420
Ryan.Fattman@masenate.gov

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

STATE REPRESENTATIVE EIGHTEENTH WORCESTER DISTRICT
Representative Joseph D. McKenna
State House, Rm. 33, Boston, MA 02133
Tel. 617-722-2060
joseph.mckenna@mahouse.gov



Town Officers

Elective Town Officials

BOARD of SELECTMEN - 3 years

Amy E. Frick (2025)
Robert J. King (2025)
Dennis E. Lamarche (2024)
Norman J. LeBlanc, Jr. (2023)
Timothy Shannon Moriarty (2023)

BOARD of LIBRARY TRUSTEES

- 3 years
John J. Bowes (2024)
Carole A. Steina (2025)
Harry Roger Williams, III (2023)

MODERATOR - 3 years

Russell C. Rheault (2023)

SCHOOL COMMITTEE - 3 years

Cory J. Burke (2023)
Molly Ann Cook (2024)
David P. Cornacchioli (2025)
September Gray Forbes (2023)
Palmina Elizabeth Griffin (2024)

SOUTHERN WORCESTER COUNTY REGIONAL VOCATIONAL SCHOOL DISTRICT COMMITTEE - 3 years

Oxford Members

David H. Grenier (2024)
Benjamin J. LaMountain (2023)

Auburn Members

Donald H. Erickson (2023)
George A. Scobie, Jr. (2025)

Charlton Members

Donald J. Montville (2024)
Michael E. Tiberii (2023)

Dudley Members

Alfred Carl Reich, Jr. (2023)
Timothy M. Schur (2025)

North Brookfield Members

James N. Caldwell (2024)
Donald J. Gillette (2023)

Paxton Members

Peter M. Schur (2025)
Robert A. Wilby (2023)

Rutland Members

Joseph R. Becker (2025)

Anne Marie T. Pantos (2024)

Southbridge Members

Helen I. Lenti (2025)
John S. Pulawski (2024)
Spencer Members
Jesselyn Jane Gaucher (2025)
Robert L. Zukowski (2023)
Webster Members
Alfred E. Beland (2025)
Robert M. Trembley (2024)

OXFORD HOUSING AUTHORITY - 5

years
Karen Erickson (State Appointee)
Patricia Lee Ferdella – (2026)
Arsenio Sousa Luz (2023)
Dale J. Mahota (2025)
Wayne Alfred McFarland (2024)

Appointive Town Officers

Appointments by the Town Moderator

CECELIA J. SMOLENSKI/MILLETTE CHARITABLE TRUST II

Jennifer M. Callahan – Town Manager
John Barry Eul, Jr. – Finance Committee
Amy E. Frick – Board of Selectmen
Katherine M. McKenna – Finance Director
Jean M. O'Reilly (2023)
Donna R. Stone (2023)

FINANCE COMMITTEE - 3 years

Corina L. Casey (2024)
John Barry Eul, Jr. (2023)
John E. McLaughlin (2023)
Mark W. Steina (2024)
Vacancy (2024)
Vacancy (2025)
Vacancy (2025)

Appointments by Board of Selectmen

ANIMAL CONTROL

OFFICER/SLAUGHTERING/FIELD

DRIVER/POUND KEEPER - 1 year

Kathleen Flynn (2023)

ASSISTANT ANIMAL CONTROL

OFFICER - 1 year

Edward J. Hart (2023)

ASSISTANT INSPECTOR OF

WIRES - 1 year

Ronald C. Stevens (2023)

AUCTIONEER AGENT - Indefinite

Michelle A. Jenkins

BOARD of APPEALS - 5 years

Stephen P. Balcunas (2027)

Peter J. LaFlash (2026)

Thomas P. Purcell (2023)

David E. Silverman (2023)

Alfred Robert St. Germain (2024)

Associate Members - 3 years

Daniel R. Champagne, Jr. (2023)

Robert F. Keogh, Sr. (2023)

CENTRAL MASSACHUSETTS

REGIONAL PLANNING COMMISSION

(CMRPC) - 1 year

Robert J. King (2023)

CHARLES LARNED ENTERTAINMENT

FUND - 3 years

Jillian K. Patch (2023)

Joseph R. DePasquale (2024)

Nancy A. Maki (2023)

CONSTABLES - 3 years

Gregory J. Cofsy, (2024)

Richard M. Kneeland (2024)

Stephen Lapomardo (2024)

Michael C.G. Plante (2024)

John G. Puniskis (2024)

DOWNTOWN BEAUTIFICATION

COMMITTEE - 1 year

Joel P. Masley (2023)

Juliana M. Masley (2023)

Cynthia E. Saad (2023)

Barbara C. West (2023)

Timothy P. West (2023)

INSPECTOR of WIRES - 1 year

Alfred Wayne Banfill (2023)

MUNICIPAL LIAISON TO STATE

ETHICS COMMISSION - Indefinite

Michelle A. Jenkins

MUNICIPAL LIAISON TO U.S. CENSUS

BUREAU - Indefinite

Michelle A. Jenkins

PARKING CLERK - 1 year

Jillian K. Patch (2023)

POLICE CHIEF - Indefinite

Anthony P. Saad

REGISTRAR of VOTERS - 3 years

John H. Flattery (2025)

Carol J. Graves (2023)

Michelle A. Jenkins (ex-officio)

Nancy L. Lohner (2024)

TOWN MANAGER - 5 years

Jennifer M. Callahan (2026)

WELCOME TO OXFORD SIGN

COMMITTEE - 1 year

Glenn E. Krevosky (2023)

WORCESTER REGIONAL TRANSIT

AUTHORITY - 1 year

Laura Beth Wilson (2023)

Appointments by the Town Manager

ASSISTANT ACCOUNTANT/FUND

ACCOUNTANT - 3 years

Patricia A. Arcure (2023)

ASSISTANT FENCE VIEWER – 1 year

Peter J. Gerhard (2023)

ASSISTANT SEWERAGE INSPECTOR –

1 year

Peter J. Gerhard (2023)

ASSISTANT TOWN CLERK – 1 year

Thomas W. Sullivan (2023)

ASSISTANT TOWN MANAGER - 1 year

Justin Michael Leduc (2023)

Tony M. Sousa (2023)

ASSISTANT TREASURER/COLLECTOR

- 3 years

Cheyenne Cusson (2024)

BOARD of ASSESSORS - 3 years

Robert W. Fike (2024)

Alexander Sendzik (2023)

Claire D. Wilson (2025)

BOARD of HEALTH - 3 years

Dina Jean Costa (2023)

David R. Escobar (2025)

Kerrie Ann Singer (2024)

BUILDING COMMISSIONER – 1 year

Patrick Stephen Dahlgren (2023)

CEMETERY COMMISSIONERS – 3 years

Jane E. Davis (2024)

Daniel John Viel (2023)

Claire D. Wilson (2025)

COMMUNITY CENTER DIRECTOR –

Indefinite

Shelley L. Lambert

CONSERVATION COMMISSION -

3 years

Paul J. Cunningham (2023)

Arthur Christian Firl, Jr. (2025)

Robert C. Manuel (2023)

Thomas J. O'Neill, Jr. (2024)

Albert Shahnarian (2025)

J. William Zoldak (2024)

Vacancy (2023)

COUNCIL ON AGING -

3 years

Karen M. Erickson (2024)

Carole A. Fegreus (2025)

Robert W. Krasinskas (2024)

Carolyn M. Merson (2023)

Joyce A. Nilson (2025)

Jody Marie Williams (2025)

Rose M. Wing (2023)

DEPARTMENT of PUBLIC WORKS

DIRECTOR/SUPERINTENDENT of

STREETS – 1 year

Jared Martin Duval (2023)

DIRECTOR of PLANNING & ECONOMIC DEVELOPMENT - Indefinite

Tony M. Sousa

EXECUTIVE ASSISTANT TO THE

BOARD of SELECTMEN – 1 year

Diane “Dee” Green (2023)

FIRE CHIEF/EMS DIRECTOR -

Indefinite

Laurent R. McDonald

HUMAN RESOURCE SPECIALIST –

Indefinite

Joanne F. Frederick

INSPECTOR of ANIMALS – 1 year

Kathleen Flynn (2023)

Edward J. Hart (2023)

INSPECTOR of GAS PIPING and GAS APPLIANCE in BUILDINGS – 1 year
Paul D. Mazeika (2023)

MASTER PLAN IMPLEMENTATION COMMITTEE – 5 years
Stephen C. Anderson (2026)
Gordon Cook (2026)
Paul J. Cunningham (2026)
John Barry Eul, Jr. (2026)
Norman J. LeBlanc, Jr. (2026)
Dennis E. Lamarche (2026)
Roger McCarthy (2026)
Jean M. O'Reilly (2026)

MUNICIPAL HEARING OFFICER -
1 year
Alfred Wayne Banfill (2024)

PERSONNEL BOARD - 3 years
S. Veronica Bachard (2024)
William R. Capers (2024)
Rebecca A. Power (2024)
Vacancy (2023)
Vacancy (2025)

PLANNING BOARD - 5 years
Kristine V. Bird (2025)
Richard A. Escolas, Jr. (2026)
Craig P. Holmberg (2024)
Mark T. Lee (2024)
Roger L. McCarthy, Jr. (2023)
Matthew Einar Pearson (2027)
Jeffrey P. Stafford (2023)

RECORDS ACCESS OFFICER –
Indefinite
Michelle A. Jenkins

RECREATION COMMISSION - 5 years
Jody John Anderson (2024)
Gregory G. Gray (2024)
Eric E. Lambert (2027)
Joel P. Masley (2026)
Roger McCarthy (2025)
Wayne Alfred McFarland (2026)
Kerry A. Russell (2023)

SEALER of WEIGHTS and MEASURES –
1 year
Ronald William Valinski (2023)

SENIOR CENTER DIRECTOR –
Indefinite
Laura Beth Wilson

SEXUAL HARASSMENT GREIVANCE OFFICER – 1 year
Joanne F. Frederick (2023)

SUPERINTENDENT of SEWERS – 1 year
Jared Martin Duval (2023)

SEWERAGE INSPECTOR – 1 year
Jared Martin Duval (2023)

TOWN ACCOUNTANT/FINANCE DIRECTOR – 3 years
Katherine M. McKenna (2023)

TOWN ASSESSOR – 3 years
Alexander Sendzik (2023)

TOWN COUNSEL – Indefinite
KP Law – Lauren F. Goldberg, Managing Attorney

TREASURER/COLLECTOR – 3 years
Jillian K. Patch (2024)

TREE WARDEN/SUPERINTENDENT of INSECT CONTROL – 1 year
Wayne F. Burlock (2023)

VETERANS' AGENT - 1 year
David S. Adams (2023)

***Appointments by the Town Manager
and the Board of Selectmen***

CULTURAL COUNCIL -

2 & 3 years

Dana M. Esposito (2024)
Deborah A. Horgan (2024)
Rebecca Lynn Ide (2024)
Debra Anne King (2025)
Robert W. Krasinskas (2023)
Nicole Mazzella (2024)
Melissa L. Moldover (2025)
Patricia C. Rodier (2023)
Cynthia E. Saad (2024)
Laura Beth Wilson (2023)
Rose M. Wing (2025)
Albert J. Zelley (2024)

COMMISSION on DISABILITY – 3 years

Carol Marie Kuzdzal (2023)
Debra B. LaMarche (2023)
Wayne Alfred McFarland (2025)
Jennifer L. Pearson (2024)
Angelina Rocheleau (2024)
Kelly J. Twombly (2025)

HISTORICAL COMMISSION - 3 years

Terrence A. Cummings (2025)
Jean M. O'Reilly (2024)
Carol A. Pytko (2023)
A. Russell Pytko (2025)
Richard A. Shumway (2024)
Emily F. Thomas (2023)
Albert J. Zelley (2023)

TOWN CLERK - Indefinite

Michelle A. Jenkins

Appointments by the Board of Health

***BOARD of HEALTH AGENT/DIRECTOR
of PUBLIC HEALTH – Indefinite***

Rike M. Sterrett

BURIAL AGENT - Indefinite

Michelle A. Jenkins

INSPECTOR of PLUMBING – 1 year

Paul D. Mazeika (2023)

Miscellaneous Appointments

CONSERVATION AGENT – Indefinite
Judith A. Lochner

DIRECTOR of FACILITIES – Indefinite
Michael Lupis

***HOUSING AUTHORITY – EXECUTIVE
DIRECTOR – Indefinite***
Barry Nadon, Jr.

INSURANCE ADVISORY COMMITTEE
– Indefinite
Brianna Ajemian
Daniel James Ausmus
Angela Bernard
Scott M. Cheney
Dennis L. Fitzgibbons
Susan M. Grenier
Donna M. O'Halloran
Joann Somers

DIRECTOR of LIBRARIES – Indefinite
Brittany S. McDougal Bialy

SUPERINTENDENT of SCHOOLS
Michael Lucas

***Dates are as of December 31, 2022

GENERAL GOVERNMENT

SELECTMEN

The Board of Selectmen typically meets the first and third Tuesday of each month. The Board of Selectmen make policy decisions, issue permits and licenses for car dealerships, alcohol, entertainment, special permits for earth removal and animals and more. The Board of Selectmen along with the Town Manager, are the appointing and the executive body of the Town. The Board of Selectmen also has appointing authority for the Town Manager.

The Board re-organized after the Annual Town Election in May, after the departure of the previous Chairman Michael Daniels who was an active member of Board for three years. The Board thanks Mr. Daniels for his fairness and level-headed presence throughout his term. The Board's newly elected members in 2022 were Amy Frick, Robert King and Timothy Moriarty. The Board's re-organization named Norman J. LeBlanc, Jr. as Chairman, Amy Frick as Vice-Chair and Dennis Lamarche as Secretary. Though there was some discourse, the Board continued to carry out the business of the Town.

Licensing

The Board of Selectmen's Office issued the following licenses and permits in 2022.

License:	Fees:
Automatic Amusement	\$320
Class I	\$700
Class II	\$1,800
Class III	\$200
Common Victualler	\$2,500
Liquor	\$24,550
Outdoor Business Permits	\$35
Special Permit for Animals	\$700
Sunday Entertainment	\$700
Weekday Entertainment	\$350
TOTAL	\$31,975

The Oxford Board of Selectmen would like to thank all Town employees, Board, Committee and Commission members, local businesses, and residents for their contributions, which made 2022 a successful year in Oxford. The Board would like to specifically thank all Town employees who retired in 2022 and welcome the new members of our team. We take pride in the professionalism and dedication of all Town staff.

The Board would also like to acknowledge the effort, commitment and leadership of Town Manager Jennifer Callahan.

Whether you are a new or a long-time resident, the Board of Selectmen thanks you for your support and dedication to making Oxford a wonderful place to live. The Board does not say that lightly, Oxford is truly a wonderful Town with a great sense of community. We hope to see you at an upcoming community event or to hear of your efforts volunteering to serve this great place we call home in one way or another. The Board always encourages residents to participate in their Town Government and to exercise their right to vote. It is the contributions of residents and volunteers that help keep our Town moving forward.

*Respectfully submitted,
Norman J. LeBlanc, Jr., Board of Selectmen,
Chairman*

TOWN MANAGER

Over the past year, I am extremely proud of what we have accomplished as a community. As we put the pandemic behind us, we began to move forward and continue to position Oxford for a better future. Like any organization, best practices are the foundation of running a successful local government. By improving professional procedures across departments, Town staff demonstrated they can and have been able to improve and enhance services for

residents and businesses alike. As we reflect on 2022, best practices are evident in nearly every notable achievement and accomplishment the Town has celebrated over the past year.

One of the many accolades Oxford received in 2022 was its second Government Finance Officers Association (GFOA) “*Distinguished Budget Presentation Award*”. This was truly a shared success by all Department Heads and our Finance Team. It represents a significant achievement for our public boards and staff to meet the highest principles of governmental budgeting. Oxford is one of only 35 communities in all of Massachusetts to have received this distinction. As we continually strive to meet national standards with other municipalities from across the country, it is a distinct honor to work with such an exceptional Financial Team! This achievement was important far beyond the walls of the Town Hall, particularly in the areas of financial assessment, auditing, bonding, and agency compliance. Town Hall visitors shall see the GFOA Award posted in a prominent location on the first floor, above the Boston Post Cane, between the Town Clerk and Assessor Offices.

With a war raging in Europe between Ukraine and Russia, energy markets became destabilized and pricing for all energy products and supplies increased substantially throughout the year. In May of 2022, I worked with our Energy Consultants from Good Energy to research an alternative electricity supplier and rate in advance of NGRID announcing its winter electric rates in the fall. On behalf of the Town, I locked in a two-year (2022-2024) rate for both Basic and Green Energy supply with a new electricity supplier: Direct Energy. In anticipation that the electricity rates through NGRID would be increasing, Oxford residents would have access to our Aggregation Supply rates which were about 50% less for both Basic (15.5kWh) and Green (18.4kWh) supply products. The winter NGRID rates that were released in late fall were more than double the rates we obtained by going out to market early and locking in less costly supplier rates which have financially benefited enrolled Oxford residents and businesses.

Since becoming Town Manager, earlier Free Cash Certification has been one of our Financial Team’s

priority goals. In 2022, Finance Director, Katie McKenna, achieved a personal professional best by submitting all of our reconciliation documents before September which was a tremendous amount of work in addition to starting the new fiscal year in July! Because of all of this hard work, our “free cash” figures were officially certified on September 1st by the Department of Revenue. This allowed the Town to better plan for next year’s capital and operational budgets. The certified amount of available funds as of July 1, 2022, were as follows: General Fund \$3,178,740, Enterprise Sewer Fund \$250,875 and Enterprise Water Fund \$297,930. The General Fund figure was another positive financial indicator demonstrating the Town has markedly improved overall stability with increased funds available for both enhanced savings and capital projects.

New outstanding receivables collection procedures as well as tax title property auctions have been a strategic management priority and directive to reduce Oxford’s overall uncollected property tax liabilities. In July of 2022, we held a Public Land Auction for two tax title properties. One had a residential dwelling on it and the other was strictly land. The auction was a success and netted a total of \$225,000. In October 2022, we held a second public land auction at Town Hall for two more tax title properties. The October auction was another success and netted a total of \$250,000. Not only does the Town receive the proceeds from the sales, but the properties are also no longer considered delinquent on the tax rolls and will contribute to the annual tax revenues for the Town. By implementing these new financial procedures, the Town interrupted a repeating trend of leaving outstanding taxation unaddressed. The results speak for themselves with over \$1.5 million in formerly uncollected receivables being added to the town accounts, which is a major improvement supporting the financial health and stability of the Oxford.

GRANT FUNDING

Over the past four years, I have worked collaboratively with all Town Departments to pursue alternative funding sources other than local taxes. Grants, legislative earmarks, and

other one-time revenues allow the Town to accomplish a multitude of projects outside of the Town's annual operating budget. This results in less local taxation to residents and the ability to accomplish projects that normally would not be completed within tax levy limits.

When I became Town Manager, I made certain our Town was included as part the national class action lawsuit seeking settlement damages regarding the opioid epidemic. Participation required a great deal of data collection and document gathering for legal representatives. All of such early efforts has returned positive results. In 2022, the Massachusetts Attorney General announced municipalities across the state that had signed onto the settlement case would receive 40% of abatement funds the state recovers from settlements with the major opioid manufacturers. The allocations may be used by municipalities to assist Town departments with improving outreach and offering education, treatment, and counseling options for local individuals and families impacted by the opioid epidemic. This legal award totals \$491,211 over a fifteen-year period. To date, the Town has received \$103,302 and I have directed our Public Health Nurse and Health Director to develop a comprehensive school-based educational program as well as an outreach recovery program utilizing such settlement funding. There is an additional opioid class action court case that Oxford is part of involving franchise pharmacies which is likely to bring even more important settlement funding to the Town in 2023.

The Town's Green Communities grant proposal for 2022 was awarded in the amount of \$200,000. Although the Green Communities program had become much more restrictive in the kinds of projects it funds as well as the total amounts it is awarding to municipalities, Oxford's entire request for funding assistance was met with this grant! The four major projects we completed as part of our Capital Program included the following: Completing the LED light conversion at both Chaffee and Clara Barton Schools and the weatherization of the Fire Headquarters and Library buildings. This is the third consecutive grant we have received to complete important

energy efficiency projects across the Town totaling approximately \$600,000!

In September of 2022, the Manager's Office applied for two competitive Community Compact Grants, including one relating to Information Technology Best Practices. Oxford was awarded a \$38,000 grant to assist in updating the Town's website. This funding is in addition to an appropriation approved at the October 2022 Town Meeting to make long overdue technology improvements to enhance the overall website-user experience of the Town's existing website.

The other Community Compact Best Practices grant proposal that was awarded focuses on updating the Town's 1994 ADA Self-evaluation and Transition Plan and totals \$45,325. The Commission on Disability will be instrumental in helping us complete a new plan in the coming months. Together, we have already accomplished much in making accessibility improvements a priority across the Town. The Town will be retaining an ADA Consultant to assist us in conducting a comprehensive assessment and make recommendations for revisions to the Town's existing ADA Plan. In December, we received word that after four years of applying to the Massachusetts Office on Disability, the Manager's ADA Project grant proposal was finally being awarded \$182,000 to help fund much needed ADA improvements at the Joslin Park and Bandstand!

Public safety grant pursuits are an important additional resource to help us make continued investments in both equipment and training for our law enforcement personnel. The Police Department received two such important grants in 2022. The first grant was from the Executive Office of Public Safety and Security's Municipal Road Safety Program totaling \$22,265. The second grant award was from the State 911 Department's Support and Incentive Program totaling \$51,570. These grants have provided vital support to our policing and emergency dispatch programmatic needs.

Our Fire-EMS Department members have been working on the frontline of the pandemic for

nearly two years. Due to insufficient staffing to run both ambulance and fire operations, most of our emergency responders have not been able to take needed time away from the Department in order to recharge physically and emotionally from the stress-induced nature of their jobs. At the 2022 Annual Town Meeting, the voters recognized the need to increase personnel to help improve emergency services response times, provide regular respite from work stress, as well as to help reduce overtime costs. The final budget included four additional Firefighter/EMS positions which received overwhelming approval.

In addition to this staffing enhancement, the Fire-EMS Department applied for both federal and state grant programs. It was our hope that we might receive some federal funding in the form of a Staffing for Adequate Fire and Emergency Response (SAFER) Grant to help supplement some of the costs associated with bringing on the four new positions. However, most of the awarded funding went to larger municipalities than Oxford and our proposal was not selected during this past year's grant rounds. The Fire/EMS Department did receive grant awards totaling \$7,430 from the Student Awareness of Fire Education and Senior SAFE grant programs. The Department also obtained a new rescue truck and engine as part of the capital fleet replacement program and developed a well-received educational video featuring the life-saving equipment on the new Engine#1 vehicle. In late December, the Town received notice from the Executive Office of Public Safety that the Fire/EMS Department was being awarded a \$19,000 Fire Services grant to purchase twelve new portable radios to improve emergency on scene incident communications.

One of our largest Department of Public Works grant proposals we had been seeking funding assistance for over a number of years was finally secured this past year! On February 24, 2022, the Commonwealth's Executive Office of Economic Development made a formal announcement of a \$2.8 million grant funding award for the Route 20 Sewer Extension Project at TC Controls in North Oxford. This construction project will allow the Town to expand business development along the

Route 20 Corridor as well as to address system drainage infiltration problems associated with deteriorating sewer infrastructure. This announcement comes just in time for this essential Town project to be completed in advance of the major multi-million-dollar MassDOT Route 20 Reconstruction Project which begins in 2023.

Another important management goal set for 2022 was to participate in the Massachusetts Department of Transportation's Complete Streets Program. In September of 2021, we took steps to pursue and successfully obtain a \$37,000 grant to establish a Tier 2 Prioritization Listing of Oxford roads based on complete streets criteria. After completing these planning steps, we applied for a Tier 3 Complete Streets grant for two neighborhood pedestrian street improvement projects, namely Fremont and Sigourney Streets, along with new Speed Feedback signs for Main Street and Sutton Avenue. Oxford was one of only 16 communities chosen to receive grant funding in the amount of \$224,000 to fund these priority projects.

Another very important planning and DPW initiative has involved pursuing grant funding from the Massachusetts Department of Transportation Shared Streets & Spaces Program. In 2022, the Town was awarded \$198,000 for our DPW's grant proposal for Church Street Sidewalk Construction and Traffic Calming measures. This funding helps us to continue to make overdue pedestrian improvements to some of our priority downtown streets. Since Church Street is proximal to several recreation areas, the Treasure Land Playground, Joslin Park, and the Community Center, it made for a strong proposal for consideration and approval by the State.

As part of ongoing management goals, the Assistant Town Manager, Tony Sousa, and I worked to submit another important Technical Planning Assistance grant proposal. As a result, Oxford was awarded \$25,000 to create a Housing Production Plan (HPP) to better understand Oxford's housing requirements and to help us identify strategies to reduce gaps in existing housing based on our community's housing trends and needs. Strategic housing production

and planning has been a major component of our Master Plan Implementation process. In 2019, we passed the Housing Opportunity Overlay Zoning District which as a zoning bylaw set the stage to create added multi-family housing opportunities in key areas of Town. In 2021, Town Meeting approved a new Cluster Development bylaw to grant flexibility to the Planning Board in permitting proposed housing developments. Completing a HPP enhances Oxford's ability to identify new opportunities to partner with developers and work proactively to reach the 10% state-mandated affordable housing requirements as opposed to being forced to accept largescale 40B affordable housing developments which can overtax local municipal, public safety and school resources.

In October of 2022, at the Massachusetts School Building Authority Board meeting, there was an affirmative vote to approve Oxford to enter the Accelerated Repair Program (ARP) for the Clara Barton and Chaffee School roof projects. The grant program was very competitive in which 67 Statements of Interest were filed, but only 16 communities selected for the ARP in 2022. The qualifying criteria for the program has become more restrictive with roofs needing to be at least thirty years old and windows and boilers at least twenty-five years old. This vote by the MSBA represents another important milestone in collaboratively addressing major capital improvement projects for our school district.

CAPITAL PROJECTS

At the 2022 Spring Town Meeting, the Finance Committee unanimously voted to recommend the Fiscal Year Capital Improvement Program spending as presented. As Town Manager, I proposed funding the Capital Program in the amount of \$3,281,432. The majority of the recommended project funding came from free cash (\$2.3M). By making regular annual investments to the Town's major infrastructure systems, I have been able keep key financial objectives at the forefront to better plan for and approve funding to help fix a record number of roads, bridges, dams, to provide for critical project engineering and design needs, to upgrade aging fleet vehicles, and to repair roofs, HVAC

and heating systems across town buildings. Additionally, adequately funding our annual capital program has enabled us to make significant improvements to reduce our overall carbon footprint by implementing energy reduction and efficiency measures like the weatherization efforts completed at the Fire Station Headquarters and Library.

Each year cities and towns across the Commonwealth hope the Legislature and Governor will increase its funding for local road maintenance as part of the Chapter 90 Program. However, this past year the program was again level funded at only \$200 million which has unfortunately been the case since 2012. Local officials continued to advocate for an increase to \$300M due to inflationary construction markets. This announcement meant Oxford could expect approximately the same Chapter 90 funding level it had received for the last several years. This funding is approximately \$500,000 per year which we know is not an adequate amount for our Town's roadway improvement needs. As Town Manager, we have provided a matching appropriation of \$500,000 to reach a consistent total of \$1.0 million per year for roadway improvements for the past four years. Despite this major local contribution, the Town continues to need more funding in order to repair and maintain more roads.

Working with our DPW Director, we applied additional grant funds from the Winter Street Recovery Program totaling \$283,000 to address even more neighborhood streets in need of improvement. Using this added funding, we performed pavement overlay construction improvements to seven entire streets in the vicinity of the Chaffee Elementary School. The roads that received improvements were Beech Street, Aspen Street, Cherry Street, Vine Street, Hemlock Street, Sherwood Drive and Little John Circle. Also, \$75,000 in preventative maintenance was done in the form of cleaning, prepping, and filling of asphalt cracks in existing roadways and town parking lots to increase the useful life of such municipal assets. Additionally, Sutton Avenue and Joe Jenny Road improvements were also completed in 2022. The contract for these services was awarded to J.H.

Lynch & Sons, Inc. as their bid was the most competitive with a total construction cost of \$1,102,626.

A new roof was completed on the North Fire Station Roof in March of 2022. Many people passing by the building may have seen the materials and construction on the roof during that time. The replacement included a new impermeable membrane and all the existing roof pipes and stacks had been flashed. Representative Joe McKenna was responsible for obtaining the legislative assistance of \$50,000 to help reduce the replacement capital program costs of \$189,189.

Oxford's new Disc Golf Course at Ruel Field was completed and opened in June of 2022. This worthy recreation project received funding assistance from the Smolenski-Millette Charitable Trust in FY22 to become a reality. Our DPW crews worked diligently to construct the actual course. The course goes through the beautiful woods behind the Ruel Fields.

A major objective of the Town's 2017 Master Plan is to address the maintenance requirements and physical building needs associated with the Oxford Community Center building. In 2020, Town Meeting approved a \$50,000 appropriation to conduct a Community Center Feasibility Study. A Community Forum to share the progress of the feasibility study with the public was held in September of 2022 in the Community Center's Gymnasium. Town staff as well as consultants from BerryDunn presented and shared potential future renovation goals for the building and grounds. Following the presentation, there was a breakout session to answer questions. Consultants also gathered public input along with Community Center program user feedback on desired services, programs, and amenities. A full report is expected to be complete in February 2023.

HIGHLIGHTS OF 2022

One of the most rewarding aspects of being Town Manager is the ability to bring the community together by holding a multitude of events for all residents to enjoy! Therefore, a priority has been

to provide our Community Center with increased resources to better host community-wide events which provide important sociocultural enrichment opportunities for families. The Community Center staff successfully planned, coordinated and implemented a record number of events and activities throughout 2022.

Oxford hosted its first Fun, Frost and Family Winter Festival on Saturday, February 19, 2022. There was a polar plunge, ice skating on the common, an ice sculpture demonstration, fire pits with s'mores, and a vendor fair. Although activities were selected based on minimizing COVID-19 exposure, this was a great, family focused, fun event. This will now be an annual event because of its popularity among residents, businesses and visitors alike!

The 2022 Summer Bandstand Concert Series started on June 30, 2022, with a concert held almost every Thursday and Sunday at Joslin Park throughout the summer. The Oxford Bandstand had an unprecedented fourteen concerts scheduled! Thank you to the Oxford Cultural Council, COA and the Women's Club for sponsoring three of the fourteen. Thank you to Director Shelley Lambert and Stacey White at OCC for all of their hard work in developing this exciting series.

The 2022 Movies on Main events kicked off on July 13, 2022 and they were very well attended each week! At Joslin Park, under the stars, moonlight and big trees on the common, families gathered to enjoy the movies almost every Wednesday evening throughout the summer! Prior to the start of all movies, there were a variety of children activities and food trucks playing.

The inaugural Public Safety Day was held on October 9, 2022 and it turned out to be a very positive and educational event. Our Public Safety staff worked hard to pull it together and look forward to hosting another in the future. There were many activities for the public to experience, especially ones focused on educating our children and youth. I would like to thank the Oxford Police, Fire/EMS, Department of Public Works, Board of Health, as well as the Army Corps of

Engineers and all vendors and volunteers that made the first Public Safety Day a great success!

On Saturday, October 22, 2022, we hosted Oxford's 3rd Annual Scarecrows on the Common at Joslin Park. This year's event had more entries and participants were excited to have their creations judged in a number of categories. The event had live music and a vendor fair for visitors to enjoy. Congratulations to all the staff and volunteers who worked so hard to pull it all together!

Our 2022 Annual Tree Lighting and Light Parade was fantastic! We had record turnout for both events. The Parade of Holiday Lights was incredible and allowed Mr. and Mrs. Claus to arrive in a colorful way to the Bandstand. More than forty vehicles participated and families gathered along the entire parade route from the North Station to Joslin Common. My Elf Hat was tipped to the Fire Department, particularly Chief McDonald and Deputy Chief Belanger, our entire DPW Elf Village, and OCC Director, Shelley Lambert for making the combined event a memorable event for everyone. Attendance was wonderful and the air was full of holiday cheer, especially coming from the DPW Grinch mobile entry!

This past year also brought significant changes to the election process. Governor Baker signed into law an Election Reform Act that made many pandemic-related election changes permanent and expanded some voting opportunities in time for the statewide election in September. Significant changes include the following: changing the voter registration deadline from 20 days before an election to 10 days before an election; allowing mail-in ballots for presidential, state, and municipal elections; providing automatic voter registration; and expanded voting access procedures for incarcerated individuals. As a response, the Town Clerk and I reviewed the new state law requirements and executed an aggressive Elections Communications Plan over many months that was well received by the community.

This past year Oxford was also required to create a new Sub-Precinct 4A to reflect population

changes as calculated by federal census. Additionally, the new provisions to expand early voting and make mail-in voting permanent for all state and federal elections highlighted the need for the Town to both install a security drop box to collect ballots and determine a site to hold early voting. We installed a new Official Ballot Drop Box as a repository for accepting completed ballots at the top of the ramp at the Town Hall back entry. Surveillance equipment was installed for 24-hour monitoring of the Official Ballot Drop Box as well. Furthermore, we established the Oxford Senior Center as the location for all future Early Voting.

We had robust application interest in the newly revamped 2022 Senior Tax Work-Off Program. The Manager's Office conducted a great deal of public outreach to generate knowledge of the program and received 30 applications! We held a public lottery to draw participants' names on February 11, 2022. For calendar year 2022, the Town was able to fund 13 positions. All selected participants were notified and matched with Departments. Departments were very happy with the much-needed assistance and were able to add two more positions for 2023!

As many in the community are aware, 2022 brought the difficult decision to remove the historic Huguenot Oak located on the corner of Huguenot Road and Russell Lane due to the declining health of the tree. Over the last several years, the tree ceased growing and was becoming a safety hazard. Stephen Esposito, Operations Manager for the Oxford DPW, crafted several beautiful clocks and a plaque using wood salvaged from the oak that will be displayed across town buildings to keep the legacy of the Oak alive. In addition to these beautiful items, Steve has furthered his craft and made a gorgeous table for the Town Hall. Once we saw this special piece, we felt a fitting display of this furniture was to place it prominently under our "Oxford's Oldest Citizen" Post Cane case on the first floor.

The 2022 Veterans Appreciation Luncheon was held on November 9, 2022 and turned out to be another overwhelming success thanks to Veterans Services Agent Dave Adams, Senior Center Director, Laura Wilson and

Superintendent Mike Lucas! Music was provided by the Oxford High School band, while the NJROTC was in attendance to provide the national anthem and present the colors. Legislators brought greetings and official proclamations to more than 180 attendees and volunteers at the Oxford Senior Center. Thank you to all that attended!

Public communications and outreach continue to be an important administrative priority to engage residents to be active in supporting programs and services which are necessary to assure the quality of the community on the whole. In 2022, I am proud to have provided the Town with a high-quality newsletter on a quarterly basis providing important information about the programs, departmental services and activities sponsored by the Town. Residents and businesses have responded in kind with extremely positive reviews about how much they have learned about the Town from these newsletters which we shall keep on providing.

In closing, I would like to thank the residents of Oxford for their everyday contributions that make this Town a fantastic place to live, work, and raise a family! I am grateful for the Town employees and their dedication to public service that is demonstrated on a daily basis. Finally, I would like to thank the members of every board and committee serving this Town. We are truly fortunate to have such dedication towards improving the quality of life for residents. It is an honor to serve as the Town Manager of this wonderful community and I am personally grateful for the ongoing support of so many to help provide results-based leadership. With unique insight Helen Keller once stated, “*Alone, we can do so little; together, we can do so much*”. As Town Manager, I look forward to doing so much more together for it is only when we are together that we are Onward Oxford!

*Respectfully Submitted,
Jennifer Callahan, Town Manager*

PERSONNEL BOARD

The Personnel Board was organized as follows for the 2022 calendar year:

- S. Veronica Bachand, Chair
- Rebecca A. Power, Vice Chair
- William R. Capers, Member
- Vacancy
- Vacancy
- We are currently looking for two new members for the Board.

In October of 2022, the Personnel Board voted to approve a 2% increase for the FY23 Town of Oxford pay plans, which was presented by the Finance Director, Katie McKenna and the Town Manager, Jennifer Callahan.

During the 2022 calendar year, the Personnel Board held multiple meetings where they reviewed the following:

- Presented by Ms. Frederick - Approval of the job description for the new position of Facilities Coordinator. The Position was approved and assigned to Level 10 on the Town’s Pay Plan.
- Presented by Ms. Frederick - Approval of the job description for the new position of DPW Business Manager. The position was approved and assigned to Level 12 on the Town’s Pay Plan.

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

*Respectfully submitted,
S. Veronica Bachand, Chairman*

BOARD OF ASSESSORS

The Board of Assessors was organized for the calendar year 2022 as follows:

- Christopher T. Pupka, Chairman-Full-time until his departure in June 2022
- Robert Fike, Member - Part-time
- Garry Bates, Member - Part-time, as of July 1 no longer a member, expired

- Alexander Sendzik, New Chair as of August 2022
- Claire Wilson, New Member as of October 2022

The Assessor's Office welcomed new staff and one new board member as of August and October 2022. Alexander Sendzik is now the Principal Assessor and Claire Wilson is a new board member.

The Assessor's Office is charged with determining the value of real and personal property and is committed to ensuring that all classes of property are valued fairly and assessed equitably. The Assessor's Office processes abatements and exemptions on real and personal property tax bills and motor vehicle excise tax bills; conducts cyclical and building permit visits to real property; updates ownership of real property with information supplied by the Worcester County Registry of Deeds; processes plans and corrections to update Assessor's maps; oversees implementation of agricultural, forest and recreational land classifications; certifies abutters lists and prepares business lists; researches property ownership and assists other Town Departments in the performance of their duties. The office staff, with the assistance of a private appraisal vendor who specializes in personal property valuation, is dedicated to providing the highest quality of service to the citizens, property owners and businesses of Oxford. The Town also utilizes a mapping company to annually update GIS and hard copies of the Assessor's maps, with data submitted by the Assessor's Office.

The Assessing staff provides services to our residents and businesses, such as preparing abutters lists; processing abatement applications for real estate, personal property and motor vehicle; processing exemptions for qualified seniors and veterans, and assisting customers in general via phone, e-mail, and in person at our office on the first floor of the Town Hall.

The annual classification hearing to determine the percentage of tax to be borne by each class of property for fiscal year 2022 was held November

9, 2021. The second half fiscal year 2022 tax bills were issued on December 31, 2021.

The numbers and amounts of statutory exemptions that were approved for FY 2022 were as follows:

Clause 41C (Senior)	35	\$ 24,074.28
Clause 17D(Surviving Spouse)	19	\$ 4,540.88
Clause 22 (Veteran)	71	\$ 41,281.98
Clause 22B (Veteran)	1	\$ 1,875.00
Clause 22D (Veteran)	9	\$ 35,526.15
Clause 22E (Veteran)	40	\$ 54,990.96
Clause 22F (Veteran)	1	\$ 4,505.41
Clause 37 (Blind)	4	\$ 2,625.00
Total		\$169,419.66

The number and amounts of real estate, personal property and motor vehicle excise tax abatements that were approved and processed during 2022 were as follows:

FY2022 Personal Property	0	\$ 0.00
FY2022 Real Estate	20	\$ 27,921.08
Total	20	\$ 27,921.08

Motor Vehicle Excise Tax Abatements:

2022	Total	\$ 44,431.37
------	-------	--------------

The annual classification hearing before the Board of Selectmen for FY2023 to determine whether to continue with a single tax rate for all classes of real and personal property was December 22, 2022. FY2023 final tax bills were issued for December 31, 2022.

The numbers and amounts of statutory exemptions that were approved for FY 2023 during calendar year 2022 were as follows:

Clause 41C (Senior)	30	\$ 21,386.55
Clause 17D(Surviving Spouse)	15	\$ 3,591.22
Clause 22 (Veteran)	61	\$ 35,953.19
Clause 22B (Veteran)	1	\$ 1,875.00
Clause 22D (Veteran)	10	\$ 28,549.88
Clause 22E (Veteran)	38	\$ 50,984.75
Clause 22F (Veteran)	0	\$ 0.00
Clause (Blind)	4	\$ 2,413.21
Total	159	\$ 144,753.80

The Board of Assessors and the staff in the Assessor's Office wish to thank all of our fellow Town employees, the residents and businesses of the Town of Oxford for their continued support and cooperation. As we close out the final chapter of 2022, the members of the Assessor's Office and the Board of Assessors wish all of the citizens and businesses of Oxford a brighter, happier and healthier New Year!

*Respectfully submitted,
Alexander Sendzik, Principal Assessor, Board of
Assessors*

OXFORD ACCOUNTANT REPORT

Balance Sheet - Government Fund Types as of June 30, 2022

	General	Special Revenue	Capital Projects
<u>ASSETS</u>			
Cash and cash equivalents	10,965,546.45	7,648,190.86	(15,324.31)
Receivables:			
Personal property taxes	10,299.96		
Real estate taxes	182,261.37		
Roll back taxes	27,405.29		
Allowance for abatements and exemptions	(1,420,998.72)		
Tax liens	1,149,494.58		
Motor vehicle excise	318,755.34		
Departmental	72,554.80		
Due from other governments	592,734.00		
Other receivables		899,236.65	
Foreclosures/Possessions	124,417.62		
TOTAL ASSETS	\$ 12,022,470.69	\$ 8,547,427.51	\$ (15,324.31)

LIABILITIES AND FUND EQUITY

Liabilities:			
Accrued payroll	372,489.87		
Abandoned Property and unclaimed	28,334.46		
Other liabilities	527,811.63		
Deferred revenue:			
Real and personal property taxes	(1,201,032.10)		
Tax liens	1,149,494.58		
Foreclosures/Possessions	124,417.62		
Motor vehicle excise	318,755.34		
Departmental	72,554.80		
Due from other governments	404,404.00		
Other receivables		899,236.65	
Notes payable			2,435,700.00
TOTAL LIABILITIES	\$ 1,797,230.20	\$ 899,236.65	\$ 2,435,700.00

Fund Equity:			
Reserved for encumbrances	314,023.19		
Reserved for continuing appropriations	2,528,496.03		
Reserved for expenditures	2,747,432.00		
Reserved for charter school sending assess.	13,327.00		
Undesignated fund balance	4,621,962.27	7,648,190.86	(2,451,024.31)
TOTAL FUND EQUITY	\$ 10,225,240.49	\$ 7,648,190.86	\$ (2,451,024.31)

Total Liabilities and Fund Equity	\$ 12,022,470.69	\$ 8,547,427.51	\$ (15,324.31)
--	-------------------------	------------------------	-----------------------

Balance Sheet - Proprietary & Fiduciary Fund Types
as of June 30, 2022

	Proprietary Fund Types	Fiduciary Fund Types	Long-term Debt
	Enterprise	Trust and Agency	
<u>ASSETS</u>			
Cash and cash equivalents	695,227.85	14,199,889.56	
Receivables:			
Tax liens	3,104.26		
User fees	17,953.70		
Utility liens added to taxes	0.00		
Special assessments	300,339.96		
Due from other governments		59,982.75	
Other receivables	105,779.44		
Amounts to be provided - payment of bonds			6,170,000.00
Amounts to be provided - vacation/sick leave			455,878.45
TOTAL ASSETS	\$ 1,122,405.21	\$ 14,259,872.31	\$ 6,625,878.45
<u>LIABILITIES AND FUND EQUITY</u>			
Liabilities:			
Deferred revenue:			
Due from other governments		59,982.75	
Other receivables	427,177.36		
Agency Funds		600,967.86	
Bonds payable			6,170,000.00
Vacation and sick leave liability			455,878.45
TOTAL LIABILITIES	\$ 427,177.36	\$ 660,950.61	\$ 6,625,878.45
Fund Equity:			
Reserved for encumbrances	3,630.61		
Reserved for continuing appropriations	43,292.40		
Reserved for expenditures	99,500.00		
Undesignated fund balance	548,804.94	13,598,921.70	
TOTAL FUND EQUITY	\$ 695,227.95	\$ 13,598,921.70	\$ -
Total Liabilities and Fund Equity	\$ 1,122,405.31	\$ 14,259,872.31	\$ 6,625,878.45

Schedule A
Fiscal Year Ending June 30, 2022

REVENUES – GENERAL FUND

Personal Property Taxes	1,190,664
Real Estate Taxes	24,769,124
Motor Vehicle Excise	2,231,259
Penalty and Interest	163,257
Meals Excise	210,851
Cannabis Excise	229,315
Other Taxes	213,790
Other Departmental Revenues	648,421
Cannabis Impact Fee	419,844
Licenses and Permits	58,685
State Revenue	13,688,920
Court Fines	36,858
Other Fines	785
Miscellaneous Revenue	467,497
Earnings on Investment	36,386
Transfers In From Special Revenue	1,002,474
Transfers In From Enterprise Funds	31,000
Transfers In From Trust/Agency Funds	-
TOTAL GENERAL FUND REVENUES	\$ 45,399,130

EXPENDITURES - GENERAL FUND

General Government:

Legislative – Salary and Wages	13,520
Legislative – Expenditures	11,334
Legislative - Capital Outlay	37,235
Executive – Salary and Wages	384,268
Executive – Expenditures	14,953
Executive – Capital Overlay	43,301
Accountant/Auditor – Salary and Wages	171,693
Accountant/Auditor – Expenditures	58,384
Treasurer - Salary and Wages	124,624
Treasurer - Expenditures	87,940
Assessors - Salary and Wages	182,662
Assessors - Expenditure	23,996
Operations Support (IT) - Expenditures	418,467
Legal Services – Expenditures	130,386
License and Registration – Salary and Wages	200,179

Schedule A
Fiscal Year Ending June 30, 2022

License and Registration – Expenditures	15,194
Land Use – Salary and Wages	360,256
Land Use – Expenditures	15,743
Public Building Maintenance – Salary and Wages	425,876
Public Building Maintenance – Expenditures	454,563
Public Building Maintenance – Capital Outlay	569,685
Other - Salary and Wages	145,956
Other - Expenditures	12,218

Public Safety:

Police – Salary and Wages	2,473,887
Police – Expenditures	172,640
Police – Capital Outlay	283,831
EMS/Fire – Salary and Wages	1,640,444
EMS/Fire – Expenditures	245,252
EMS/Fire – Capital Outlay	237,303
Other – Salary and Wages	64,660
Other – Expenditures	9,956

Education:

Education – Salary and Wages	14,320,566
Education – Expenditures	4,262,840
Education – Regional School Assessment	1,484,218

Public Works:

DPW – Salary and Wages	1,532,467
DPW – Expenditures	874,127
DPW – Capital Outlay	1,098,259
Other – Salary and Wages	64,637
Other - Expenditures	438,855

Human Services:

Veterans Services – Salary and Wages	19,682
Veterans Services – Expenditures	129,083
Special Program (COA) – Salary and Wages	120,256
Special Program (COA) – Expenditures	45,120

Schedule A
Fiscal Year Ending June 30, 2022

Culture and Recreation:

Library – Salary and Wages	311,733
Library – Expenditures	150,466
Historical Commission – Salary and Wages	496
Historical Commission – Expenditures	50
Celebrations – Expenditures	7,862
Other (OCC) - Salary and Wages	103,478
Other (OCC) - Expenditures	129,708
Other (OCC) - Capital	9,174

Debt Service:

Retirement of Debt Principal	1,086,300
Interest on Long Term Debt	204,223
Interest on Short Term Debt	6,703

Unclassified:

Health Insurance Total	4,553,948
Other Insurance Total	436,923
Unemployment Total	37,841
Intergovernmental Assessments Total	1,105,815
Retirement Total	2,478,755

Transfers Out:

Transfer to Other Funds	488,292
TOTAL GENERAL FUND EXPENDITURES	\$ 44,532,283

SPECIAL REVENUE FUNDS - Revenues & Other Financing Sources

Federal Grants	7,393,711
State Grants	773,569
Receipts Reserved for Appropriation	1,136,753
Revolving Funds	1,815,783
Other Special Revenue	1,109,196

TOTAL Special Revenue Funds – Revenue & Other Financing Sources **\$ 12,229,012**

SPECIAL REVENUE FUNDS - Expenditures & Other Financing Uses

Federal Grants	6,211,037
State Grants	964,996
Receipts Reserved for Appropriation	899,446
Revolving Funds	1,810,474
Other Special Revenue	1,093,301

TOTAL Special Revenue Funds – Expenditures & Other Financing Uses **\$ 10,979,254**

Schedule A
Fiscal Year Ending June 30, 2022

CAPITAL PROJECTS FUND - Revenues & Other Financing Sources

State Revenue	500,000
Transfers From Other Funds	30,000
Other Financing Sources	256,300
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	\$ 786,300

CAPITAL PROJECT FUND - Expenditures & Other Financing Uses

Expenditures	4,755
Capital Outlay	2,054,056
Transfers Out	-
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	\$ 2,058,811

ENTERPRISE FUNDS - Revenues & Other Financing Source

Sewer – Revenue	457,431
Water – Revenue	66,644
TOTAL Enterprise Funds – Revenue & Other Financing Sources	\$ 524,075

ENTERPRISE FUNDS - Expenditures & Other Financing Uses

Sewer – Expenditures	425,631
Water – Expenditures	97,194
Transfers Out	31,000
TOTAL Enterprise Funds – Expenditures & Other Financing Uses	\$ 553,825

TRUST FUNDS - Revenues & Other Financing Source

Earnings on Investment	875,979
Transfers in from Other Funds	1,013,724
TOTAL Trust Funds – Revenues & Other Financing Sources	\$ 1,889,703

TRUST FUNDS - Expenditures & Other Financing Uses

Expenditures	2,566,849
Transfers to Other Funds	712,555
TOTAL Trust Funds – Expenditures & Other Financing Uses	\$ 3,279,404

Schedule A
Fiscal Year Ending June 30, 2022

DEBT OUTSTANDING: ISSUED AND RETIRED THIS YEAR

Long Term Debt:

Outstanding 7/1/2021	7,115,000
Issued this Fiscal Year	-
Retired this Fiscal Year	945,000
Outstanding 6/30/2022	6,170,000
Interest this Fiscal Year	237,899

Short Term Debt:

Outstanding 7/1/2021	2,037,000
Issued this Fiscal Year	685,000
Retired this Fiscal Year	286,300
Outstanding 6/30/2022	2,435,700
Interest this Fiscal Year	6,703

Debt Redemption Schedule
June 30, 2022

Project	Issuance Date	Principal Payment	Maturity Periods	Original Loan	Balance 30-Jun-22	Interest 30-Jun-22
Police Station	8/1/08	250,000 Varies	2022 2023-2028	4,250,000	1,745,000	83,835
Elementary Schools Additions	12/15/03	285,000 275,000	2022 2023	4,900,000	275,000	24,915
OCC improvements	8/15/12	50,000	2022-2033	1,000,000	550,000	14,600
Middle School HVAC improvements	10/15/14	60,000 65,000	2022-2030 2031-2035	1,200,000	805,000	27,556
Fire Truck Remount	10/15/14	25,000	2022-2025	260,000	75,000	3,500
Memorial Hall Clock Tower	10/15/14	10,000	2022-2035	200,000	130,000	4,463
Gas Conversions	10/15/14	20,000 15,000	2022-2025 2026-2035	350,000	210,000	7,394
Beverly Street Sewer	8/1/08	8,642 8,644	2022-2027 2028	175,000	51,854	2,539
Sewer Leicester Street	10/15/14	10,000	2022-2035	220,000	130,000	4,463
TOTAL INSIDE DEBT LIMIT				\$ 12,555,000	\$ 3,971,854	\$ 173,264
Middle School Roof	8/15/12	130,000	2022-2033	2,500,000	1,430,000	37,960
Thayer Sewer Improvements	8/15/12	20,000	2022-2033	375,000	220,000	5,840
Water Tank	8/1/08	11,358 11,356	2022-2027 2028	230,000	68,146	3,336
Water Company Purchase	10/15/14	65,000 60,000	2022 2023-2030	932,100	480,000	17,500
TOTAL OUTSIDE LIMIT				\$ 4,037,100	\$ 2,198,146	\$ 64,636
TOTAL LONG TERM DEBT (PRINCIPAL)				\$ 16,592,100	\$ 6,170,000	\$ 237,900

DEBT AUTHORIZED/UNISSUED	AUTHORIZED	ISSUED	UNISSUED
Purchase Water Co	5/11/1977 600,000	-	600,000
Purchase Water Co	5/6/2019 6,700,000	1,000,000	5,700,000
Fire E1/R1 Replacement	5/5/2021 685,000	685,000	-
	\$ 7,985,000.00	\$ 1,685,000.00	\$ 6,300,000.00

Combined Debt Schedule

FY2023-FY2035

	WITHIN STATUTORY LIMIT			OUTSIDE STATUTORY LIMIT		
	Prinicpal	Interest	Total	Prinicpal	Interest	Total
2023	718,642	144,119	862,761	221,358.00	58,671.00	280,029.00
2024	453,642	114,596	568,238	221,358.00	52,799.00	274,157.00
2025	468,642	97,002	565,644	221,358.00	46,631.00	267,989.00
2026	448,642	79,644	528,286	221,358.00	40,754.00	262,112.00
2027	463,642	62,713	526,355	221,358.00	34,946.00	256,304.00
2028	478,644	45,145	523,789	221,356.00	29,140.00	250,496.00
2029	145,000	26,674	171,674	210,000.00	23,025.00	233,025.00
2030	145,000	22,550	167,550	210,000.00	17,400.00	227,400.00
2031	150,000	18,300	168,300	150,000.00	12,525.00	162,525.00
2032	150,000	13,975	163,975	150,000.00	8,550.00	158,550.00
2033	150,000	9,488	159,488	150,000.00	4,275.00	154,275.00
2034	100,000	4,875	104,875			
2035	100,000	1,625	101,625			
	\$ 3,971,854	\$ 640,705	\$ 4,612,559			
				\$ 2,198,146	\$ 328,716	\$ 2,526,862

TOTAL COMBINED DEBT			
	Prinicpal	Interest	Total
2023	940,000	202,790	1,142,790
2024	675,000	167,395	842,395
2025	690,000	143,633	833,633
2026	670,000	120,398	790,398
2027	685,000	97,659	782,659
2028	700,000	74,285	774,285
2029	355,000	49,699	404,699
2030	355,000	39,950	394,950
2031	300,000	30,825	330,825
2032	300,000	22,525	322,525
2033	300,000	13,763	313,763
2034	100,000	4,875	104,875
2035	100,000	1,625	101,625
	\$ 6,170,000	\$ 969,421	\$ 7,139,421

2022 SALARY REPORT

Name	Title	Annual Earnings
Abshir Zalma A	Summer Program Counselors	\$ 2,504.88
Abubakar-Mwenye Evelyn A	Art Teacher	\$ 80,247.00
Adams David Stephen	Veteran's Agent	\$ 23,129.93
Adams Michael	Physical Education Teacher	\$ 69,677.59
Ajemian Brianna	Sped Teacher	\$ 88,088.48
Aldrich David	Athletic Coach	\$ 5,300.00
Allen Deborah M	Substitute Teacher	\$ 400.00
Amaral Robert*	Police Officer	\$ 68,202.63
Andersen Megan	Grade 1 Teacher	\$ 52,811.04
Anderson Cole A	Educare Worker	\$ 6,478.35
Andexler Brandon M	Firefighter/Paramedic	\$ 73,389.38
Arcure Patricia A	Assistant Town Accountant	\$ 67,178.88
Aromando Jean E	Secretary	\$ 45,345.62
Auger Amy	Recess/Lunch Aide	\$ 3,950.64
Augustynski Tara	Recess/Lunch Aide	\$ 2,005.69
Ausmus Jr Daniel J*	Police Officer	\$ 86,321.81
Avery Valerie	Title I Teacher	\$ 12,725.89
Azzaoui Mohammed	Building Custodian	\$ 23,300.23
Banfill Alfred W	Inspector Of Wires	\$ 21,216.65
Barba Elaine	Speech Pathologist	\$ 53,156.46
Bayer Debra A	Culinary Supervisor	\$ 14,634.98
Baylies Walter W	DPW Skilled Seasonal Laborer	\$ 845.00
Beaudette Brooke A	Adjustment Counselor	\$ 61,696.06
Beaudry Kelcy Lyn West	Part-Time Library Children's Services Assistant	\$ 1,075.76
Behrens Matthew P	Call Firefighter/EMT	\$ 1,645.96
Belanger Ashley E	Firefighter/Paramedic	\$ 14,439.94

2022 SALARY REPORT

Name	Title	Annual Earnings
Belanger Jon T	Deputy Fire Chief	\$ 101,943.72
Belanger Mckenzie	Substitute Teacher	\$ 750.00
Belhumeur Amy J	Principal	\$ 110,986.98
Bell Kevin C	Spanish Teacher	\$ 51,326.32
Bellerose Janelle L	Sped Teacher	\$ 64,870.88
Belmonte Heather L	Pre-K Teacher	\$ 8,757.70
Belvery Joyce D	Instructional Aide	\$ 31,508.60
Bennett Andrew R	Educare Worker	\$ 14,081.88
Bennett Cathy J	Food Service Worker	\$ 26,017.19
Bennett Samantha E	Psychologist	\$ 79,816.12
Bennett Sarah J	Grade 1 Teacher	\$ 63,804.09
Bennett Tara A	Physical Education Teacher	\$ 80,197.00
Benoit Matthew J	DPW-Supt Cemetery/Grounds	\$ 86,201.08
Benoit Nicole	Substitute Teacher	\$ 800.00
Bent Annette S	Instructional Aide	\$ 24,376.85
Berg Jared	DPW Seasonal Laborer	\$ 12,085.78
Berg Michael C	DPW Fleet Superintendent	\$ 94,280.56
Berg Thomas J	DPW Fleet Assistant Mechanic	\$ 77,810.71
Bergman Kelly L	Instructional Aide	\$ 20,307.03
Berkowitz Talia M	Kindergarten Teacher	\$ 87,369.02
Bernard Angela M	Instructional Aide	\$ 46,282.97
Bertiaume Debra J	Instructional Aide	\$ 27,774.95
Berube Brandy	Science Teacher	\$ 62,760.29
Bialy Brittany Shannon Mcdougal	Library Director	\$ 82,644.42
Bilis Deborah E	Children's Librarian	\$ 50,743.69
Birkbeck Katelyn E	English Language Arts Teacher	\$ 60,266.21
Bjork Jenae	Recess/Lunch Aide	\$ 1,877.44

2022 SALARY REPORT

Name	Title	Annual Earnings
Blood Michelle A	English & Social Studies Teacher	\$ 87,302.07
Boggio Pamela	Bryt Room Academic Coordinator/Teacher	\$ 18,339.51
Bordeaux Timothy	Educare Supervisor	\$ 17,519.63
Borjeson Sara	Physical Education Teacher	\$ 78,479.88
Borowko Debra A	Instructional Aide	\$ 29,744.60
Boss Kristie	Adjustment Counselor	\$ 92,013.11
Boucher Deborah P	Substitute Teacher	\$ 500.00
Boulay Barbara J	Substitute Teacher	\$ 1,500.00
Boutilette Emily	Substitute Teacher	\$ 200.00
Bowen Tricia R	Grade 3 Teacher	\$ 88,722.94
Bowes Sean T*	Call Firefighter/EMT	\$ 3,781.83
Brazeau Rebecca	Instructional Aide	\$ 22,564.05
Brennan Cynthia E	Senior Clerk - Floater	\$ 1,118.62
Brennan Jonathan W	Seasonal Leaf/Yard Waste Facility Attendant	\$ 3,870.24
Brescia Joyce	Instructional Aide	\$ 31,984.04
Brooks Christopher	Election Worker	\$ 85.50
Brooks Erika Mirachelle	Library Page	\$ 10,562.81
Brothers Kerri	Substitute Teacher	\$ 10,497.50
Brunyak Maryellen	Lt Sub Teacher	\$ 2,957.36
Bryn Richard P*	Police Officer	\$ 89,812.52
Buccico Evelyn	Crossing Guard	\$ 9,035.28
Burch Jason A	Sped Teacher	\$ 88,063.19
Burdett Jason E*	Police Sergeant	\$ 115,709.89
Burlingame Brittany	Math Teacher	\$ 57,736.08
Burlock Wayne F	DPW-Tree Warden	\$ 85,326.70
Butterworth Olivia L	Substitute Teacher	\$ 100.00
Button Jeszenia L	Reading Specialist Teacher	\$ 61,821.08

2022 SALARY REPORT

Name	Title	Annual Earnings
Button Morgan M	Sped Teacher	\$ 54,807.74
Button Patrick T	English Teacher	\$ 77,404.91
Buxton Isabella M	Educare Worker	\$ 2,101.89
Buxton Michael John*	Police Officer	\$ 45,815.58
Byrne Heather Anne	Part Time Library Daytime Clerk	\$ 9,910.05
Cady Martha A	Election Worker	\$ 523.70
Callahan Jennifer M	Town Manager	\$ 234,751.03
Cameron James L	DPW Skilled Seasonal Laborer	\$ 18,697.94
Cameron Katie	History Teacher	\$ 59,835.29
Campbell Andrew J	Substitute Teacher	\$ 14,933.81
Campbell Deborah J	Instructional Aide	\$ 29,744.60
Carlson Bettie	Election Worker	\$ 965.44
Carpenter Craig B	DPW Heavy Equipment Operator	\$ 39,752.74
Carr William	Music Teacher	\$ 79,717.10
Carraher Meghan	Title I Teacher	\$ 8,024.25
Carrier Trey Michael-Thomas	OCC Activity Coordinator	\$ 16,491.30
Casillo Lisa	Specialty Teacher	\$ 67,568.69
Casine Carly B	Physical Education Teacher	\$ 52,736.28
Castillo Mandy M	Sped Teacher	\$ 61,210.39
Castonguay Lindsay S	Librarian	\$ 80,571.71
Ceppetelli Wendy	Instructional Aide	\$ 28,134.99
Chadborne Louise	Sub Educare Aide	\$ 106.88
Chalker Jr. Patrick John*	Police Officer	\$ 42,104.94
Charron Cherie	Occupational Therapist	\$ 37,111.51
Cheney Scott M	Custodian	\$ 62,410.67
Chesmore Audrey S	Kindergarten Teacher	\$ 54,506.34
Clark-Cahill Dianne T	Election Worker	\$ 206.63

2022 SALARY REPORT

Name	Title	Annual Earnings
Clarkson Jeffrey	Athletic Coach	\$ 5,850.00
Clarkson Olivia	Substitute Teacher	\$ 300.00
Clifford Brianna	Lt Sub Teacher	\$ 12,440.24
Coffin Helen M	Executive Assistant	\$ 74,192.94
Cofsky Abigail	Substitute Teacher	\$ 1,600.00
Cofsky Jill M	Title I Teacher	\$ 85,772.80
Coghlan Mark	Custodian	\$ 22,808.85
Cohen-Abbo Isaac	Physics Teacher	\$ 39,827.46
Colebourn Jack Alexander	Lifeguard	\$ 4,113.00
Collins Caroline	Lt Sub Teacher	\$ 3,813.35
Commans Esther	Substitute Teacher	\$ 2,800.00
Confer Hannah	Recess/Lunch Aide	\$ 2,565.03
Conlon Joseph P*	Police Sergeant	\$ 166,092.31
Connolly Lori M	Occupational Therapist	\$ 84,520.63
Consolmagno Katelyn	Bryt Room Academic Coordinator/Teacher	\$ 45,883.73
Cook Molly	School Committee Member	\$ 650.00
Coonan Lillian A	Election Worker	\$ 822.94
Coonan Peyton	Substitute Teacher	\$ 300.00
Coonan Taylor	Substitute Teacher	\$ 1,200.00
Corey Amy B	History Teacher	\$ 81,794.84
Cormier Joanne	English Teacher	\$ 81,709.90
Cornacchioli David P	School Committee Member	\$ 750.00
Corriveau Mackenzie B	Secretary	\$ 7,766.66
Costa Dina	BOH Member	\$ 500.00
Coughlin William	Substitute Teacher	\$ 1,081.76
Coulombe Brian	Firefighter/Paramedic	\$ 89,301.16
Coulson Joshua	Science Teacher	\$ 42,656.46

2022 SALARY REPORT

Name	Title	Annual Earnings
Craig Timothy L	Math Teacher	\$ 82,118.06
Crance Julie E	Election Worker	\$ 637.69
Crutcher Karalyn	Art Teacher	\$ 68,348.84
Cunningham Phyllis M	Instructional Aide	\$ 30,194.60
Curtis Kathi	History Teacher	\$ 86,769.02
Cusson Cheyenne	Assistant Treasurer/Collector	\$ 51,444.56
Cusson Joseph E	Sewer Enterprise Foreman	\$ 8,534.07
Cutroni Cindi	Instructional Aide	\$ 27,075.44
Cutroni-Morris Jamie L	Substitute Recess Aide	\$ 8,491.19
Czernicki Rebecca	Principal	\$ 59,333.31
Dahlgren Patrick Stephen	Building Commissioner	\$ 88,656.33
Daige Kathleen	DPW Office Manager	\$ 53,072.20
Daniels Meaghan Riley	Summer Program Counselors	\$ 391.88
Daniels Michael F	Board Of Selectmen	\$ 1,368.30
Daoust Valerie J	Substitute Secretary	\$ 280.00
Davis Jane E	Cemetery Commissioner	\$ 500.00
Davis Kimberly A	Grade 1 Teacher	\$ 50,489.04
Davis Susan A	Bookkeeper	\$ 54,297.08
De Fays Myriam A	Substitute Teacher	\$ 17,150.00
De Oliveira Sena Camily Vitoria	Summer Program Counselors	\$ 2,989.02
Deary Trina	Dispatcher	\$ 73,211.46
Decker Stacey M	Instructional Aide	\$ 29,744.60
Delgado Kelly	Title I Teacher	\$ 70,552.24
Dell'Aquila Lysa Victoria	Police Senior Clerk	\$ 11,421.98
Demers Christine	Building Custodian	\$ 16,135.59
Dennison Mary J	Instructional Aide	\$ 21,190.56
Desantis Ronald P	Alternate Inspector of Building	\$ 496.02

2022 SALARY REPORT

Name	Title	Annual Earnings
Desautels Tyler	Call Firefighter	\$ 505.79
Desouza Emanuel P	Firefighter/EMT	\$ 47,854.75
Didonato Rachel L	Grade 3 Teacher	\$ 75,256.74
Digioia Sarah L	Sped Teacher	\$ 81,609.84
Diliddo Victoria	Lt Sub Teacher	\$ 27,179.28
Dobiecki Jared Robert	Production Assistant/Videographer/Camera Tech	\$ 4,793.20
Dolan Aidan T	Grade 3 Teacher	\$ 59,404.05
Donahue Nichole	Teaching Assistant	\$ 21,116.60
Donahue Timothy M	Counselor	\$ 88,812.17
Donnelly Kenneth B	Maintenance Technician	\$ 65,608.46
Doray Lois M	English & Social Studies Teacher	\$ 90,268.98
Doucimo Pasquale	Summer School	\$ 3,000.00
Douka Barbara	English & Social Studies Teacher	\$ 91,022.88
Downing Deena	Instructional Aide	\$ 26,825.44
Doyle Gregory Brian*	Firefighter/Paramedic	\$ 75,810.07
Dumouchel Kerry M	Instructional Aide	\$ 34,370.56
Duncan Gianna	Speech Pathologist	\$ 22,110.93
Duquette Julia	Instructional Aide	\$ 828.75
Dussault Ava R	Substitute Teacher	\$ 2,028.45
Dutch Wayne	Summer School	\$ 2,850.00
Duval Jared M	Director DPW	\$ 113,639.48
Dvareckas Stephanie R	Dispatcher	\$ 60,558.29
Elliott Nancy K	Election Worker	\$ 751.69
Elwood Kaili	Educare Worker	\$ 11,223.22
Elwood Kristi	Instructional Aide	\$ 33,093.15
Ennis Brenda A	Part Time Recording Clerk- Recreation Department	\$ 3,752.98
Erickson Bryan D	Call Firefighter/EMT	\$ 60.00

2022 SALARY REPORT

Name	Title	Annual Earnings
Escobar David R	BOH Member	\$ 500.00
Escolas Mikayla	Educare Worker	\$ 3,466.34
Esposito James G	DPW Working Foreman	\$ 84,891.14
Esposito Stephen F	DPW Operations Manager	\$ 100,446.20
Estrella Jasline	Secretary	\$ 15,447.87
Ethier Thomas M	History Teacher	\$ 88,683.38
Fahey Aidan Michael	Educare Worker	\$ 3,484.14
Fairbanks Richard H*	Police Officer	\$ 158,395.17
Fallavollita Joseph V	DPW Heavy Equipment Operator	\$ 67,167.55
Fantasia-Lagares Melissa	Substitute Teacher	\$ 250.00
Faraday Mason D	Custodian	\$ 17,321.34
Farber Brenda	Substitute Teacher	\$ 100.00
Favata Danielle Marie	Grade 4 Teacher	\$ 59,404.05
Fegreus Carole A	Election Worker	\$ 1,065.20
Feige Nicole A	Library Page	\$ 10,534.36
Ferdella Patricia L	Election Worker	\$ 1,147.12
Ferschke Erin	Food Service Worker	\$ 20,358.45
Fike Robert W	Board Of Assessors	\$ 500.00
Finkel Amy Marie	Library Page	\$ 163.88
Firth Vincent George	Firefighter/Paramedic	\$ 6,927.79
Fitzgibbons Dennis L	Lieutenant/Paramedic	\$ 90,497.05
Fitzpatrick Amanda M	Senior HR Clerk	\$ 1,366.42
Flattery John H	Board Of Registrars	\$ 500.00
Flynn Kathleen	Animal Control Officer	\$ 55,301.60
Foley Erin Ashley	Summer Program Counselors	\$ 2,672.57
Foley Sara	Summer Program Coordinator	\$ 3,950.00
Fontaine Jesse S	Music Teacher	\$ 60,570.90

2022 SALARY REPORT

Name	Title	Annual Earnings
Fontaine Kayla A	Part Time Dispatcher	\$ 3,133.06
Forbes Benjamin	Educare Worker	\$ 2,671.90
Forbes September	Director Of Educare	\$ 26,290.03
Foreman Shane	DPW Seasonal Laborer	\$ 4,425.00
Fournier Michael R*	Police Officer	\$ 135,204.60
Fournier Tammy L	Kindergarten Teacher	\$ 78,697.06
Frederick Joanne F	HR Specialist	\$ 90,470.56
Freedman Sharon A	Instructional Aide	\$ 29,944.60
Freitas Eduardo Antelo	Production Assistant/Videographer/Camera Tech	\$ 1,815.00
Freudenthal Mary L	Grade 4 Teacher	\$ 92,238.98
Frick Amy	Board Of Selectman	\$ 1,340.43
Frykberg Paul	English Teacher	\$ 79,221.67
Gabrenas Paul D	Sped Teacher	\$ 72,956.38
Gagner Craig R	Police Permanent Intermittent	\$ 36,240.90
Gallant Michael J	Substitute Custodian	\$ 3,488.38
Gambaccini Gina	Social Worker	\$ 28,178.28
Gasco Olivia	Guidance Counselor	\$ 18,541.08
Gawronski Terryann	Socialworker	\$ 83,482.69
Gemboski Kelly	Teaching Assistant	\$ 21,116.60
Genatossio Anthony C	Substitute Teacher	\$ 6,550.00
Geragonis Nicholas S*	Firefighter/EMT	\$ 4,480.25
Gerhard Peter	Project Manager	\$ 86,433.56
Gevry Amanda D	Educare Worker	\$ 35,419.30
Giard Keith J	OCC - Sr. Activity Coordinator	\$ 9,177.06
Gibbons Kyle W	Call Firefighter	\$ 3,804.00
Gifford Michael A*	Police Sergeant	\$ 104,204.81
Gilbert Laureen	Assistant Assessor	\$ 55,662.41

2022 SALARY REPORT

Name	Title	Annual Earnings
Giles Mark D	Custodian	\$ 58,355.52
Gilligan Bonnie A	Grade 3 Teacher	\$ 75,958.27
Giourelis Andrew	Fire Chaplain	\$ 153.24
Givner Eva*	Call EMT	\$ 517.92
Givner Kathleen	Crossing Guard	\$ 10,296.44
Gomes James L	Athletic Coach	\$ 2,800.00
Gonyea Jacquelyn	Grade 3 Teacher	\$ 80,211.62
Goulas Elaine M	Math & Science Teacher	\$ 87,768.98
Goyette Calib P	Educare Worker	\$ 8,357.84
Graham Linda	Spanish Teacher	\$ 19,137.09
Granahan Sandra S	Substitute Teacher	\$ 8,800.00
Granger Courtney	Instructional Aide	\$ 30,081.44
Grasseschi Tammy M	Instructional Aide	\$ 24,662.65
Graves Carol J	Board Of Registrars	\$ 500.00
Gray Andrew T*	Police Officer	\$ 86,906.17
Green Diane	Executive Assistant to Board of Selectman	\$ 72,029.56
Green Robert M*	Traffic Controller	\$ 5,651.25
Greene Lisa J	Instructional Aide	\$ 32,022.10
Greenough Donna M	Physical Education Teacher	\$ 80,257.00
Grenier Patricia	Physical Therapist	\$ 82,809.16
Grenier Susan M	Secretary	\$ 50,338.96
Griffin Palmina	School Committee Member	\$ 650.00
Grniet Amy	Public Health Nurse	\$ 15,063.00
Grniet Amy	Nurse	\$ 93,165.11
Grniet Benjamin	Substitute Custodian	\$ 265.50
Grniet Jeromy T*	Police Sergeant	\$ 124,024.79
Grzembksi Anthony J	Math Interventionist Teacher	\$ 37,974.80

2022 SALARY REPORT

Name	Title	Annual Earnings
Grzembksi Joanne B	Math Teacher	\$ 89,342.36
Guivas Maya	Educare Worker	\$ 96.19
Gunderman Julia E	Food Service Worker	\$ 44,430.82
Guzman Catherine	Election Worker	\$ 103.31
Hall Jr Ricci W*	Call Paramedic	\$ 17,519.57
Hammond Charlene	Sped Teacher	\$ 85,853.76
Hammond Nora A	Instructional Aide	\$ 34,294.95
Hankey Robert C	Sped Teacher	\$ 75,989.06
Hanlan Robin E	Food Service Worker	\$ 19,705.57
Hanley Alan*	Firefighter/EMT	\$ 64,866.14
Hanson Beverly A	Election Worker	\$ 270.75
Harnois Connor	Teaching Assistant	\$ 18,830.69
Harper Emma	Biology Teacher	\$ 17,224.92
Harrington Claire J	Food Service Worker	\$ 27,805.32
Harris Jr Ralph Wayne	Photographer	\$ 828.08
Hart Edward	Assistant Animal Conrtol Officer	\$ 10,186.55
Harvey Colby	Math Teacher	\$ 80,605.36
Harvey Kristin Lynn	Secretary	\$ 35,592.00
Hassett Michael C*	Traffic Controller	\$ 23,265.00
Hauver Brook	Bryt Room Academic Coordinator/Teacher	\$ 35,530.68
Henrichon Susan	Assistant Superintendent	\$ 2,500.00
Henry Amanda	Recess/Lunch Aide	\$ 2,037.76
Herriage Mary F	Land Management Office Manager	\$ 57,355.32
Herrick Catherine J	Grade 4 Teacher	\$ 71,119.86
Herrick Kristina M	Senior Account Analyst	\$ 62,327.56
Hersey Scott W	Physical Education Teacher	\$ 78,697.06
Hetherman Cheryl A	Substitute Teacher	\$ 30,018.84

2022 SALARY REPORT

Name	Title	Annual Earnings
Hetherman James M	Head Custodian	\$ 65,619.25
Higgins Conor P	Technology Assistant	\$ 14,431.53
Higgins Stephanie M	Grade 1 Teacher	\$ 70,252.24
Hill Kimberly A	Title I Teacher	\$ 73,195.09
Holstrom Kevin	Firefighter/EMT	\$ 58,902.19
Hornbaker Robin	Math & Science Teacher	\$ 75,562.50
Hudon Michael P	Lieutenant/Paramedic	\$ 93,668.33
Hutchinson Christen J	Principal	\$ 92,931.41
Ibrahim Bishoy R*	Police Officer	\$ 91,422.01
Iott Toni L	Licensed Practical Nurse	\$ 39,308.02
Iudiciani Maria	Instructional Aide	\$ 2,923.67
Iwanski Karen M	Sped Teacher	\$ 73,181.71
Janeczak-Quinn Hannah E	Sped Teacher	\$ 56,285.75
Janerico Joseph D	Industrial Arts Teacher	\$ 77,724.06
Janerico Sean	Intern DPW	\$ 897.75
Jenkins Eric D	History Teacher	\$ 81,760.72
Jenkins Michelle	Town Clerk	\$ 91,176.37
Johnson Danielle C	Educare Worker	\$ 2,103.38
Johnson Glenn E	Food Service Delivery Driver	\$ 8,300.00
Johnson Rebecca Bernice	Recording Clerk- Board Of Selectman	\$ 2,100.00
Joubert Brooklin Grace	Summer Program Counselors	\$ 1,917.63
Joyce Paul W	Substitute Teacher	\$ 5,028.50
Kabala Maria	Eng Lang Learn Teach	\$ 52,275.92
Kane Maureen	Math & Science Teacher	\$ 61,906.25
Karsok Mary E	Adjustment Counselor	\$ 94,456.19
Kasik Ryan*	Police Officer	\$ 106,706.20
Kay Edward Vincent	Njrotc Instructor	\$ 84,465.98

2022 SALARY REPORT

Name	Title	Annual Earnings
Keller Jillian N	Grade 1 Teacher	\$ 73,181.94
Kelley Jennifer	Substitute Teacher	\$ 8,600.00
Kelley Suzanne M	Registrar	\$ 55,025.03
Kemp Brittany J	Custodian	\$ 43,065.43
Kennen Audrey L	Library Aide	\$ 36,394.60
Keohane Holly L	Instructional Aide	\$ 31,099.60
Kersting-Mumm Sarah A	Head Lifeguard	\$ 3,173.63
Kim Matthew	Music Teacher	\$ 74,434.59
Kim Sunkwon	Math Teacher	\$ 59,178.45
King Debra	COA Van Driver	\$ 19,239.50
King Elizabeth Sage	DPW Temporary Full Time Summer Custodian	\$ 3,948.75
King Miriam T	English & Social Studies Teacher	\$ 51,325.04
King Robert	Board Of Selectman	\$ 1,348.65
Kirby Lisa Paula	Administrative Assistant to Building Commissioner	\$ 15,950.40
Kneeland Richard M*	Traffic Controller	\$ 5,335.00
Kniskern Ashlie	Science Teacher	\$ 68,468.84
Kniskern Kristina Marie	Instructional Aide	\$ 20,459.50
Knowlton Steven	Assistant Principal	\$ 12,800.00
Kopka Craig	Assistant Principal	\$ 37,840.71
Krasinskas Robert W	Election Worker	\$ 1,962.95
Krouner Mitchell	Lt Sub Teacher	\$ 18,717.72
Krupsky Matthew J	DPW Light Equipment Operator	\$ 52,981.05
Kuppens Madalyn H	Grade 1 Teacher	\$ 62,993.90
Labelle April A	Facilities Coordinator	\$ 43,182.92
Labelle Dylan	DPW Light Equipment Operator	\$ 51,194.82
Ladd Cassandra	Math Teacher	\$ 78,404.88
Laia Nicole	Educare Worker	\$ 855.01

2022 SALARY REPORT

Name	Title	Annual Earnings
Lal Patricia H	French & Spanish Teacher	\$ 57,256.68
Lamarche Dennis E	Board Of Selectmen Chairperson	\$ 2,500.02
Lambert Nicholas J	Lieutenant/Paramedic	\$ 108,095.84
Lambert Roger D	Captain/Paramedic	\$ 104,855.44
Lambert Ruess R*	Firefighter/EMT	\$ 75,180.87
Lambert Shelley L	OCC Director/Program Manager	\$ 59,485.02
Lambert Suzannah	Library Page	\$ 2,404.71
Landry Jean M	Election Worker	\$ 377.63
Langevin-Stockhaus Kara D	History Teacher	\$ 86,260.26
Lapierre Justina Michelle*	Police Officer	\$ 57,081.70
Laplante Joan E	Part Time Dispatcher	\$ 1,149.54
Lapomardo Stephen	Constable	\$ 909.00
Lareau Patricia C	Library Adult Circulation Clerk	\$ 44,881.65
Larson Kimberly H	Grade 1 Teacher	\$ 88,582.80
Latuga Stephanie	Instructional Aide	\$ 2,125.32
Lavallee Jill C	Grade 2 Teacher	\$ 92,818.96
Lavelle Michael	Assistant Principal	\$ 93,225.99
Lavigne Stacey	Kindergarten Teacher	\$ 72,073.14
Leblanc Cheryll A	Board Of Selectmen	\$ 1,137.11
Leblanc Elizabeth	Part-Time Library Daytime Circulation Clerk	\$ 1,753.34
Leblanc Norman	Board Of Selectmen	\$ 1,250.00
Lebreton Kevin R	Detective	\$ 90,606.33
Leduc Justin M	School Business Administrator	\$ 86,205.90
Leduc Justin Michael	Assistant Town Manager	\$ 23,377.20
Leigher Lynn A	Grade 4 Teacher	\$ 87,768.98
Lengle Teaanna L	Licensed Practical Nurse	\$ 39,445.95
Lewis Benjamin	Firefighter/EMT	\$ 42,022.63

2022 SALARY REPORT

Name	Title	Annual Earnings
Lewis Peter	Coach	\$ 3,100.00
Lezanski Tomasz	Athletic Coach	\$ 3,850.00
Libby Michael D	Custodian	\$ 59,178.09
Libby Nolan	Educare Worker	\$ 1,873.88
Light Debra J	Executive Assistant To Police Chief	\$ 73,435.51
Lochner Judith A	Conservation Agent/GIS Tech	\$ 66,795.76
Loconto Denise	Spanish Teacher	\$ 83,632.90
Logan Christopher	Sped Teacher	\$ 75,884.18
Lohner Nancy L	Registrar	\$ 166.68
Looby Emily	English Teacher	\$ 71,741.75
Looney Catherine L	Substitute Teacher	\$ 11,019.64
Lopriore Kayli R	Educare Worker	\$ 3,188.66
Losee Zachary*	Police Officer	\$ 107,260.76
Lotter Jacob E	Cataloging & Technology Librarian	\$ 44,819.82
Lubarsky Terry	Substitute Teacher	\$ 2,969.18
Lucas Michael P	Superintendent Of Schools	\$ 161,575.02
Lupis Amelia Rose	Senior Clerk- Town Clerk	\$ 44,788.48
Lupis Michael S	Facilities Maintenance Director	\$ 92,608.41
Macgregor Roseanne	Food Service Worker	\$ 20,031.99
Mackowiak Jacob M	DPW Light Equipment Operator	\$ 50,054.24
Macpherson Sawyer A	Educare Worker	\$ 1,930.89
Madaio Lisa M	Recess/Lunch Aide	\$ 20,962.79
Mahoney Alyssa M	Grade 4 Teacher	\$ 52,736.28
Maley Tess	Lt Sub Teacher	\$ 12,981.12
Maliff Richard F	Evaluation Team Leader	\$ 83,348.97
Marcelonis William C	Police Lieutenant	\$ 112,207.76
Marini Mary Ellen	Substitute Teacher	\$ 200.00

2022 SALARY REPORT

Name	Title	Annual Earnings
Marsh Taylor	Athletic Coach	\$ 3,900.00
Martin Pamela	Educare Worker	\$ 2,223.01
Martin Regina	Substitute Teacher	\$ 100.00
Marzec James R	Biology Teacher	\$ 90,044.02
Masiello Matthew B	DPW Heavy Equipment Operator	\$ 57,376.47
Masley, Juliana	Election Worker	\$ 1,343.06
Mason Louise	Election Worker	\$ 1,026.01
Massoni Laurie	DPW Light Equipment Operator	\$ 58,959.08
Mastromatteo Ryan R	Call Driver/Paramedic	\$ 744.00
May Kevin M	Science Teacher	\$ 96,982.80
Maynard Laurie A	Recess/Lunch Aide	\$ 6,949.51
Mayo Kimberly	Library Aide	\$ 27,357.42
Mazeika Paul D	Plumbing Inspector	\$ 11,595.00
Mccambridge Lori J	Instructional Aide	\$ 32,848.60
Mccann Marissa	Instructional Aide	\$ 1,862.76
Mccarthy Kelly L	Instructional Aide	\$ 37,806.10
Mccarthy Leda A	Food Service Worker	\$ 19,920.01
Mcconnell Melissa E	Instructional Aide	\$ 32,490.77
Mccue Samantha L	Math Interventionist Teacher	\$ 41,765.09
Mcdonald Debra R	Substitute Secretary	\$ 6,151.48
McDonald Laurent R	Fire Chief	\$ 134,830.76
Mcgown Corina L	Secretary	\$ 41,241.24
McGrath Kathleen A	Part Time Library Children's Service Assistant	\$ 14,642.94
McKay Lyle*	Call Firefighter/Paramedic	\$ 527.76
McKenna Katherine M	Finance Director	\$ 108,609.28
Mckinnon Donald J	Substitute Teacher	\$ 15,150.00
Mcnamara Mary Clementine	Reading Specialist Teacher	\$ 82,097.14

2022 SALARY REPORT

Name	Title	Annual Earnings
Mcnamara Maura	Substitute Teacher	\$ 700.00
Mead Jr Kenneth C*	Police Officer	\$ 91,479.16
Menard Diane L	Grade 3 Teacher	\$ 78,697.06
Mendillo Nathyn James	DPW Intermittent Winter Laborer	\$ 130.00
Meneguzzo Julie M	Grade 4 Teacher	\$ 85,718.44
Mercier Kevin*	Police Officer	\$ 110,159.79
Mero Tara E	Sped Teacher	\$ 67,580.84
Merson Carolyn M	Election Worker	\$ 1,054.50
Meschke Ashley R	Nurse	\$ 42,620.48
Milford Joann L	Licensed Practical Nurse	\$ 15,027.51
Miller Gabrielle A	Summer School	\$ 854.25
Miller Gillian	Math Interventionist Teacher	\$ 6,944.33
Miller Kristin	Director Of Student Services and Special Education	\$ 114,203.32
Milosh Jacob	Part Time Building Custodian	\$ 20,307.21
Moldover Melissa Lynn	Election Worker	\$ 220.88
Monette Victoria D	Biology Teacher	\$ 60,676.97
Montalvo Brenna E	Title I Teacher	\$ 31,376.79
Moon Abigail C	Art Teacher	\$ 57,471.02
Mooney Matthew Steven	Summer Program Counselors	\$ 1,620.39
Mooney Pamela	Sped Teacher	\$ 27,278.58
Morello Lyndsay	Substitute Teacher	\$ 400.00
Morgan Brittany R	Part Time Dispatcher	\$ 135.24
Moriarty Shaun	English & Social Studies Teacher	\$ 75,123.03
Moriarty Timothy	Board Of Selectman	\$ 1,356.87
Morris Jeffrey S*	Firefighter/EMT	\$ 72,430.86
Morrison Sandra J	Substitute Teacher	\$ 3,150.00
Morton Robert	Custodian	\$ 9,153.64

2022 SALARY REPORT

Name	Title	Annual Earnings
Munsch Mark J	Custodian	\$ 43,342.79
Murphy Brittany R	Adjustment Counselor	\$ 45,499.48
Murphy Jennifer	Recess/Lunch Aide	\$ 5,057.83
Murphy Kara J	English & Social Studies Teacher	\$ 84,633.12
Murphy Lisa M	Grade 2 Teacher	\$ 87,968.92
Murphy Maria	Substitute Teacher	\$ 550.00
Murray Janice M	Grade 2 Teacher	\$ 87,768.98
Nadeau Shane S	Administrative Assistant Board Of Health	\$ 46,574.57
Nading Adrianna	Chemistry Teacher	\$ 32,705.61
Nagle Lucinda B	COA Outreach PT	\$ 17,418.95
Natale Stefanie Michelle	Dispatcher	\$ 52,381.89
Neill Nichole Doris	Administrative Assistant To Fire Chief	\$ 38,397.86
Nellis Patricia	Instructional Aide	\$ 27,329.02
Nelson Jo Ann E	Election Worker	\$ 883.51
Nguyen-Le Nicole	Integrated Preschool Teacher	\$ 82,169.06
Nichols Sharon	Food Service Worker	\$ 1,314.65
Nicholson Christina M	Sped Teacher	\$ 54,199.16
Nicoletti Leonard Samuel	WRTA Van Driver	\$ 1,722.95
Niles Kristiane	Summer School	\$ 1,147.50
Nilson Joyce A	Election Worker	\$ 14.25
Nugent Courtney	English Teacher	\$ 105,612.50
Nugent David M	Principal	\$ 60,375.47
Nugent Kerry M	Sped Teacher	\$ 69,267.36
O'Brien Brennan M	Substitute Custodian	\$ 2,986.88
O'Brien Michael J	Instructional Aide	\$ 37,163.04
O'Connor Katie	Food Service Worker	\$ 16,566.89
O'Leary Bonnie	Police Senior Clerk	\$ 6,151.81

2022 SALARY REPORT

Name	Title	Annual Earnings
Olson Kaylee Marie	Media Production Coordinator	\$ 64,213.54
O'Malley Denise	Recess/Lunch Aide	\$ 2,553.38
O'Neill Shawn D	Firefighter/Paramedic	\$ 78,727.94
Ornell Kristin H	Grade 2 Teacher	\$ 84,632.86
Orrell Jared	Substitute Teacher	\$ 200.00
Ouimette Jacob	Technology Assistant	\$ 36,936.90
Overstreet Amy	Instructional Aide	\$ 15,943.02
Pacitti Kaitlin E	Math Interventionist Teacher	\$ 11,042.76
Pacitto Vianna L	Director Of Food Service	\$ 67,938.52
Packard Abigail R	Nurse	\$ 53,141.04
Palmer Kaitlyn	Summer School	\$ 1,147.50
Papagni Steven	Facilities Superintendent	\$ 82,495.79
Pariseau Jennifer L	Grade 4 Teacher	\$ 81,288.30
Parker Brianna Lee	Part Time Dispatcher	\$ 60,904.77
Parmenter Gina Maria	Athletic Coach	\$ 1,350.00
Parmenter Karlie	Athletic Coach	\$ 3,000.00
Pastier Veronica R	Food Service Worker	\$ 25,289.61
Patch Jillian Kelli	Town Treasurer/Collector	\$ 81,513.28
Peck Amy	Instructional Aide	\$ 26,912.18
Peghiny Susan Faccenda	Recording Clerk- Land Management	\$ 750.00
Pelczarski Robert J	Principal	\$ 110,627.92
Perveiler Mary	Science Teacher	\$ 62,772.74
Peters Caitlin Jackson	OCC Activity Coordinator	\$ 5,940.89
Petrie Emily	Grade 3 Teacher	\$ 21,158.64
Phillips II John A	DPW Skilled Seasonal Laborer	\$ 14,400.85
Phillips Kadion	Director Of Instructional Technology	\$ 106,063.98
Picard Jr Robert W*	Police Officer	\$ 93,420.65

2022 SALARY REPORT

Name	Title	Annual Earnings
Picking Heather*	Police Officer	\$ 83,404.88
Pierce Jennifer L	Math & Science Teacher	\$ 84,832.80
Pietro Christopher J	Sped Teacher	\$ 92,348.50
Pietro Lauren	History Teacher	\$ 67,768.84
Pietrzak Joseph	Summer Sports Camp Coach	\$ 5,300.00
Pimentel Kimberly A	Instructional Aide	\$ 31,094.60
Plante Beverly A	Election Worker	\$ 466.69
Plante Jeffrey	Building Custodian	\$ 26,989.73
Plante Michael C	Constable	\$ 679.50
Plasse Charlene	Payroll/Personnel Coordinator	\$ 40,097.44
Prefontaine Jessica M	Firefighter/Paramedic	\$ 62,539.69
Proctor Catherine	Spanish Teacher	\$ 26,945.15
Prophet Jessica A	Nurse	\$ 75,012.48
Proulx Kristen	Substitute Food Service	\$ 744.58
Provenzano Kristina M	English Language Learner Teacher	\$ 81,824.04
Prunier Ellen K	Math & Science Teacher	\$ 88,068.92
Puniskis John G*	Traffic Controller	\$ 44,508.75
Pupka Christopher T	Assessor	\$ 46,632.08
Purcell Kathleen E	Election Worker	\$ 648.38
Pycko Evan	Athletic Coach	\$ 1,600.00
Quinn John	Principal	\$ 68,330.47
Quinn Molly M	Instructional Aide	\$ 23,522.88
Racicot Jessica L	Math & Science Teacher	\$ 81,809.78
Ralph Elena Joan	Lifeguard	\$ 4,169.38
Raymond Hilary	Part Time Library Children's Clerk	\$ 11,432.67
Raymond Joshua S	DPW Heavy Equipment Operator	\$ 55,719.89
Raymond Michele M	Secretary	\$ 54,497.08

2022 SALARY REPORT

Name	Title	Annual Earnings
Reilly Richard	Election Worker	\$ 114.00
Remian Elizabeth Ann	Social Worker	\$ 53,225.64
Remington Maureen	Substitute Teacher	\$ 350.00
Rheault Abbey M*	Firefighter/EMT	\$ 4,603.64
Rheault Richard	Athletic Coach	\$ 1,000.00
Rheault Russell C	Moderator	\$ 200.00
Richards Justin	Dean Of Students	\$ 104,911.32
Ripley Stephanie	Math Teacher	\$ 74,485.36
Rivera-Szczypien Dalizbeth	Part Time Dispatcher	\$ 1,329.86
Robbins Sarah L	Teaching Assistant	\$ 17,500.25
Robidoux Brian A	DPW Light Equipment Operator	\$ 50,819.92
Rodier Judy A	Food Service Worker	\$ 12,051.81
Rodier Patricia C	Grade 1 Teacher	\$ 76,339.06
Rodriguez Yalitza	Educare Worker	\$ 327.75
Roemer Michelle E	Grade 2 Teacher	\$ 87,768.98
Roffo Leah M	Adjustment Counselor	\$ 54,897.69
Rood Marion	Election Worker	\$ 192.38
Rood Michael	Election Worker	\$ 192.38
Ross Jeannine A	Assistant Assessor	\$ 22,976.70
Rousseau Lisa Marie	Recess/Lunch Aide	\$ 3,339.75
Royster James	Substitute Teacher	\$ 7,100.00
Rudman Scott P*	Firefighter/Advanced EMT	\$ 81,364.80
Ruggieri Ashley C	Speech Pathologist	\$ 57,896.52
Ruiz Karen H	English Teacher	\$ 91,022.88
Ruiz-Harvey Robert L	Custodian	\$ 49,597.43
Russo Aimee L	English Teacher	\$ 74,888.75
Rutkiewicz Sarah L	Music Teacher	\$ 82,021.80

2022 SALARY REPORT

Name	Title	Annual Earnings
Ryan Karryn Lynn	Payroll Benefits Administrative Assistant	\$ 35,005.11
Ryan Lindsay N	Guidance Counselor	\$ 42,651.35
Saad Anthony P	Police Chief	\$ 143,085.68
Salituro Eric	English Teacher	\$ 13,307.21
Salonich Collin	Substitute Custodian	\$ 2,433.76
Salonich Lisa	Grade 4 Teacher	\$ 62,077.25
Samolinski Brooklyn	Substitute Nurse	\$ 1,275.00
Sandstrom Tammy L	Teaching Assistant	\$ 21,116.60
Santiago Jose M	Custodian	\$ 45,928.41
Scafuro Victor	Lt Sub Teacher	\$ 19,547.12
Scanlon Joseph	School Business Administrator	\$ 11,610.00
Scarsciotti Julia G	Substitute Teacher	\$ 10,450.00
Schoemer Elizabeth	Substitute Recess Aide	\$ 331.31
Schoemer Kathleen	Nurse	\$ 73,215.83
Schoemer Kathleen Mahoney	Public Health Nurse	\$ 9,000.00
Scholl Kristen E	English & Social Studies Teacher	\$ 81,609.84
Schwartz Carolyn	History Teacher	\$ 4,002.72
Seagrave Mary E	Sped Teacher	\$ 37,730.70
Sellers Kenneth J	Deputy Fire Chief	\$ 86,044.96
Sendzik Alexander David	Assessor	\$ 31,057.78
Senosk Luke Thomas	Lifeguard	\$ 3,867.52
Seraichick Mary	Bryt Room Academic Coordinator/Teacher	\$ 10,696.26
Shadis Alexander*	Police Officer	\$ 83,502.22
Shannon Irene M	Sped Teacher	\$ 58,987.41
Sharry Peyton E	Educare Worker	\$ 2,547.20
Sheldon Eben	Substitute Teacher	\$ 1,600.00
Shen Christopher	Guidance Counselor	\$ 28,145.15

2022 SALARY REPORT

Name	Title	Annual Earnings
Sheridan David M*	Call EMT	\$ 3,381.09
Shinskey Daniel	Maintenance Technician	\$ 63,302.95
Silverman David S	Executive Assistant To The Fire Chief	\$ 11,430.40
Simkus Johanna Z	Library Aide	\$ 29,944.60
Sims Patricia A	Art Teacher	\$ 71,569.86
Singer Kerrie	BOH Member	\$ 500.00
Sirois Michaela R	Guidance Counselor	\$ 45,435.56
Skeates Nancy J	Instructional Aide	\$ 31,593.71
Small James R	Athletic Coach	\$ 3,100.00
Small Jaqui	Athletic Coach	\$ 4,000.00
Solitro Brian	WRTA Van Driver	\$ 682.68
Somers Jo-Ann*	Dispatcher	\$ 83,634.38
Soto Maureen	Bcba	\$ 82,637.38
Sousa Tony	Assistant Town Manager	\$ 101,392.90
Spafford Margo Louise	WRTA Van Driver	\$ 262.73
St Hilaire-Bodoreau Dendra L	Kindergarten Teacher	\$ 85,559.78
St. Francis Emma R	Educare Worker	\$ 1,740.21
St. Germain Dawn M	Grade 4 Teacher	\$ 91,892.88
Stacy Tessa	Kindergarten Teacher	\$ 57,319.55
Staltare Ella M	Educare Worker	\$ 890.63
Standrowicz Peter C	Election Worker	\$ 1,104.39
Stapel Katheryn	Instructional Aide	\$ 1,147.50
Sterrett D Rike M	Director Of Public Health Services	\$ 91,037.84
Stevens Mary	Election Worker	\$ 441.76
Stevens Ronald C	Assistant Inspector Of Wires	\$ 6,879.20
Stevenson Megan Grace	Summer Program Counselors	\$ 4,472.07
Stockhaus Kelley L	Athletic Coach	\$ 30,360.00

2022 SALARY REPORT

Name	Title	Annual Earnings
Stoica Janet E	WRTA Van Driver	\$ 12,980.72
Stone Kevin P	Custodian	\$ 16,765.15
Stone Rachael D	Secretary	\$ 11,657.80
Stone Tommie R	Substitute Teacher	\$ 5,205.84
Sullivan Cathleen M	Assistant Library Director	\$ 46,630.38
Sullivan Erin R	Election Worker	\$ 274.31
Sullivan Meghan N	Adjustment Counselor	\$ 30,607.44
Sullivan Michael	Sub Educare Aide	\$ 5,500.54
Sullivan Thomas	Assistant Town Clerk	\$ 45,853.37
Sumner Sean	Technology Assistant	\$ 44,249.54
Supernor Jack	Technology Assistant	\$ 1,847.75
Szamocki Gerri-Lynn	Substitute Nurse	\$ 1,725.00
Taborda Jaimee L	Technology Integration Specialist	\$ 93,306.99
Talamini Brenda	Athletic Coach	\$ 3,900.00
Tallis Jocelyn A	Math Interventionist Teacher	\$ 78,480.56
Tetreault Abby	Grade 3 Teacher	\$ 43,423.19
Thomas Sheila M	Election Worker	\$ 1,482.00
Thyden Sharon	Secretary	\$ 18,759.40
Torteson-Allen Jessica	Grade 3 Teacher	\$ 72,568.88
Towne Hilary	Firefighter/ Paramedic	\$ 44,135.00
Trainor Tara M	Curriculum Director	\$ 108,198.43
Tremblay Debra J	Executive Assistant	\$ 62,909.47
Tremblay Julie	Sped Teacher	\$ 63,354.80
Tremblay Zachary	Instructional Aide	\$ 14,873.47
Troiano Meaghan E	Board Of Selectmen	\$ 524.20
Truax Robert L	Assistant Principal	\$ 104,356.46
True Alison	Instructional Aide	\$ 38,900.08

2022 SALARY REPORT

Name	Title	Annual Earnings
Turner Alysia D	DPW Junior Clerk	\$ 31,649.80
Turner Donna M	Educare Worker	\$ 6,253.17
Turner Kayla	Instructional Aide	\$ 27,082.17
Ugrinow Jennifer M	Kindergarten Teacher	\$ 73,631.94
Vaillant Stacey L	Teaching Assistant	\$ 22,187.60
Valdivieso Kevin	Custodian	\$ 1,487.40
Valinski Angela	Substitute Teacher	\$ 5,600.00
Valinski Ronald W	Sealer Of Weights & Measures	\$ 6,721.40
Vandenbrouck Ashley K	Substitute Recess Aide	\$ 1,218.38
Vazquez Jesus G*	Firefighter/EMT	\$ 15,509.73
Vazquez Xiomara	Spanish Teacher	\$ 44,277.18
Vega Muniz Maribel	Educare Worker	\$ 1,838.27
Viel Daniel J	Cemetery Commissioner	\$ 500.00
Vigeant Sr Joseph A	DPW Light Equipment Operator	\$ 51,806.78
Vincent Leah	Food Service Worker	\$ 4,441.09
Vincent Richard J	Custodian	\$ 20,494.62
Vincent Tina	Custodian	\$ 3,344.24
Vinzi R Steven	Math Teacher	\$ 73,082.00
Vyff Shannon	Historical Clerk	\$ 636.68
Wagner Jennifer	Science & Math Teacher	\$ 71,041.75
Walia Rhea	Science Teacher	\$ 90,438.19
Walsh Kevin E	Building Custodian	\$ 17,225.17
Ward Alyssa	Summer Program Counselors	\$ 2,821.27
Warren Joel	Maintenance Technician	\$ 64,027.85
Warren-Dyment Jennifer	Assistant Town Manager	\$ 74,036.18
Webster Jr Daniel G	Dispatcher	\$ 66,429.86
Westwell Lisa Ann	Administrative Assistant to Board Of Selectman Office	\$ 9,232.60

2022 SALARY REPORT

Name	Title	Annual Earnings
Whitaker Joshua M	History Teacher	\$ 65,040.45
White Desmond Skuli	Lifeguard	\$ 5,067.00
White Jessica L	Sped Teacher	\$ 87,768.98
White Mary J	Recess/Lunch Aide	\$ 5,445.60
White Matthew Robert	DPW Light Equipment Operator	\$ 12,962.40
White Stacy E	OCC - Program Coordinator	\$ 30,790.60
Wieland Katherine N	Adjustment Counselor	\$ 79,263.12
Williams Brooks	Substitute Custodian	\$ 4,838.00
Wilson Claire D	Senior Clerk - Floater	\$ 18,442.20
Wilson Laura B	Director Senior Center	\$ 70,388.85
Wilson Tyler	Educare Worker	\$ 1,638.76
Wing Rosemary J	Election Worker	\$ 851.44
Winkelmann Amy	Secretary	\$ 18,912.32
Winsky John M	DPW Heavy Equipment Operator	\$ 60,769.59
Worster Nicole	Food Service Worker	\$ 1,409.48
Wozniak Samantha	Production Assistant/Videographer/Camera Tech	\$ 4,830.00
Yeaton Carol A	Election Worker	\$ 434.63
York Tarry A	Food Service Worker	\$ 26,675.86
Young Randall	DPW Light Equipment Operator	\$ 4,596.10
Youngsman David	Njrotc Instructor	\$ 97,683.74
Zamis Nevada Zane	Lifeguard	\$ 4,707.00
Zielinski Elizabeth	Superintendent Of Schools	\$ 15,185.04
Zifcak Nicole R	Grade 2 Teacher	\$ 91,006.25

*Only a portion of the salary given is paid for by the Town of Oxford. This individual also receives income from other sources, such as policy details and overtime.

COLLECTOR'S RECEIVABLES

	UNCOLLECTED 1/1/2022	COMMITMENTS REFUNDS	ADJUSTMENTS ABATEMENTS	TRANSFERS TT & TAX POSS	LESS COLLECTIONS	UNCOLLECTED 12/31/2022
TAX TITLE	1131151.82	265453.69	0.00	124215.93	246430.95	1025958.63
TAX TITLE SEWER	2317.05	787.21	0.00	0.00	0.00	3104.26
REAL ESTATE						
2023 RE	0.00	26380281.51	174753.37	0.00	12473661.89	13731866.25
2022 RE	12925403.31	44549.14	64659.81	186383.48	12718909.16	0.00
PERSONAL PROPERTY						
2023 PP	0.00	1058694.51	0.00	0.00	609874.21	448820.30
2022 PP	644682.41	24114.36	0.00	0.00	663167.91	5628.86
2021 PP	1115.86	0.00	0.00	0.00	221.50	894.36
2020 PP	775.59	0.00	0.00	0.00	519.18	256.41
2019 PP	1169.96	0.00	0.00	0.00	0.00	1169.96
2018 PP	1356.55	0.00	0.00	0.00	0.00	1356.55
MOTOR VEHICLE EXCISE						
2022 MVE	0.00	2156425.66	44456.11	0.00	2024754.02	87215.53
2021 MVE	95410.91	14624.61	4119.53	0.00	75683.71	30232.28
2020 MVE	33027.26	357.12	489.16	0.00	9599.00	23296.22
2019 MVE	12285.51	0.00	0.00	0.00	1532.50	10753.01
2018 MVE	12300.86	0.00	0.00	0.00	1225.42	11075.44
2017 MVE	10043.06	0.00	0.00	0.00	874.58	9168.48
2016 MVE	6323.67	0.00	0.00	0.00	308.13	6015.54
2015 MVE	5744.94	0.00	0.00	0.00	0.00	5744.94
2014 MVE	4058.68	0.00	0.00	0.00	8.75	4049.93
SEWER & WATER						
UTILITY BILLING	17940.49	417120.22	17153.59	0.00	398384.69	19522.43
SEWER ENT USR CHG 22RE	11922.01	0.00	0.00	787.21	11134.80	0.00
BEVERLY BETTERMENT 22RE	4155.78	0.00	0.00	0.00	4155.78	0.00
BEVERLY COMM INT 22RE	1454.49	0.00	0.00	0.00	1454.49	0.00
LEICESTER BETTERMENT 22RE	5051.10	0.00	0.00	0.00	5051.10	0.00
LEICESTER COMM INT 22RE	3535.71	0.00	0.00	0.00	3535.71	0.00
WATER BETTERMENT 22RE	34956.91	0.00	0.00	0.00	34956.91	0.00
WATER COMM INT 22RE	10487.07	0.00	0.00	0.00	10487.07	0.00
OXFORD-ROCHDALE 22RE	6129.96	0.00	0.00	1045.00	5084.96	0.00
SEWER ENT USR CHG 23RE	0.00	15679.20	0.00	0.00	0.00	15679.20
BEVERLY BETTERMENT 23RE	0.00	4155.78	0.00	0.00	0.00	4155.78
BEVERLY COMM INT 23RE	0.00	1246.69	0.00	0.00	0.00	1246.69
LEICESTER BETTERMENT 23RE	0.00	4672.45	0.00	0.00	0.00	4672.45
LEICESTER COMM INT 23RE	0.00	3037.06	0.00	0.00	0.00	3037.06
WATER BETTERMENT 23RE	0.00	34956.91	0.00	0.00	0.00	34956.91
WATER COMM INT 23RE	0.00	8739.21	0.00	0.00	0.00	8739.21
OXFORD-ROCHDALE 23RE	0.00	8470.00	0.00	0.00	0.00	8470.00
MISCELLANEOUS COLLECTIONS						
PENALTIES & INTEREST	29437.40					
CERT OF MUNICIPAL LIENS	19050.00					

TRUST FUND REPORT as of 2022

<u>Cemetery Expendable Balances</u>		<u>Cemetery Non-Expendable Balances</u>	
ACCOUNT	BALANCE	ACCOUNT	BALANCE
<u>Assets</u>		<u>Assets</u>	
Cash and Bank Accounts		Cash and Bank Accounts	
North Cemetery	28,562.41	North Cemetery	15,090.14
South Cemetery	8,362.43	South Cemetery	2,000.00
Gore Cemetery	13,956.49	Gore Cemetery	4,800.00
J. Larned Combined	16,491.52	J. Larned Combined	19,511.74
Perpetual Care	38,409.68	Perpetual Care	388,741.23
TOTAL	\$105,782.53	TOTAL	\$430,143.11
TOTAL CEMETERY FUNDS		\$535,925.64	

CEMETERY TRUST BENEFACTORS

North Cemetery Trust

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

South Cemetery Trust

Sarah M. Lilley	Caroline L. Newcomb
First Congregational Church	

Gore Cemetery Trust

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

TRUST FUND REPORT as of 2022

<u>Library Expendable Balances</u>		<u>Library Non-Expendable Balances</u>	
ACCOUNT <u>Assets</u>	BALANCE	ACCOUNT <u>Assets</u>	BALANCE
Cash and Bank Accounts		Cash and Bank Accounts	
Oxford Library Trust	26,076.41	Oxford Library Trust	53,840.22
Oxford Library Book Trust	8,048.93	Oxford Library Book Trust	9,201.17
Oxford Library Childrens Trust	1,828.05	Oxford Library Childrens Trust	6,522.91
Oxford Lions Club	755.28	Oxford Lions Club	3,203.29
Patrons of the Library	2,099.02	Patrons of the Library	500.17
Grace Flynn	1,249.14	Grace Flynn	500.19
TOTAL	\$40,056.83	TOTAL	\$73,767.95
TOTAL LIBRARY FUNDS		\$113,824.78	

LIBRARY TRUST BENEFACTORS

Oxford Library Trust

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

Oxford Library Book Trust

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

Oxford Library Childrens Trust

Constance Croteau	Sarah P. Joslin
-------------------	-----------------

TRUST FUND REPORT as of 2022

<u>Scholarship Expendable Balances</u>		<u>Scholarship Non-Expendable Balances</u>	
ACCOUNT <u>Assets</u>	BALANCE	ACCOUNT <u>Assets</u>	BALANCE
Cash and Bank Accounts		Cash and Bank Accounts	
Oxford High School Family	3083.16	Oxford High School Family	72,869.50
Oxford Educators	545.18	Oxford Educators	12,666.49
Pottle Family	19467.96	Pottle Family	41,356.54
Oxford District Nursing	7,679.06	Oxford District Nursing	3,861.98
Eugene McKenney	44.14	Eugene McKenney	5,000.00
Wayne Westall	101.87	Wayne Westall	9,725.00
Jeffrey Fallavollita	2,451.15	Jeffrey Fallavollita	3,384.40
Elsie Moscoffian	4,399.58	Lyman & Violet Rosebrooks	23,852.97
Daniel Clem	678.83	TOTAL	\$172,716.88
Susan Kirk	3,823.69		
Jennifer Marie Lehner	3,003.13		
Mexicali	50.01		
IPG Scholarship	1,002.26		
OHS Scholarship	6,669.94		
Lyman & Violet Rosebrooks	733.89		
TOTAL	\$53,733.85	TOTAL SCHOLARSHIP FUNDS	\$226,450.73

SCHOLARSHIP TRUST BENEFACTORS

Oxford Educators Scholarship

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

Pottle Family Scholarship

Glenn E. Pottle	Lillian Pottle
Irwin D. Pottle	

OHS Family Scholarship

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

TRUST FUND REPORT as of 2022

<u>Miscellaneous Expendable Balances</u>		<u>Miscellaneous Non-Expendable Balances</u>	
ACCOUNT	BALANCE	ACCOUNT	BALANCE
<u>Assets</u>		<u>Assets</u>	
Cash and Bank Accounts		Cash and Bank Accounts	
Charles Larned Entertainment	246.27	Charles Larned Entertainment	10,000.00
Elizabeth Copp	4,598.84	Elizabeth Copp	2,000.00
Hannah Harwood	14,948.96	Hannah Harwood	4,000.00
Oxford Home for Aged People	24,445.28	Oxford Home for Aged People	99,055.75
Charles Wellington	19,144.55		
Capital Stabilization	396,628.28		
Celebration Stabilization	24,283.53		
American Revolution	1,325.58		
Stabilization Fund	1,955,251.62		
Sewer Stabilization	100,864.12		
Conservation Fund	19,281.31		
Municipal Building Trust	80,284.67		
Unemployment Compensation	252,140.41		
TOTAL	\$2,893,443.42	TOTAL	\$115,055.75
		TOTAL MISCELLANEOUS FUNDS	\$3,008,499.17

SPECIALIZED TRUST FUNDS

Ending Market Values as of FUND	BALANCE
Cecilia J. Smolenski/Millette Charitable Trust Fund I	\$2,429,274.58
Cecilia J. Smolenski/Millette Charitable Trust Fund II	\$1,658,117.84
Gahagan Family Scholarship Fund	\$630,241.68
George A. Pytko And Paul P. Pytko Scholarship Fund	\$64,144.23
Founders Day	\$6,649.61
George A. Morin Library Trust	\$166,188.24
Irwin and Lillian Pottle Scholarship	\$234,633.60
OPEB Liability Trust	\$4,989,984.92
TOTAL SPECIALIZED TRUST FUNDS	\$10,179,234.70

PUBLIC SAFETY

ANIMAL CONTROL



The Department of Animal Control falls under the daily supervision of the Chief of Police. The police department administrative staff assists in processing payroll and invoices. The Department also reports to the Town Manager when requested. Upon consultation with the Town Manager, Animal Control Officers may appear and present reports to the Board of Selectmen on issues that fall under their jurisdiction i.e., dangerous dog complaints. The majority of animal complaint related calls, and calls for service, are generally received and dispatched through the Police Department dispatch center. The Board of Health may work in conjunction with the department when animal inspection services are required. Animal Control works out of the Oxford Animal Shelter on Old Webster Road, but animal-related calls typically go through the Police Department. You can access Animal Control by calling the recorded Police line at 508-987-0156 and the Police will page Animal Control 24/7, you may call the kennel number at 508-987-6047 or you may email at acontrol@oxfordma.us.

This year Animal Control conducted 50 barn inspections, 11 kennel inspections and responded to 1,378 animal related calls:

Dog Calls	671
Cat Calls	267
Wildlife Calls	180
Farm Animal Calls	102
Bites to Humans/Pets	74
Other Miscellaneous Calls	84
Total Calls	1,378
Quarantines Issued	26

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

All dog and cat licenses that are issued require proof of a current rabies vaccination from a licensed veterinarian. Dog and cat licenses can be obtained at the Town Clerk's Office, or by mailing the appropriate fee and rabies certificate, and the current license document will be mailed back. In 2022, 2,187 dogs and 658 cats were licensed. Other domestic farm animals or exotic animals require Special Permits: specific guidelines have been set pertaining to various species. The Board of Selectmen approves or disapproves these permits as requests are filed.



Chief Saad with snake at ACOAM training

Chief Anthony Saad and the Oxford Police Department graciously hosted this year's Animal Control Officers Association of Massachusetts Academy. The ACOAM Academy is held each

year to train Animal Control Officers from throughout the state of Massachusetts. ACOAM's mission is to promote and improve through education and training, skills, professionalism, knowledge of applicable laws, personal safety and security of animal control officers employed by cities, towns, counties, or other municipalities located within the Commonwealth of Massachusetts. Thirty-two animal control officers from throughout the state completed the Academy which included such classes as Wildlife Laws, Handling and Capture of Potentially Dangerous Animals, Investigating Cruelty Complaints, Large Animal Handling, Rabies, and Report Writing. Animal Control is deeply grateful for the continued support that we receive throughout the year from Chief Saad and his whole department.

ACOAM also honored several of Oxford's DPW crew for assisting Animal Control with a hazardous situation involving two very large pigs who escaped from their trailer at the corner of Routes 56 and 20. Steve Esposito, Jim Esposito and Joe Fallavollita came to the assistance of Animal Control after normal work hours to help capture the large animals before they caused an accident on these busy roads! The crew received the ACOAM Shining Star Award for a municipal agency that goes above and beyond the call of duty while assisting Animal Control. This award was well deserved because the DPW has always gone above and beyond with assistance for the Animal Control department in many difficult situations.



Public Safety Day

Animal Control participated in the Public Safety Day event which took place in October on the Town Common. It was a beautiful fall day, and we had many

visitors of all ages that we were able to educate about our roles as ACOs. The main attraction at the Animal Control table was two of our former strays, "Onyx" and "Wyatt", who have been adopted by two of our volunteers, Laura and Lisa. It was great to see these once "unwanted" dogs

being adored and cuddled by all of the children that stopped by. It was a wonderful exhibit of all of the Public Safety Departments that Oxford is fortunate to have that serve our community.

This year was a very busy year for ACO Ed Hart with his animal rescue work with IFAW. Ed went to Poland in March and May to help animals and their owners that were fleeing the war in Ukraine. He was also deployed to Kentucky to help rescue animals that were displaced by flood waters. He was recognized for his dedication to animals in need during disasters by being awarded a Certificate of Appreciation from the Animal Control Officers Association of Massachusetts at their annual banquet. Thanks for all your amazing contributions to animal rescue, Ed!

In 2022, we had an unusually large number of animals (146) that came into the kennel from the town, as well as 37 animals from the town of Southbridge. It was a record year for feral cats, especially mother cats with litters of kittens, possibly due to a shortage of vet appointments available for spay/neuter due to the epidemic. We managed to find homes for them either by adopting them out directly or working with several shelters/rescues to find appropriate adopters.

Once again, we would like to thank Market Basket and Pet Supply Plus for their customers' generous donations to the shelter. Also, a special thanks to all of our dedicated volunteers!

*Respectfully Submitted,
Kelly Flynn, Animal Control Officer*

BOARD OF HEALTH

The Board of Health has three volunteer members from the community who are appointed by the Town Manager. These members are entrusted with the responsibility of preventing epidemics and the spread of disease, protecting Oxford inhabitants against environmental hazards, promoting and encouraging healthy behaviors, responding to disasters and assisting the community in recovery, as well as assuring the quality of accessible health services. The Board's

tasks include: monitoring the health status of the Town, investigating probable health hazards, informing, educating and involving residents in health issues, developing policies that support community health efforts, assuring an expert public health work force, evaluating effectiveness, accessibility and quality of health services and developing new insights and innovative solutions to health problems.

- Kerrie Singer, Chair
- David Escobar, Vice Chair
- Dina Costa, Member
- Rike Sterrett, Director of Public Health Services
- Shane Nadeau, Administrative Assistant
- Amy Grniet, Public Health Nurse
- Steven Donatelli, Septic Inspector
- Steven Garabedian, Food Inspector
- Douglas Mercurio, Regional Inspector
- Eileen Alexander, Regional Community Health Coordinator
- Brianna Burnham, Regional Epidemiologist
- Sarah Caplette, Regional Public Health Nurse

The Board continues to educate the public and update their own knowledge regarding new developments in State laws and regulations. The Board revised the Body Art Establishment Regulations and began working on Biological Safety Regulations, which we are hopeful to initiate in 2023.

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

Permits Issued

Percolation Tests and Deep Hole Observations	72
Septic Permits	77
Wells	7
Food Permits	92
Installer's Licenses	41

Solid Waste Hauler Permits	14
Septage Hauler Permits	11
Body Art Practitioner Permits	5
Body Art Facility Permits	1
Body Work Practitioner Permits	0
Body Work Facility Permits	0
Tobacco Permits	18
Swimming Pools	2
Beaches	1
Donation Bins	11
Recreational Camp	1

The Board continued to work diligently with the Town Manager's office as we dealt with year three of the COVID-19 pandemic. The Board continued to educate Oxford residents and businesses as to the importance of adhering to the Department of Public Health and Center for Disease Control safety guidelines along with encouraging vaccinations, boosters and testing. The Board of Health distributed around 10,000 rapid test kits to residents.

By the end of the year, 72% of Oxford's population is fully vaccinated against COVID-19 with 43% of the community having had their first booster and 17% with the second booster. The Board would like to extend their sincere thanks, once again, for all the work and support offered by Amy Grniet who acted as one of the COVID Contact Tracing Nurse throughout the pandemic and who came on Board in August as Oxford's Public Health Nurse while maintaining her full-time role as the District Nurse Leader for Oxford High School.

The Board of Health partnered with Walgreens in October to host a flu clinic where residents could get their flu shot and also get the COVID booster. Sixty-three residents attended.

The Board's partnership with the Leominster Tobacco Coalition has continued. They are continuing to assist the town with Tobacco Inspections and Tobacco Compliance Checks.

Oxford is one of six communities that is part of the South Central Massachusetts Public Health

Excellence region, which formed in 2021 with the support of State funding. This year we were able to hire a regional public health nurse and epidemiologist to assist with contact tracing and other community needs. Additionally, we hired a regional Community Health Coordinator to conduct a regional community needs assessment and to connect residents with resources. We were also able to hire a regional Inspector to assist in the various inspections conducted by this office.

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

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

*Respectfully Submitted,
Kerrie Singer, Board of Health Chair*

BUILDING DEPARTMENT

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

Following is a list indicating the number of permits issued by the office of the Building Commissioner during 2022:

110/Safety Certifications	45
Above Ground Pools	5
Additions/Dormers	14
Garages/Barns - Residential	5
Chimney	6
Demolition - Residential	9
Demolition - Commercial	6
Commercial - New Construction	3
Commercial - Additions	1
Commercial - Remodel/Repairs	34
Commercial - Sprinkler System	2
Enclosed Porch	5
In-ground Pool	6
New Single-Family Dwelling	11
Porches/Decks – Residential	32
Porches/Decks – Commercial	6
Pellet/Wood/Gas Stove	29
Remodel – Residential	78
Roof/Siding/Windows - Residential	132
Roof/Siding/Windows - Commercial	13
Shed	6
Sheetmetal - Residential	36
Sheetmetal - Commercial	6
Signs	7
Solar Panels - Residential	80
Solar Panels - Commercial	1
Temporary Tent	6
Temporary Trailer	2
<u>Weatherization</u>	<u>97</u>
TOTAL PERMITS ISSUED	683

The total value of building construction for 2022 is estimated to be \$30,098,330.00. Fees collected were approximately \$255,288.00.

In 2022, the Building Department, along with reviewing the applications for the above listed building permits and conducting inspections for the same, responded to more than 100 requests for zoning approval or determination, responded to numerous complaints and violations, and conducted required inspections for places of assembly.

- 391 electrical permits were issued in 2022 and the fees collected totaled \$53,639.00.
- 96 gas permits were issued in 2022 and the fees collected totaled \$11,035.00.
- 160 plumbing permits were issued in 2022 and the fees collected totaled \$19,765.00.

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

Patrick Dahlgren
Building Commissioner

Ronald P. DeSantis
Assistant Building Inspector

Alfred Banfill
Electrical Inspector

Ronald Stevens
Assistant Electrical Inspector

Paul Mazeika
Plumbing & Gas Inspector

John Murray
Assistant Plumbing & Gas Inspector

*Respectfully Submitted,
Patrick Dahlgren
Commissioner of Buildings*

OXFORD FIRE AND EMERGENCY SERVICES

In looking back at 2022, I take great pride in the commitment and dedication displayed by the men and women of your Oxford Fire and Emergency Services Department. As in previous years, they continue to rise to the occasion at every level in the face of adversity. I am proud of their courage, commitment, and perseverance as they diligently worked to provide outstanding service and customer support to our community while working short staffed and seeing a significant

increase in calls for service. They are men and women who will, at great peril to their own lives, crawl into a burning building to find and rescue you, rush to you when you need urgent medical care, go to your child's school and teach them how to survive in a fire, install a car seat for new parents, and do whatever else you call upon them to do in your hour of need. Their personal mission statement is for you and your family to live in a safe community, and they strive every day to make that your reality.



MISSION

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

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

Our overall mission is to protect life and property from fire or the risk of fire, prevent fires from occurring in our community, control and extinguish fires when they occur, provide for emergency medical service, and protect life, property, and the environment from the detrimental effects of hazardous materials. We

accomplish our mission through training, preparedness, education, fire suppression, medical service, hazard mitigation and other related activities.

ORGANIZATION

The department provides real property protection to 5,925 residential, commercial, industrial, and agricultural facilities and personal property valued at \$2,011,087,200. In 2022, the Oxford Fire and Emergency Services responded to 2,974 calls for fire and Emergency Medical Service incidents.

Four Full-time Personnel Added to Staffing

Thanks to the support of our community leadership and citizens, the Fire and Emergency Services Department finished off calendar year with a full-time staffing complement of 23 uniformed fire personnel consisting of: 7 full-time officers (2 EMTs and 5 Paramedics), 12 full-time firefighter/paramedics, a full-time firefighter/AEMT, 7 full-time firefighter/EMTs, and one civilian Executive Assistant. There are currently 16 on-call personnel consisting of 4 firefighter/paramedics, 3 firefighter/EMTs, 6 firefighters, 2 EMTs, 1 paramedic, photographer/investigator, and a Chaplain. This increase in staff puts the department on the path of meeting the recommendations set forth in the Municipal Resources Near Miss analysis of 2017 which called for a plan to increase staffing to meet the fire and EMS emergency response needs without over reliance on mutual aid from other communities. The new staffing model places an officer and two FF/EMS personnel at Station 1 and two FF/EMS personnel at Station 2. The additional member allows for each shift to have one person out while still maintaining four personnel on duty town wide without having to force someone in on overtime to cover a shift. Future plans are under development to increase the staff over the next 3-5 years to a level to be able to provide fire and EMS protection concurrently rather than through the current mode of cross staffing.



OPERATIONS

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

Fire Suppression

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

Fire and emergency Services personnel responded to 645 calls for fire suppression services in calendar year 2022. Total fire loss for the Town for FY 2022 is estimated at \$1,084,300.00 for 32 fire incidents. The Town's Average Dollar Loss was \$33,884.00 for a community valued over \$2 billion. Regrettably, we suffered one civilian fire fatality and several fire related civilian and fire personnel injuries in 2022.

Emergency Medical Service

The Oxford Fire and Emergency Services Department provides emergency medical service at the Advanced Life Support paramedic level. ALS is defined as the functional provision of advanced airway management including

intubation, advanced cardiac monitoring, manual defibrillation, establishment, and maintenance of intravenous access.

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

Fire and Emergency Services personnel responded to 2,329 Emergency Medical Service calls in 2022.

FY 2022 Emergency Response Statistics

Fire Responses: 645
+ 25.4% from 2021

EMS Responses: 2,329
+ 12.3% from 2021

Total Emergency Incidents: 2,974
+ 15% overall from 2021

TRAINING

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

Nicholas Lambert serves as the department fire training officer. Captain Roger Lambert serves as the department's EMS Training officer.

Recruit Training

Recruit Training is conducted by the Massachusetts Firefighting Academy at various times each year depending on recruitment volume. This training is mandatory prior to any Fire and Emergency Services member being able to respond to any fire emergency call. Under Federal Occupational Safety and Health Act (OSHA) and National Fire Protection



Association (NFPA) consensus standards, firefighters must have this training prior to being assigned to fire suppression duties. Oxford personnel attended three sessions of the Call/Volunteer training program at the Massachusetts Firefighting Academy this year.



Recurring Proficiency Training

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

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

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

TRAINING SESSION STATISTICS	Number of Sessions
MFA Call/Volunteer and Recruit Training	3 Call / Volunteer
EMS Training	15
On-Duty Career Personnel Training	55
On-Call Fire Training	31
CERT Training	0
Department Wide Training	31
Outside Trainings (MFA/NFA/Other)	21 MFA, 1 FCA
Regional Technical Rescue Team Training	6
Total Training Sessions for 2022	163

COMMUNITY RISK REDUCTION

Fire Prevention, Inspection, and Public Education

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

Engineering

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



Photo Credit: Paul Shea

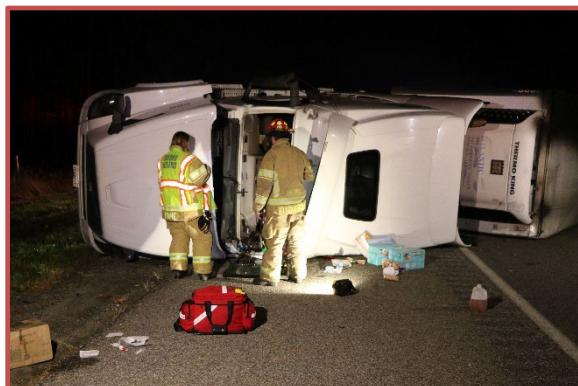
Education

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

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

Enforcement

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



Community Risk Reduction Statistics

INSPECTIONS	2022
TYPE	Quantity
26F ½ Smoke/Carbon Monoxide alarm inspections	216
Annual inspections	21
Cargo tanks	3
Fire Alarms	4
Fire Safety	17
Oil Burners	90
Occupancy	27
Propane	65
Suppression system	5
Underground storage	11
Hot Works	39
Car Seat	6
Total	504

Inspections/Complaints: 8

Other Permits: 352

Burn Permits: 157

Total Permits/Inspections: 1021

Safety/Education Programs: 12

Senior Education: 12

Blood Pressure Clinics: 6

Total Students Reached: 30

Total EMS Revenue: \$ 993,237.00

Burn Permit Revenue: \$ 1,570.00

General Permit Revenue: \$ 17,925.00

GRANTS

The department secured the following grants in 2022:

Commonwealth of Massachusetts Student Awareness of Fire Education (S.A.F.E.) and Senior (S.A.F.E.) Grants - \$6,313.00

Commonwealth of Massachusetts Emergency Management Program Grant - \$3,500.00

Department of Fire Services Equipment Grant - \$19,000

Total Grants Received - \$28,813.00.

Equipment Grant

The Oxford Fire and Emergency Services Department was one of over 300 Massachusetts fire departments selected to receive funding from the FY22 Firefighter Safety Equipment Grant Program. This program enables fire departments to purchase a variety of equipment that will make firefighters' jobs safer. This is the second year that funding has been awarded for this purpose as part of a \$25 million bond bill filed by the Baker-Polito Administration to support firefighter safety and health in the coming years. We received \$19,000.00 which will go to purchase 12 new portable radios to replace older outdated models.

ACCOMPLISHMENTS AND CAPITAL IMPROVEMENTS

Replace Car 3

One of our Capital Improvements for 2022 involved replacing a 2000 Ford Pick-up with a dual-purpose Light Duty Rescue Utility Body with tank/pump skid mount and associated equipment for \$78,000. The Town purchased a



2021 Chevrolet Crew Cab, Cab & Chassis, 4x4, 60" CA, 14,000 GVW 3500 HD with snowplow. This vehicle provides us with a vehicle and water extrication capability along with the dual use as a firefighting vehicle during brush fire season.

Replace Ambulance 2

Ambulance 2, a 2011 vehicle has reached the end of its recommended service life of ten years and a replacement has been ordered. Under normal circumstances the replacement vehicle would be

received within the 2023/24 fiscal year, however with the supply stream disruptions brought on by the COVID-19 pandemic, delivery of the vehicle will be delayed until FY 2024. This new ambulance will meet modern safety design standards and be equipped with updated tools including a motorized stretcher reducing lifting injuries often experienced using manual stretchers. The cost for the vehicle and associated equipment is \$300,000.00.

Replace Heating Ventilation and Air Conditioning System at Headquarters

Our DPW Facilities Team working in conjunction with approved vendors completed a total upgrade and replacement of the heating and air conditioning system replacing the antiquated equipment installed when the building was first built in the late 1990s. The project along with an extensive insulation improvement project will help reduce our energy costs at a time when they are on course for significant increases.

Comprehensive Emergency Management Plan Update

Working in conjunction with the Massachusetts Emergency Management Agency, the Department updated its Comprehensive Emergency Management Plan (CEMP). The CEMP is an all-hazards plan developed to address the natural and human caused hazards that threaten Massachusetts. The CEMP and Emergency Support Function Annexes describe the system that will be used in Massachusetts to prevent, prepare for, respond to, and recover from emergencies or disasters.

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

On behalf of the men and women of your Fire and Emergency Services Department, I want to thank you, the citizens, our elected and appointed officials, and the other town departments for your dedicated and continued support in helping us keep our community safe. Your support serves to

sustain our desire to serve, our ability to perform, and our courage to act.

Respectfully submitted,

*Laurent R. McDonald, MPA, FOIV, EMT
Chief, Fire and Emergency Services
Director, Emergency Management*

POLICE DEPARTMENT

Looking back on 2022, we recall the noteworthy events that have taken place within the department. These highlights are made possible because of the men and women who report to work every day, bringing their best effort to provide the variety of public safety services that this community requires. This is successfully accomplished through the principles of 'community policing.' Your officers, dispatchers, and administrative personnel do an exceptional job at this.

We all know that personnel are the key to any organization. At OPD, we have strived to bring on board individuals that can make a positive difference in the delivery of public safety services to you and your family. With that said, every organization has changes in personnel throughout the year for various reasons, and it becomes increasingly difficult to replace, recruit and hire candidates that are willing to face the challenges confronting law enforcement in today's society.

At the beginning of the year, we started the rigorous process of screening police candidates to fill anticipated vacancies in 2023. Extensive



L-R Michael Buxton, Justina Lapierre, Patrick Chalker

investigative backgrounds, interviews, physicals, psychological screenings, and physical ability exams were completed on the applicants. When the process was completed, the three officers pictured above were selected. They are Michael Buxton, Justina Lapierre, and Patrick Chalker. Officer Lapierre came to us as a 'self-sponsor' with a full-time police academy certification from the Boylston Police Academy. On October 7, 2022, Officers Buxton and Chalker graduated from the Northern Essex Community College located in Haverhill. All three officers have received their State P.O.S.T. Certifications.

We are excited to welcome Lysa Dell'Aquila (right) to the police department in her position as Senior Clerk. Lysa is an Oxford resident who comes to us with fifteen (15) years of experience in the public school system, and eleven (11) years in the healthcare field. You may recognize Lysa



L-R Deb Light & Lysa Dell'Aquila

from her time here in Oxford at the Clara Barton Elementary School where she was the Administrative Assistant to the Principal from 2010 through 2019. Prior to joining us at the Police Department, she was the Secretary to the Principal at the Central Tree Middle School in Rutland, MA. Lysa will be directly assisting our long time Executive Assistant, Deb Light, (left) in completing many of the administrative demands and tasks that are required to support our staff. Deb has worked for the town for 36 years! She spent sixteen (16) years in the School Superintendent's office on Sigourney Street as a clerk, and then administrative assistant. From there, she joined the police department in 2002 as

an Administrative Assistant to then Chief Charles Noyes. She has since worked with three (3) additional Chiefs in her twenty (20) years here (Boss-Hassett-Saad). You may see Deb and Lysa when you come into the station to request copies of police reports or filing an application for a firearms license. Both Deb and Lysa are vital personnel in maintaining the overall proficiency of the department. We are fortunate to have them as members of our team!



OPD Drone

Pictured is the DJI Matrice 30T Drone. It has replaced the department drone (Inspire) that was acquired in 2018. The technological advances in the Matrice are remarkable. We currently have three (3) certified and licensed (part 107) drone pilots. Officer Craig Gagner leads the effort with Officer Dan Ausmus and Officer Zach Losee. They continue to deploy missing persons calls, accident reconstruction analysis, suspect searches, and reconnaissance missions. The drone is also available to other town departments upon request. It has been requested by the Fire Department to photograph fires in progress, and the DPW for roadway projects and analysis. You may have seen the drone as it led the “Parade of Lights” along the Main Street on December 4th. We continue to be the point of contact for the Central Massachusetts Law Enforcement Council (CEMLEC) Drone Team which is comprised of 40 Central Mass pilots (officers). Should a Central Massachusetts community require the services of a drone, the pilots are “paged” out of Oxford PD dispatch.

In the fall, Animal Control Officers Kelly Flynn, Ed Hart, and the Department hosted an Academy



Animal Control Officer Kelly Flynn

in the PD training room. Kelly is on the Executive Board for the Animal Control Officers Association of Massachusetts (ACOAM) whereby a request was made to OPD to host their annual academy to certify their officers. The class was held every Wednesday and Friday at the department beginning on September 7th and ended on October 21st. The new ACOs covered such topics as handling and capture of potentially dangerous animals, wildlife laws, rabies quarantines, barn inspections, animal cruelty investigations, animal hoarding, and large animal handling to mention a few. The group also had a “reptile day” where they were able to handle a variety of snakes, lizards, and an alligator. Our officers are always available to assist the Animal Control Officers should they need help with a case.

October 9th marked our first Public Safety Day on the Town Common. From noon to 4pm, several



L-R Shadis, Marcelonis, Saad, Grniet, Burdett, Conlon & Kasik

public safety groups were on the common with apparatus and displays to give the residents an opportunity to interact with us and answer any questions. I want to thank all those who participated in making this event possible: Oxford Fire Department, Oxford DPW, Chaplain Robert Cross, Sheriff Lew Evangelidis, District Attorney Joe Early, Jr., OPD Operation Santa, OPD Officers & Dispatchers, K9 Zax & Officer Kasik, Mass Vest-A-Dog, CEMLEC Drone & Motorcycle Team, Oxford Animal Control, U.S. Army Corps of Engineers, and the Oxford Board of Health.

On November 23rd, Officers conducted a seat belt awareness campaign as students were exiting



the High School for the Thanksgiving break. There was a harsh penalty for NOT wearing your seatbelt. You were fined with a Dum-Dum lollipop! Those wearing seatbelts received a lifesaver mint.

We continually work to establish positive relationships within our four (4) school buildings. Officers are present and available on a regular basis. Safety drills are completed, to include scenarios, which are conducted every year (ALICE). Sergeant Grniet, Officer Gray and Officer Mercier present the instruction for staff and students. All schools have direct contact with the PD Dispatch Center by way of a portable radio to facilitate quicker response times in case of an emergency.



School Safety - Seat Belt Awareness

At the Chaffee and Barton Schools, “high fives” with the students occur often as they arrive for school. Officers also participated in the annual “Trunk or Treat”.

This is my final Town Report. My retirement is June 30th. I will take this opportunity to say a resounding thank you! Thanks to the many officers, dispatchers and department personnel that I have worked with over my years of service, from Police Headquarters at 450 Main Street to Police Headquarters at 503 Main Street.

Anyone who eventually assumes a leadership role in a police department understands that they can't complete the “mission” alone. They can only be as effective and proficient in carrying it out with the support of quality individuals that surround them. Without a doubt, I have been the beneficiary of this ideal.

I have had an extended and rewarding career in this profession because of one primary reason; “the *unconditional support & love of family*”. I have been fortunate to have had the opportunity to be Chief for the last six years in a department and community that has given me the most rewarding career that anyone could strive to experience; College Intern (1983) to Chief of Police (2023).



Command Staff: L-R Sgt. Burdett, Sgt. Grniet, Chief Saad, Lt. Marcelonis, Sgt. Conlon & Sgt. Gifford

And of course, I want to thank you, the citizens of Oxford. Having the chance to meet many of you over the years, especially the people here at town meetings, present and past, has shown me that there is a core of citizens who genuinely care about this community and its well-being. The support that you have shown me and your police officers over the many years has truly been outstanding.

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

Following is the annual 'statistical list' highlighting several categories (CY 22').

ARSON	6
ASSAULTS (to include domestic violence)	62
BREAKING & ENTERING (to include vehicles)	19
COUNTERFEIT & FORGERY	19
EMBEZZLEMENT	1
DRUG VIOLATIONS	12
DRUNK/IMPAIRED DRIVING	53
DRUNKENNESS (protective custody)	9
LIQUOR LAW VIOLATIONS	13
MOTOR VEHICLE THEFT	11
PROPERTY DESTRUCTION	62
RAPE (to include indecent assault)	15
SHOPLIFTING	24
THEFTS	65
ROBBERY	2
WEAPONS VIOLATIONS	2
DISORDERLY PERSONS	13
ARRESTS	306
INCIDENT REPORTS	518
CITATIONS ISSUED	346
PARKING VIOLATIONS	58
ACCIDENTS INVESTIGATED	340
ORDERS SERVED	98
LICENSES TO CARRY FIREARMS ISSUED	309
OVERALL CALLS FOR SERVICE	28,673

PUBLIC SERVICE

COMMUNITY CENTER

The Oxford Community Center (OCC) is a publicly owned facility whose mission is to provide an environment that encourages creative, intellectual, healthful living and recreational pursuits that address the needs and desires of the community. Within the building confines of the Oxford Community Center, one can also find the Administrative offices of the Oxford Public Schools, the Oxford Ecumenical Food Shelf, and Oxford Cable Access. All are located at 4 Maple Road. The Community Center also operates the beachfront, beach house and splash pad at Carbuncle Pond and offers community programming on the Town Common and Bandstand at Joslin Park.

OCC Children's Programming: We've continued to build upon our Children's Programs, re-introducing craft and activity classes for preschool-age children, adding school-break half-day activities, and creating holiday-inspired projects and events.



Our Summer Program at Carbuncle is working its way back to pre-pandemic activity. We offered 3 weeks of half-day and 4 weeks of full-day themed programming this past summer and expect to offer 8 weeks of full-day programming with half-day options in 2023.

The Splash Pad was a very popular place to cool off and we enjoyed just under 3,000 visits! Additionally, the pond's newly installed aeration system performed as anticipated and prevented closure of the beachfront due to algae blooms.

The OCC basketball courts and gymnasium are in high demand once again. Our Summer and Winter Recreational Basketball Programs have been well received, along with Start Smart basketball and soccer, and skills and drills clinics for softball and baseball. Rentals have increased, with multiple men's groups playing basketball. Additionally, dedicated drop-in gym time is available for both basketball and the growing sport of pickleball.

Fitness Program: Our Group Fitness Classes continue to be the highlight of our fitness program. Members enjoy strength, cardio and flexibility training in morning and evening classes with certified, talented, and caring instructors. As always, our SilverSneakers classes lead the way in participation. The Cardio/Weight Room is being utilized by residents of all ages, from high school students to those in their 80s. Our fitness program enjoyed over 11,000 visits in 2022!

Adult Programming: This year we offered a quarterly adult Paint Night at Carbuncle, with activities for children on the lower level. Parents were able to enjoy an evening out painting, with the children safely supervised close-by, having fun of their own.



On the Common: On February 19, 2022, the Community Center hosted the Town's first Winter Festival. Several venues in Town were used for events – the first Polar Plunge at

Carbuncle; a winter nature hike at Greenbriar led by the Army Corps of Engineers Rangers; an ice sculpture demonstration, music from WXLO, fire pits with smores and hot chocolate, and children's games at Joslin Park on the Town Common; and

a vendor fair, succulent garden class and children's crafts at the Community Center. As you can imagine, much planning and many volunteers made this event possible.

During the summer, OCC hosted our second annual Teddy Bear Picnic with over 45 families enjoying a picnic lunch, storytime by the Oxford Free Public Library staff, and a visit from Smokey the Bear organized by the Oxford Fire Department. We also presented six Movies on Main and 11 Concerts on the Bandstand, providing great opportunities for free outdoor entertainment.

In September, OCC organized the first Town-wide yard sale. Over 60 households registered their addresses and others set up on the Common.



Our third annual Scarecrows on the Common event, with a vendor fair, children's games, live entertainment, children's costume parade and of course a scarecrow contest, was a great success. We have so many very talented and creative residents and employees in Oxford! Student volunteers from Oxford High School assisted with children's activities, and the Oxford Cultural Council was busy making popcorn and offering free face painting and pumpkin painting.



Our final event on the Common during 2022 was the annual Tree Lighting. The Oxford Fire Department's Holiday Light Parade again delivered Santa and Mrs. Claus to the bandstand to light the tree. Several hundred residents filled the Common to enjoy holiday music provided by the OHS Band; Boy Scout Troop 147 decorated the tree; Oak Hill Bible Church donated and served hot chocolate and handed out holiday necklaces; and as with most of our large programs, Oxford Cable Access aided with audio equipment and filmed the event.

In our spare time, we worked to complete a feasibility study of the Community Center with the consulting firm of BerryDunn. After many months of research and collaboration, the consultants delivered a graphic of what *could be* the future of the Community Center building. In September, a community forum was held to gather public input on those renovation/redesign ideas. As we move forward with any potential renovations, your support will be crucial. The programs and activities for local children and adults to learn, socialize, exercise, improve their health and wellbeing, and feel included in the community are vital to the future of Oxford. Renovating the building will allow for additional programming in a safer and more energy-efficient space.

We would like to thank all who participated in our programs and activities at the Oxford Community Center, Carbuncle Park, and on the Town Common this past year. We also offer our sincere appreciation and gratitude to our fellow town departments. The spirit of community and collaboration is strong across departments, which allows us all to better serve the residents of Oxford. Our two Senior Tax Work-off Program participants were able to lighten our load a bit. Additionally, without support by way of funding from the Smolenski-Millette Charitable Trust, the Taft Charitable Foundation, Oxford Cultural Council, Massachusetts Cultural Council, and Bank Hometown our free programs would not have occurred.

Respectfully submitted,
Shelley Lambert, Director
Stacy White, Program Coordinator
Activity Coordinators, Seasonal Staff &
Instructor Team

RECREATION COMMISSION

It is with pleasure the Town of Oxford Recreation Commission submit their 2022 Annual Report to the community.

Ruel Field

In 2022, the Oxford Girls' Softball League hosted the opening of the Concession Stand and bathrooms at Ruel Field. Their dedication to this endeavor has opened the door for leagues in our town to have an established concession area at game time. The Commission thanks them for their outstanding dedication. Girls' Softball began a Friday Night Lights program and multiple games were played at Ruel Field and were well attended.

At the southern wooded area of Ruel Field, the Oxford DPW applied for and was awarded a new disc golf course funded by Cecelia J Smolenski-Millette Charitable Fund. DPW also did an outstanding job installing this new course. The Ruel Field playing areas showed continued gains in the quality of field conditions due to the scheduled maintenance of fertilizer, aerating and rotation of playing fields. Matt Benoit oversaw the maintenance and planned improvements. The commission thanks Matt and our DPW for their continued support of town fields. A master plan for installation of a sprinkler system was completed summer of 2022. Bidding for the installation will be advertised in early 2023. Safety improvements are continually discussed regarding upgrades to security cameras, safety netting, paving upgrades, signage for ADA parking, softball inner field repairs as well as lighting and shaded areas near the concession stand and bathrooms.

Greenbriar Field/Horgan Field

Oxford Baseball Leagues and Oxford High School teams utilized these fields for night games. The Oxford Baseball League teammates were instrumental in cleanup of debris within the playing fields and parking areas. The Commission thanks those who respect the fields they use.

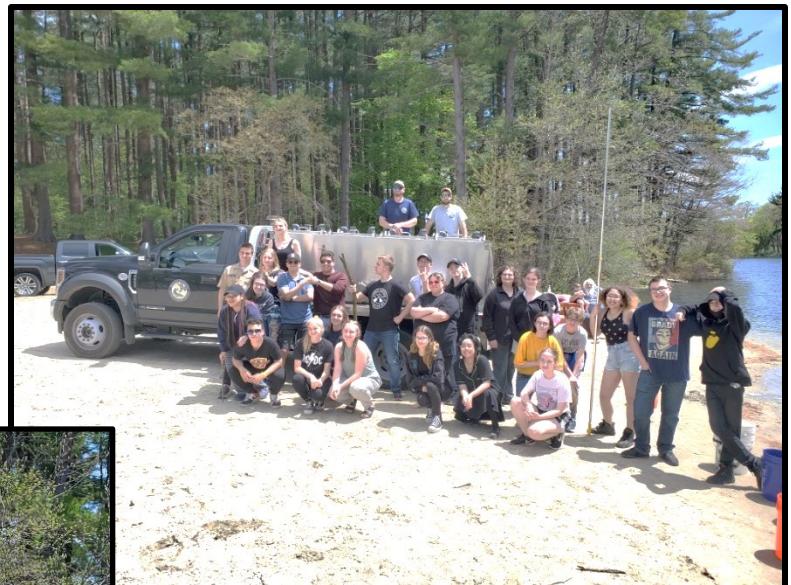
A request to Cecelia J Smolenski-Millette Trust for a new exercise area and playground equipment to improve the area was made; unfortunately, this request was not approved. The Commission plans to resubmit this request in 2023. Discussion continues for an Oxford History Trail within Greenbriar. The plan will unite Oxford's history and other trails in the area. The popularity of Pickleball has been well received at Greenbriar. Installation of new permanent netting will be installed in 2023 for the playing season.

Carbuncle Park



Carbuncle Park welcomed many visitors to enjoy the beach, splash pad, playground, picnic area and fishing. Massachusetts Fisheries provided stocking of trout in the spring. Oxford High School NJROTC assisted stocking approximately 400 rainbow and brook trout for anglers to "try their luck!" Summer programs offered by Oxford Community Center included swim lessons and

Daily Fun Club and remain popular and well attended. Staffing for the Fun Club and



Lifeguards for the beach and splash pad were managed by the OCC Staff. We thank them for their partnership.

Treasure Land Playground

Treasure Land Playground continues to entertain our youngest visitors. New toddler swings and special need swing chairs were installed and funded by Cecilia J Smolenski-Millette Trust.

Joslin Field

Joslin Fields are in good condition due to the maintenance program and sprinkler system that is coordinated with the Oxford Soccer League. This field is used by the Pee Wee Soccer program (6 to 8-year-old children). The basketball courts, skate and bike park continue to have regular visitors.

Oxford Recreational properties continue to be used for various activities by diverse citizens of all ages. The Recreation Commission continues to research and offer programs with the outlook and focus on the Oxford community's health and wellbeing. The Commission would like to thank the Oxford DPW crew for the installation of newly acquired equipment, and maintenance and support of the town's fields and parking areas.

The Commission will continue to provide recreational programs for our community to enjoy.

*Respectfully submitted by,
Joel P. Masley, Chairperson
Roger McCarthy, Vice Chairperson
Jody Anderson
Greg Gray
Eric Lambert
Wayne McFarland
Kerry Russell
Brenda A. Ennis, Clerk*

CONSERVATION COMMISSION

The Conservation Commission is charged with administering the Massachusetts Wetlands Protection Act Regulations to ensure the protection of the wetland resource areas in Oxford. This responsibility involves the review of new development plans, monitoring ongoing projects and issuing permits. The Commission is pleased to work with homeowners and businesses to achieve development goals while making sure the values and functions of streams and wetlands are not negatively affected.

During 2022, the Commission issued 19 Orders of Conditions, 14 Determinations of Applicability, 13 Certificates of Compliance, 1 Emergency Certification, and 2 Enforcement Orders. Thirty-one Public Hearings were held in which the Commission conducted its business. Members and the Agent conducted over 150 site visits/inspections in 2022.

The Commission experienced an eventful year in 2022 sponsoring annual events and initiating new environmental programs. The Conservation Agent continually brings forth new ways to engage the public and promote environmental awareness that the Commission members enthusiastically support and coordinate.

In March, Commission Members and the Agent, led by the Chairman, began monitoring four vernal pools in order to observe and learn more about the amazing process that many salamanders and frogs go through each spring when they return to these specialized pools to reproduce.

The vernal pools were visited 29 times during an eight month period and the transformation from egg to adult species was documented. The Commission went through this exercise so that they may teach other community members about the importance of these temporal habitats and how to protect them through a certification process.

Early April saw the return of the ospreys to Greenbriar Park. The new Osprey camera and equipment provided much clearer viewing of the birds in their nest. Again, this year, three chicks were successfully raised and joined the osprey population when they fledged in October. The chicks will return to this area in the spring of 2024 after spending a full year most likely in Central and South America.

The Commission staff again sponsored the rain barrel purchase program where many residents took advantage of obtaining a rain barrel at a discounted price. This is the fourth year of running this program and over 219 rain barrels have been distributed and put into use.

This year Earth Day was celebrated during the entire month of April with residents across town picking up roadside litter and cleaning up local parks. The Commission also assisted the Tree Warden with the Annual Seedling Give-Away. This year 200 Red Mulberry seedlings and wildflower seed bombs were handed out with the help of local volunteers.

In May, the Members and the Agent organized and hosted the Family Fishing Festival and Fun Day at Carbuncle Pond Beach. The MassWildlife Angler Education Program once again provided equipment and experts to teach fishing skills to all ages. Countless fish were caught and let go during the day. In addition to the fishing portion of the event, new activities were added to the program making it a fun-for-all day. Lunch and snacks were prepared by the Oxford High School JROTC Students. As the day was extremely hot, the cold drinks were especially appreciated. Volunteers from the Community Center set up games and a scavenger hunt for the young ones while the Commission Chairman presented a stormwater demonstration using an Enviroscape

table. Army Corps of Engineers Rangers were on hand with animal displays and fun giveaways, and a ranger from The Last Green Valley set up an informational booth of the interesting outdoor activity opportunities in the area. Overall, the day was a big success and the Commission looks forward to putting on next year's festival.

The Knotweed Management Project at McKinstry Pond is in its sixth year of effort. The Commission Chairman spent close to 40 hours during the summer removing rhizomes and other members helped with the clearing of stocks. The purpose of the project is to experiment with several different eradication/management techniques to determine the success and feasibility of these different methods and share the information with the community. Knotweed is a widespread non-native invasive plant in Oxford that alters the native plant species community affecting wildlife and landscape. Results from this experiment will be reported in the coming year.

One new project initiated is the development of a French River Welcome and Interpretive Center. The idea follows along with a potential Rail-Trail through Town. At the fall meeting, the purchase of property for the center was approved by voters. The Commission looks forward to seeing the center materialize along with other uses of the land.

As the fall season turned to winter, Members and the Agent started monitoring several spots at the French River for salt accumulation from road de-icing activities. This sampling is part of The Last Green Valley's Stream Monitoring Program. As of the end of the year, the Commission is happy to announce that no salt issues have been identified.

Throughout the year, Commission Members have attended numerous webinar information programs sponsored by the Massachusetts Association of Conservation Commissions and informal trainings developed by the Agent.

The Conservation Commission consisted of the following at the end of the year: Paul Cunningham, Chairman; Robert Manuel, Vice

Chairman; Albert Shahnarian, Member; Arthur Firl, Member; J. William Zoldak, Member and Thomas O'Neill, Member. The Commission's staff include Judy Lochner, Agent and Alycia Turner, Clerk.

The Commission wishes to thank the Department of Public Works for continual assistance and guidance with many of the above listed projects, other Town Departments, Boards and Commissions for their ongoing cooperation and assistance, and community members who also feel that protecting the environment is important work now and for future generations.

*Respectfully submitted,
Paul Cunningham, Conservation Commission
Chairman
Judy Lochner, Conservation Agent*

COUNCIL ON AGING / SENIOR CENTER

In 2022 our Senior Center grew by leaps and bounds. We continuously add new activities and/or new entertainment. Our existing groups are getting very popular with attendance continuously growing. Lunches on Tuesdays and Fridays continue to be a huge success with over 4,700 meals served.



Deb McDonald, Donna O'Halloran, Claire Wilson and Jeannine Ross enjoying a bus trip to Boston for a Duck Boat Tour

We were able to go on four (4) bus trips this past year, all of which were sold out. We traveled to Boston, Connecticut, Maine, and Rhode Island. There was something for everyone. Also proving that you are never too old to have a good time.

The “Council Chatter”, our monthly newsletter, continues to be a hit with all seniors that receive it. I have a terrific group of volunteers that assist every month with assembly and distribution.

Outreach to our seniors has grown this past year. We have seen more need for assistance in applying for LIHEAP (Fuel Assistance) and SNAP (formerly Food Stamps), as well as Medicare, MassHealth and Supplemental Health Insurance.



*Rita Domian says “you are never too old to have fun!” -
Boston Duck Boat Tour Bus Trip*

Our vans have still been extremely busy providing transportation to both in-town and out-of-town destinations, with a total of over 3,500 rides. Our town van has extended its transportation hours longer in the day to allow seniors to attend activities/events that run later in the day.

Oxford has by far the BEST seniors of any town around!

Once again thank you for the support from Town Manager Jen Callahan, and all Staff and Council Members.

*Respectfully submitted,
Laura B. Wilson, Director*

HISTORICAL COMMISSION

The Oxford Historical Commission continues to maintain its membership in The Last Green Valley National Heritage Corridor which celebrates, supports, and promotes this area’s history, abundant natural resources, open space, agriculture, conservation, trails and outdoor recreation. It does this through education, advertisements, print materials and by sponsoring events. The Last Green Valley includes 35 towns in northeast CT and a few towns in south central MA.

The Commission (OHC) invites anyone, or any group interested in visiting the District 8 North Gore Schoolhouse on Joselin Park or to participate in a short walking tour at the Huguenot Fort Historic Site at the top of Fort Hill Road to contact the OHC chairman. Programs can easily be presented at each site. The school looks much as it did between 1872 and 1900. Although there is an educational sign at the Huguenot Fort site additional information can also be provided to visitors.

The original ADA approved ramp that was constructed at the Schoolhouse when it was moved to Joslin Park more than twenty years ago had to be replaced. The OHC hopes that Oxford students will once again be able to tour historic Oxford with their peers, and visit such places as the Huguenot Fort, Clara Barton Birthplace Museum and spend time in the Schoolhouse as students of the late 1800’s.

We hope that school personnel will still recognize the value of teaching our children about their town.

A formal dedication of the newly installed flagpole at the Schoolhouse was held in May to commemorate the donation of a new flagpole to the town. It is especially significant that the pole is constructed out of wood which is in keeping with the age of the building. The flagpole was offered to the OHC by a person traveling through Oxford. The original flagpole had just been removed. This person also donated a new flag, and the Oxford DPW provided a new concrete base. The flagpole was folded down at the dedication, a new flag was attached to it and the flagpole was then trained by the craftsman and DPW employees.

The OHC began discussions in 2013 to repair and consolidate the Civil War Plaques/Tablets in the Clock Tower at Memorial Hall as these historic treasures had been exposed to severe water damage for many years. The plaques appear to be the largest original plaques in the area. Many towns no longer have them in their original condition. With grant monies supplementing town funds, they were properly consolidated when the Clock Tower underwent extensive repair work. A local ceramic studio completely replaced a few tiles which could not be repaired. All was properly consolidated and is now even protected from the changes in weather conditions. The Civil War Plaques were re-dedicated the same day as the new flagpole was dedicated.

Town residents were requested to provide input when the most recent Master Plan was being developed. Residents immediately expressed a strong desire that Oxford Center retain as much of a historical presence as is left, and once again become a destination. During the year, new property owners in

Oxford Center restored two large structures while other buildings in the center have also undergone noticeable improvements. Together, these property owners need to be recognized for their sense of history and thanked for their effort to retain the historical integrity of the structures.

The new park on Sutton Avenue provides an especially attractive gateway to Oxford Center and the Oxford Main Street Historic District (2011). The park is expected to be publicly named and dedicated in the spring of 2023. Dedicated volunteers on the Beautification Committee planted and maintained beautiful flowers for many years in Oxford Center. The Oxford DPW now plants and cares for more extensive plantings in the center and lines Main Street with colorful flowers, also. All of this not only enhances the area but also clearly demonstrates pride in the town of Oxford.

Sadly, the historic Huguenot Oak tree on Huguenot Road, believed to be the last of the three oak saplings known to have guided the early Huguenot settlers back and forth to their homes, needed to be removed. Two arborists documented it as growing along the path in the 1680's. It was a majestic tree until a few years ago when its condition began to deteriorate due to age and a recent gypsy moth infestation. Parts of some limbs could be saved, and part of the massive trunk was sawed into planks for future use. All that could be saved is now drying out. A decision needs to be made soon about the remaining part of the trunk and how best to memorialize this once mighty white oak.

A man who lived across the street from the Huguenot Oak for many years cut the grass around the tree and removed any debris under the tree. Several years ago, he gathered acorns from the tree and offered them to members of the Huguenot Memorial Society

for planting. A Society member was successful in nurturing a few oak saplings on their property on Fort Hill Road. One of those saplings grew into an impressive tree which was relocated in November to the Huguenot Fort.

Donations related to the town are accepted by the OHC and become town property. This year was no exception. Donations can be dropped off at Memorial Hall, sent through the mail to the OHC at Memorial Hall or personally given to the OHC. This year an especially meaningful donation came from a family member with no connection to Oxford. She donated a large box of pictures, framed photographs, books and assorted papers. Interestingly, the collection contained many pictures never before seen by us that had been in the family's possession for more than 100 years. In addition, she identified people in the photographs. We are also happy to accept copies of documents when family members want to keep originals. We are always most grateful that someone thinks of donating items instead of discarding them.

Inquiries are always welcome. If we do not know the answer, we will do our best to do the research required in order to answer the question.

A longtime member reluctantly resigned due to the remaining presence of Covid 19. We are grateful to Howard Holbrook for his many years of service. He remains involved as an associate member who is welcome to participate whenever he feels comfortable. Albert Zelley, who had been an associate member, took Howard's place as an appointed member of the OHC. Al was already aware of what we were doing because he had attended many meetings. Our

meetings are always posted ahead of time with the Town Clerk's office so that people can join us and participate

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

PLANNING BOARD

The Planning Board is chartered by the Town and Massachusetts General Law to administer local and state bylaw and zoning and subdivision regulations. The Planning Board makes recommendations at town meetings about matters concerning the physical, economic, and environmental development.

Planning Board membership at the end of the year consisted of: Craig Holmberg (Chair), Richard A. Escolas, Jr. (Vice Chair), Kristine Bird (Clerk), Matthew Pearson (Assistant Clerk), Jeffrey Stafford (Member), Roger McCarthy (Member), and Mark Lee (Member). Staff consisted of Tony Sousa, Director of Planning and Economic Development and Mary Herriage, Planning Assistant.

The Planning Board held twenty-two meetings during the year 2022. The Board endorsed nine plans not requiring subdivision approval. The Board considered thirteen special permit applications, six zoning bylaw amendments, four site plan review applications, three right-of-first refusal requests, three stormwater/land disturbance applications, a definitive subdivision plan, and a scenic road application.

Notable approvals in 2022 include an indoor recreational facility at Boulder Industrial Park, a battery storage facility at Industrial Park East, and the renovation of the Cumberland Farms location at 233 Main Street.

*Respectfully Submitted
Craig Holmberg,
Planning Board Chairman*

MASTER PLAN IMPLEMENTATION COMMITTEE (MPIC)

The Master Plan Implementation Committee (MPIC) was formed in 2017 after adopting the 2017–2027 Master Plan. The Master Plan is a long-range plan that makes a series of recommendations about topics including land use, housing, community facilities, transportation, economic development, open space, and natural resources. The Committee is responsible for serving as a liaison with town boards and committees that have a role in implementing the Master Plan and will encourage boards and committees to adopt a process for reviewing and including Master Plan goals and recommendations in their regular meeting processes. MPIC members consist of volunteer representatives from various boards and residents interested in guiding the community's future.

The Department of Land Management provides staff support to the committee. MPIC met three times during the calendar year (February 17, May 19, August 18).

The topics of discussion in 2022 included planning for additional open space, discussion about economic trends, and capital projects. The Committee will continue to work with various stakeholders, staff, and other municipal boards to implement the recommendations in the Master Plan. The Committee will also continue to evaluate the relevance of the Plan's recommendations, assess the effectiveness of actions undertaken, and determine if adjustments to subsequent or follow-on recommendations would be appropriate. It is the goal of the Committee to make certain the Plan remains a "living document" to support the community's vision and goals for the future.

The members are Roger McCarthy (chair), Norman J. LeBlanc, Dennis E. Lamarche, Jean M. O'Reilly, Paul Cunningham, John Eul, Stephen Anderson, and Gordon Cook.

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

Anyone interested in learning more about MPIC may also reach out to the Department of Land Management or any member of the Committee.

*Respectfully submitted,
Roger McCarthy
Chairperson*

ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA) meets on Thursday evenings, as needed, to hear and decide on applications for Variances, Special Permits and Appeals of Administrative Zoning actions as prescribed under the Town of Oxford Zoning Bylaws and Massachusetts General Laws.

Board members are appointed by the Board of Selectmen. Each application to the Board involves one or more public hearings and in some cases a site visit.

During 2022, the Board held ten meetings (February 10, February 24, March 10, March 24, April 28, July 7, October 6, October 27, November 17, December 15). In total, the ZBA acted on five special permit applications, and ten variance applications.

At the close of the year, membership consisted of: David Silverman (Chair), Peter LaFlash, (Vice Chair), Stephen Balunas (Clerk), Alfred St. Germain (Member), Thomas Purcell (Member), Robert Keogh Sr. (Alternate). Member Administrative support is provided by Mary Herriage, Planning Assistant.

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

OXFORD HOUSING AUTHORITY

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

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

Regular Meeting: The second Tuesday of the month at 10:00am at the Housing Authority's Office.

Office: 23 Wheelock Street, Oxford, Ma. 01540.

Board Members

Karen M. Erickson	Chairman
Patricia L. Ferdella	Vice-Chairman
Dale J. Mahota	Member
Wayne McFarland	Treasurer
Arsenio Luz	Assistant Treasurer

Terms

Karen M. Erickson	State Appointee 5-year
Patricia L. Ferdella	Board of Selectmen 5-year Appointee
Dale J. Mahota	Elected 5-year
Wayne McFarland	Elected 5-year
Arsenio Luz	Elected 5-year

Personnel

Barry J. Nadon Jr.	Executive Director
Matthew Morse	Admin Asst. /Housing Administrator/Accounts Receivable
Chenelle Jenkins Champ	Tenant Coordinator Housing Admin./ Accounts Payable Section 8 Coordinator
Kerrie Sturtze	Maintenance Supervisor
Benjamin Chase	Maintenance
Craig Erickson	Janitor/Laborer
Parker Santon	Maintenance Janitor/Laborer
Karen Alhers	Attorney
Gordon/Griffin, LLC	Accountants

The Oxford Housing Authority's primary function is to administer public housing programs

in the Town of Oxford and to recommend and apply for financial assistance to State and Federal agencies for housing programs, when and if needed. The Authority currently administers a total of 187 units of State-aided Housing. 66-units were completed in 1978 and a 52-unit State-aided project was completed in 1979. The Housing Authority completed a Development Grant in 1997 for the construction of 48 units of elderly/handicap, 14 units of family, and 4-units of special needs. The Housing added 2-unit of family to its portfolio in 2019 in Brookfield. The Oxford Housing Authority also administers 149 units of the Federal Section 8 Rental Assistance Program.

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

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

2022 was our first “normal” year since the start of the pandemic. The library has been open fully to the public since the summer of 2021 and we have seen quite an increase in our circulation statistics. For reference, in 2021 we circulated 37,183 items and in 2022 we have circulated 57,572 items. We are beginning to make our way back to pre-pandemic levels – in 2019, we circulated 78,483 items. While we may not have hit that number in 2022, it will be likely we hit that total in 2023.

The library introduced a new digital service this year called Kanopy. Kanopy is an on-demand streaming video platform for public and academic libraries that offers thousands of films and documentaries for patrons to view. Oxford cardholders can access this service by visiting our website at www.oxfordmapubliclibrary.org. Speaking of our website, the library unrolled a new and improved website this past fall – be sure to check it out if you haven’t already!

This year brought many fun and educational programs, especially for our young residents. Our Children’s Librarian, Deborah Bilis, put together many paint programs that continued to be held over Zoom for the first half of the year, while introducing in-person programs beginning

in the summer months. Ms. Deb began our very popular Pok  mon club, which has now expanded



Reptile Adventures

into two clubs. A few highlights from the Children's Room this year included: a children's author visit with Carol Rossetti; Animal Adventures showing live reptiles on our front lawn; music and movement classes with Deb



Drum Circle

Hudgins; a drum circle with Cornell Coley; Comic Book Day; and numerous arts and crafts programs. We also held our ever-popular Gingerbread House program and our Photos with Santa and Mrs. Claus – all of which were highly attended and enjoyed by all.



Santa & Mrs. Claus

Our Children's Services Assistant/Storytime Coordinator, Kathleen McGrath, did a splendid job with storytimes for different age groups earlier this year. We did, however, say goodbye to Ms. Kathy in October, as she started a new full-time adventure at the Charlton Public Library. It has been an honor having you in Oxford these past four years, Ms. Kathy! And with this departure comes a warm welcome to Kelcy Beaudry as she joins our team as our new Children's Services Assistant/Storytime Coordinator. Ms. Kelcy is working hard to get our Storytime classes up and running once again. If you haven't had a chance to meet her, be sure to stop in and say hello!



Ms. Kelcy

The Friends of the Library were back in action with the return of their Fall Book Sale, after a two-year hiatus. We would like to thank our Friends group for their dedicated hard work to make this year's book sale such a success! If you are interested in becoming a part of this amazing group, please visit their website for more info: www.friendsofoxfordfreelibrary.org.

The library continues to be grateful for those who have sponsored our Library Pass Program this past year: The Friends of the Library funded passes to Davis Farmland and the Roger Williams Park Zoo. The Oxford Woman's Club and the Friends of the Library jointly provided passes to the Children's Museum in Boston. John Bowes donated the Boston Museum of Fine Arts Pass. The Oxford Cultural Council provided funding for passes to the Tower Hill Botanical Garden as well as the Worcester Art Museum. The Taft Charitable Fund provided museum passes to the Ecotarium and the New England Aquarium. Our Library Pass Program continues to be a huge success!

A whole-hearted thank you to those who have so graciously made donations to the library throughout the year and who have also made donations in memory of loved ones – we are incredibly grateful for your support.

I would personally like to thank my dedicated staff, the Board of Trustees, all Town departments, and of course, our loyal patrons for yet another successful year – without you, none of this would have been possible!

We hope to see you at the library soon and wish you all good health and safety in the coming year.

Respectfully submitted,
Brittany McDougal Bialy, Library Director

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

The library continues to be your place to find the information you seek and the recreational reading, listening, and viewing that you love and enjoy. We are proud of the “free” in Oxford Free Public Library, and rightfully so, as these past few years have offered some unexpected turns. Our goal is to ensure every Oxford resident free and equal access to all library services. Our collection is always changing and growing to fit the needs of our community. A new addition to our services this year is the on-demand video streaming service, Kanopy. With many things moving to streaming platforms, we are happy to be able to offer a streaming platform at no cost to our patrons. We are constantly evolving and

striving to provide the best service possible to our residents.

2022 brought the return of our Art in the Yard exhibit, after a two-year hiatus. We would like to thank this year’s sponsors, the Oxford Cultural Council and bankHometown for their generous contribution. We would also like to give special thanks to our Department of Public Works for



Art in the Yard - Fish

their assistance with the installation of the exhibit. New this year, we offered audio tours, through the app Otocast, for our patrons to enjoy while walking amongst the pieces of art. We were impressed with this year’s art submissions and look forward to next year’s exhibit. If anyone is interested in sponsoring a piece, please contact our Library Director.

Our newest, and biggest, addition this year was the electronic messaging board located on our front lawn, which was made possible thanks to library trust funds. The Board of Trustees and Library Director worked with the sign company to make it as pleasing to the eye as possible, which we feel has been accomplished with impressive masonry, along with state-of-the-art technology. The goal of this message board is to ensure patrons are aware of upcoming events at the library, as well as upcoming town meetings or emergency closings that may occur. We can seamlessly share messages on our outdoor sign with the display TVs located inside the library as well - these were graciously donated by the Friends of the Library in 2016.



Art in the Yard - Hedgehog

The Board is grateful to those who have donated or asked that their donation be made in memory of a loved one, to the Oxford Free Public Library. Your generosity is greatly appreciated and helps to secure the future of your library. We also thank those who contributed towards our Library Pass Program, which is yet another popular service we offer.



Library in the Fall

We are thankful to the library staff who keep the library running smoothly and providing excellent customer service to our patrons day-to-day. This year has yet again shown the true dedication our staff have to this wonderful community. We are also thankful for our Friends group who worked behind the scenes to put on a very successful book sale this past fall.

And lastly, a great thanks to you, our dedicated patrons, for your continued support. We are looking forward to what is to come at the library in 2023.

*Respectfully submitted,
John J. Bowes, Chair
Carole A. Steina, Vice-Chair
Harry R. Williams, Member*

OXFORD CABLE ACCESS

Oxford Cable Access (OCA) is our local Public, Education, and Government (PEG) service to record town meetings and events. The mission of Oxford Cable Access is to entertain and inform the community through local PEG programming and provide access to media production for residents and employees. Funding for this

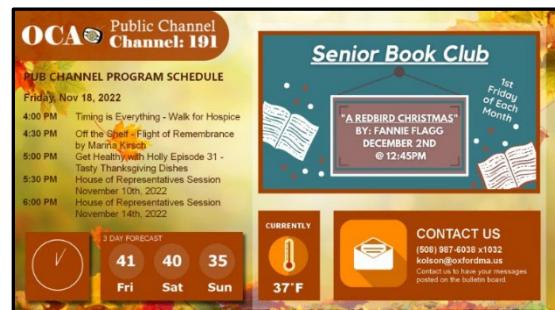
department is derived from fees collected by Charter Communications from cable subscribers.

Oxford Cable Access had a busy year of improvements and upgrades to bring higher quality content to the community. Throughout the year, we focused on providing coverage of town events, and municipal meetings. We covered events including the Winter Festival, the Family Fishing Festival and Fun Day, the Memorial Day Parade, the Spring into Health Event, the Teddy Bear Picnic, and the inaugural Public Safety Day. OCA was also there to capture grand opening ceremonies of the El Patron Corona Grand Opening and the Disc Golf Course Grand Opening.



Town Manager Jennifer Callahan, Smokey the Bear, COA Director Laura Wilson, OCC Director Shelley Lambert, Media Coordinator Kaylee Olsen at the Teddy Bear Picnic Event

This year we focused on reaching a wider audience with the new addition of our online streaming servers for both the Education Channel and the Government Channel. Residents are now able to watch both channels online even if they do not have access to cable in their homes. In addition to the new live streaming capability, we also launched our all-new Video on Demand Website. This website serves as our video archive where viewers can watch past programming such as board and committee meetings, town events, and more.



Cable Access Public Channel Bulletin Board

Equipment upgrades and replacement of equipment began to rebuild the department from the ground up. Camcorders, tripods, and audio equipment were purchased to cover town events and Town Meeting in multiple locations. Speakers were installed in the Town Hall Board of Selectmen Meeting Room to allow the audience to hear Board members and presenters more clearly. Previously, the microphones in the meeting room were exclusively for broadcast audio and did not amplify sound into the room. Upgrades were made to the Oxford High School Community Room. Outdated and failing equipment was replaced with a modern, reliable system to continue to record and broadcast School Committee Meetings on a bi-weekly basis.



Filming on Location

In addition to improvements made for the Cable Access Department, OCA assisted other Town Departments to improve media production across the town. News and announcements were posted to the Town Website to spread the word about valuable information and events. The Message Board outside of Town Hall was updated on a regular basis to relay essential information. Town



Town Hall Message Board

Departments were assisted with media needs in the form of technical support, graphic design, and software education.



Filming on Location

OCA also distributed events and information through our electronic Bulletin Board. All three cable access channels contain a customizable electronic Bulletin Board that runs in between programming daily. Each one was designed with a modern feel to display important information and

resources to the community. The Bulletin Board feed can also be found on the Town Website under the Cable Access department.

Finally, we also introduced a new feature to our Video on Demand Website. Chaptering allows for viewers to watch previous meetings while having the option to skip to specific agenda items. Each agenda item is marked throughout the recording and labeled underneath the video window. This feature allows for easier navigation and quick access to specific topics without having to scroll through and search for them. The Video on Demand Website will replace our YouTube Channel in 2023 to keep our content in one place.

We are very excited to continue to grow Oxford Cable Access as a department and bring community media into the modern age.

*Respectfully submitted,
Kaylee Olson
Oxford Cable Access
Media Production Coordinator*

OXFORD
CABLE **ACCESS**

2021 TOWN CLERK STATISTICS AND REVENUE

	Birth Certificates	Death Certificates	Marriage Certificates
2021	134	139	57
2022	129	132	60

Vital Records Revenue

Birth Certificates	\$3,940.00
Death Certificate	6,870.00
Marriage Certificates	2,900.00
Marriage Intentions	1,450.00
Total Revenue for Vital Records	\$15,160.00

Miscellaneous Revenue

Business Certificates	\$1,880.00
Miscellaneous Account	502.50
Copies	110.20
Raffle and Bazaar Permits	30.00
Street Listing Books	110.00
Pole Locations	160.00
Registration of Flammables	1,090.00
Certificate of Residency	20.00
General Bylaws	.00
Zoning Bylaws	.00
Zoning Map	.00
Subdivision Rules and Regulations	.00
Charter	.00
Municipal Legislation	.00
Notary Fees	110.50
Fines – Non-Criminal Disposition – Board of Health	2,000.00
Marijuana Tickets	.00
Yard Sale Permits	.00
Bounced Check Fee	.00
Auctioneers Permit	200.00
Total Revenue for Miscellaneous Items	\$6,213.20

Animal Control Revenue

Dog and Kennel Licenses and Late Fees	\$13,896.00
Cat Licenses and Late Fees	3,762.00
Duplicates Animal Licenses	2.50
Fines – Non-Criminal Dispositions – Animal Control	6,375.00
Total Revenue for Animal Control	\$24,035.50

Online Transactions

Birth, Death, and Marriage Certificates	\$1,300.00
Dog Licenses and Late Fees	4,688.00
Cat Licenses and Late Fees	992.00
Total Electronic Receipts	\$6,980.00
Total Receipts by Town Clerk paid to the Treasurer Collector	\$52,388.70

PUBLIC WORKS

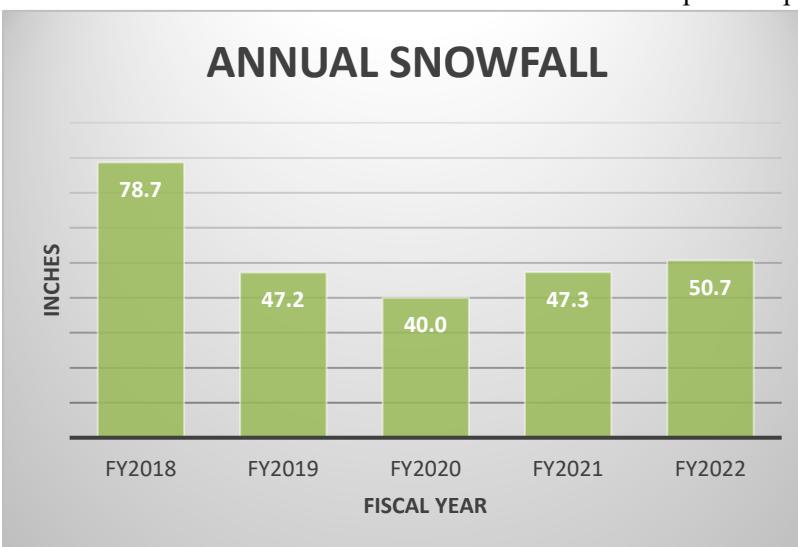
DEPARTMENT OF PUBLIC WORKS

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

Oxford DPW Mission Statement

WINTER SNOW & ICE STATISTICS

The DPW responded to 8 measurable snow and/or ice events requiring deicing and/or plowing of roadways in Fiscal Year 2022. The DPW responded to 23 unmeasurable events/needs such as black ice, intersection clearing, and removal of snow piles. 1 event was classified as a blizzard. The season started on November 26, 2021 with 1.7 inches of snow and



ended on March 1, 2022 with 0.6 inches of snow. The highest snowfall event occurred on January 28-29, 2022 with 14.7 inches. Officially, 50.7

inches of snow fell on the Town of Oxford. (Source: Town Contract Meteorologist: Precision Weather Forecasting/New England Weather Science)

ORGANIZATIONAL STRUCTURE

The DPW is organized into seven divisions: Administration/Engineering, Highway, Parks & Cemetery, Forestry, Facilities Maintenance, Fleet Maintenance, and Sewer. A total of 31 full time employees and numerous part time employees dutifully carry out the work of the DPW.

ADMINISTRATION / ENGINEERING

Administration is tasked with all personnel management, payroll management, and fiscal management. Engineering is tasked with design, procurement, and construction management for public works projects; technical review of most development proposals within the Town; and provides support to other Town departments. Considerable overlap occurs between administration and engineering. Administration and Engineering also administer the DPW’s permit program for road openings/trenches, driveways, drainlayers, and sewer connections. Administration also administers the DPW’s professional development, continuing education, and safety programs for all employees.

- Issued 9 drainlayers licenses, 18 driveway permits, 14 trench/road opening permits, 2 sewer connection permits.
- DPW operations staff participated in 65 workplace safety trainings.
- DPW staff participated in bucket truck training, hot works licensure training, CPR training, and 3 employees took part in OSHA-10 training.
- In collaboration with other Town safety departments, participated in the

inaugural Public Safety Day/Touch-a-Truck event on the Town Common.

- Awarded \$422,000 in MassDOT Shared Streets & Complete Streets Program grant funding.

NOTABLE CONSTRUCTION PROJECTS

- Roadway reconstruction and drainage improvements on Sutton Avenue from Turk Hollow Road to Douglas Road & Joe Jenny Road from Sutton Avenue to Tower Hill Road. Total cost: \$1,165,000.
- Paved Beech Street, Aspen Drive, Cherry Street, Hemlock Street, Vine Street, Sherwood Drive, and Little John Circle. Total cost: \$275,500.
- Paved East Main Street and Water Street from Main Street to New Street including installation of granite curbing along common and Water Street. Total cost: \$142,000.
- ADA Improvements at Joslin Park include construction of an accessible ramp to the bandstand, accessory walkways, and parking lot. Total cost: \$78,000.
- Constructed a 9-hole disc golf course at Ruel Fields with Smolenski-Millette funding. Total cost: \$13,200.
- Performed pavement reclamation and grading on Old Charlton Road ahead of future roadway paving to be performed by the DPW during the 2023 construction season. Total cost: \$10,000.
- Crack sealed 34 streets – 6 miles total. Total cost: \$35,000.

NOTABLE ENGINEERING PROJECTS

- Design for superstructure replacement of the Leicester Street Bridge over the

French River near the Leicester/Oxford Town line was advanced by MassDOT. Significant deterioration of the beam ends and deck has caused MassDOT to alert the Town to undertake improvements to the structure. MassDOT notified the Town that construction will be funded through the State's NextGen Program. The State has not identified a timeline for construction at this time.

- Design of drainage improvements near 198 Old Webster Road in the vicinity of Oxford Asphalt was completed. The area is low lying and is adjacent to a small pond this is routinely inundated with beavers. The proposed work includes adding drainage, replacing a culvert, and restoring impacted wetlands. The project is included on the Town's CIP in FY2025.
- Design to replace the culvert on Hall Road was finalized. The roadway has routinely been overtopped by the stream during significant wet weather events. The stream is perennial and serves as a fish passage. The existing condition of the culvert is very poor and obstructs fish passage. The DPW previously submitted a grant application to the Division of Ecological Restoration to replace the culvert. The grant application was unsuccessful. The project is included on the Town's CIP in FY2026.
- Master planning and Transportation Improvement Program 25% design work advanced for the Main Street corridor reimagining. The Town's consultant projects a design review meeting with MassDOT in early 2023 and 25% design complete in October 2023. The Town is planning for the projects inclusion in the FY2024-FY2028 State Transportation Improvement Program (TIP) to receive federal funding. The project area is from Fairlawn Avenue to Front Street. The goal of the project is to engage with the community to reimagine what Main

Street could look like and how it could better function with multi-modal transportation goals (safer pedestrian crossings, bike lanes, etc.) and safety as top priorities.

- Design of improvements to McKinstry Pond dam continues to be advanced utilizing a design grant awarded by the Executive Office of Energy and Environmental Affairs (EEA) in the amount of \$55,275. In 2019 DPW submitted a grant application for construction funding to the EEA in the amount of \$515,000. The application was not successful. The DPW will resubmit the grant application in the amount of \$600,000 in FY2023.
- Design of sewer expansion on Route 20 from Route 56 to Oxbow Road was completed in 2018. In 2019, DPW submitted a grant application for MassWorks grant funding for construction. The Town received formal award of \$2.8M for construction in December of 2021. Construction of the sewer extension will take place as part of the State's Route 20 Corridor Improvements project slated to start in Spring 2023.
- The Town was awarded \$198,000 through MassDOT's Shared Streets & Spaces Program to design and construct new sidewalks on Church Street from Main Street to the Treasure Land Playground. The design was completed, and the project bid in September 2022, however bids came in higher than our available budget. The DPW will rebid the project in late winter 2023 for anticipated construction in spring/summer 2023.
- Following the previous year's update of the Town's Complete Streets Tier 3 Prioritization Plan funded through a \$37,471.27 technical assistance grant, the DPW applied for and was awarded \$224,000 through the Complete Streets

Program for adding sidewalk on Fremont and Sigourney Streets and installing solar-powered speed feedback signs on Main Street and Sutton Avenue. Design is underway to add sidewalks on Fremont and Sigourney Streets, revamp the drainage systems, and reconstruct the roadway with anticipated bid date in early 2023 and construction to follow in spring/summer 2023. The speed feedback signs are on order and projected to be installed in spring of 2023.

- A multi-phased design for irrigating Ruel Fields was completed and the first phase of construction bid in September 2022, however bids came in higher than our available budget. The DPW will rebid the project in late winter 2023 for anticipated construction in spring/summer 2023.
- Following the negative vote on the January 4, 2022 ballot regarding the DPW's robust \$8M pavement repair plan, the DPW went back to the drawing board to evaluate our current roadway repair techniques and budget and began advancing an updated 3-year Town-wide pavement management plan assuming level funding. The plan is near complete and the DPW plans on presenting said plan to the Board of Selectmen early in the new year.

HIGHWAY

The Highway Division is responsible for maintaining over 90 miles of public roads, eight bridges, two dams, a sprawling drainage system, and approximately 13 miles of sidewalks. The Division also performs basic maintenance on approximately 5 miles of private ways in Oxford. The Highway Division also functions as the Town's construction crew and is tasked with construction work across all DPW Divisions. The work is coordinated by the Operations Manager and the Highway Superintendent.

Projects & Maintenance:

- Swept all streets.
- Cleaned over 800 catch basins.

- Rebuilt 5 catch basins.
- Excavated for accessible ramp footings at the bandstand, formed and poured concrete curb on ramp and sidewalks to newly constructed parking area off East Main Street.
- Constructed disc golf course at Ruel Field with assistance of Forestry and Cemetery and Grounds divisions.
- Excavated for conduit and foundation for new LED sign in front of the library.
- Excavated for conduit and installed new utility pole for security cameras at the Dog Park.
- Relocated Huguenot Oak descendant sapling and replanted at the Huguenot Fort.
- Performed partial demo following structure fire on Leicester Street.
- Backfilled and compacted near 7,000 square foot foundation hole for demolished Joslin Annex building.
- Installed a new toddler expression swing at Treasure Land Playground.
- Installed roadway gutter inlet at corner of Sigourney Street and Main Street.
- Installed mulch and stone around the perimeter of the Dog Park.
- Repaired railroad crossing on Sutton Ave in collaboration with the railroad company.
- Installed footings for new accessible ramp to the schoolhouse on the common.

PARKS & CEMETERY

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

Work includes regular mowing and trimming, infield grooming, field aeration, over seeding, flower planting and weeding, and cemetery cleanups. The men and women assigned to parks and cemeteries take great pride in enhancing

public green spaces and cemeteries for the public to enjoy the outdoors and honor their loved ones. This is especially true on Memorial Day when the spring sprint to get everything done results in beautiful Town properties. The DPW takes great pride in the level of professional and compassionate care provided to grieving families.

Division personnel interred a total of 61 in Oxford Cemeteries. Of the total, 23 were full burials and 38 were cremation burials. Cemetery pricing was adjusted this year for the first time since 2013 upon approval of the Cemetery Commission. A total of 31 graves were sold.

NOTABLE PARKS & CEMETERY PROJECTS

- Installed security cameras at the Dog Park with grant funding. Total cost: \$17,000.
- Replaced chain link fencing at Ruel Fields. Total cost: \$14,000.
- Facilitated opening of the Ruel Field concession stand in collaboration with the Recreation Commission and Lassie League.

FORESTRY

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

Maintenance:

- Responded to 7 emergency tree calls.
- Removed 45 high risk trees from public roadways with in-house and contracted help.
- Removed the historic Huguenot Oak to restore safety at the site.
- Assisted in relocating Huguenot Oak descendant sapling to the Huguenot Fort.
- Performed clean-up/limb removal for 5 wind events with tree damage.
- Continued the Town's aggressive roadside brush mowing with rented equipment.

- Planted 27 trees with grant funding from DCR.
- Distributed 200 red mulberry seedlings at Joslin Park with the help of the Seven Hills Foundation in honor of Arbor Day.
- Assisted with clearing and installation of new disc golf course at Ruel Field.
- Collected 75 Christmas trees.

FACILITIES

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

NOTABLE FACILITIES PROJECTS

- Completed 1,816 repair and preventative work orders at municipal and school buildings.
- Completed hazardous materials abatement and demolition of the Joslin Annex Building behind the Oxford Community Center. Total cost: \$253,000.
- Crack sealed existing pavement at the Oxford High School (OHS), Oxford Middle School (OMS), Chaffee, and Barton School parking lots. Total cost: \$15,000.
- Mold remediation and new sheetrock, ceiling tile/pipe insulation installation in the basement at the library. Total cost: \$120,667.
- Replaced first floor carpet at the library. Total cost: \$29,957.
- Repaired 22 exterior columns at OHS. Total cost: \$22,500.

- Renovated stairway entrance and floors, polished concrete at OHS. Total cost: \$15,662.
- Replaced VFD's in boiler room at OHS. Total cost: \$21,784.
- Replaced split HVAC coil above cafeteria at OHS. Total cost: \$5,525.
- Upgraded energy management system at the Barton School. Total cost: \$4,070.
- Replaced fire alarm system at Police HQ. Total cost: \$30,532.
- Replaced existing non-compliant accessible ramp at the one-room schoolhouse at Joslin Park. Total cost: \$13,450.
- Replaced roof on North Fire Station. Total cost: \$195,289.
- Replaced HVAC unit at Fire HQ. Total cost: \$10,410.
- Installed State mandated elevator safety devices at all buildings (6) with elevators. Total cost: \$33,751.
- Restoration of teachers' lounge and restroom following failed pipe at OHS. Town - \$5,000 deductible, insurance - \$259,534.
- Restroom fire restoration following vandalism at Barton School. Town - \$5,000 deductible, insurance - \$40,753.
- Restoration at Barton School following frozen HVAC coil. Total cost: Town - \$5,000 deductible, insurance - \$361,809.
- Restoration of Police HQ following dry sprinkler system failure. Total cost: Town - \$5,000 deductible, insurance - \$124,018.

- Phase 2 (Phase 1 hallways, Phase 2 classrooms) LED light replacement at Chaffee School as part of the Green Communities program. Total cost: \$67,795. Rebate: \$14,870. Savings: \$7,186 annually.
- Phase 2 (Phase 1 hallways, Phase 2 classrooms) LED light replacement at Barton School as part of the Green Communities program. Total cost: \$66,852. Rebate: \$13,930. Savings: \$7,021 annually.
- Weatherization of Fire HQ as part of the Green Communities program. Total cost: \$89,792. Rebate: \$8,384. Savings: \$1,970.75 annually.
- Weatherization of the Library as part of the Green Communities program. Total cost: \$27,429. Rebate: \$5,952. Savings: \$1,540 annually.

FLEET MAINTENANCE

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



Town thousands of dollars every year in avoided contract work.

In 2022, the DPW took delivery of a Mack 10-wheel dump truck with a combination dump/spreader body and plow for use by the Highway Division, F-550 garbage truck, F-550 chipper truck with plow, and F-600 bucket truck with 56 feet of working height for the Forestry Division. The DPW also auctioned off nearly \$34,000 in old vehicles and equipment declared surplus.



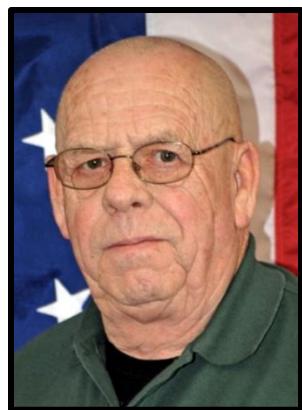
SEWER

The Sewer Division is tasked with maintaining sewer service for approximately 1,000 residents in two service areas. The sewer areas include the North Service Area (Main Street and surrounding area north of the Oxford High School) and the Southwest Service Area (Old Webster Road). The Fiscal Year 2022 annual average daily flow of the North Service Area was 52,677 gallons per day. The Fiscal Year 2022 annual average daily flow of the Southwest Service Area was 15,259 gallons per day. The North Service Area usage charge was unchanged at \$12.35 per 1,000 gallons. The Southwest Service Area usage charge was unchanged at \$16.86 per 1,000 gallons.

NOTABLE SEWER PROJECTS

- Installed new sewer pumps and completed electrical upgrades at Route 12/56 pump station. Total cost: \$49,800.
- Installed new exhaust fan at the Route 12/56 pump station to enhance odor control. Total cost: \$7,900.
- Installed new pumps at OHS pump station. Total cost: \$7,000.
- Installed new pump guide rails at Greenbrier pump station. Total cost: \$7,200.
- Installed new MultiSmart pump controller at Thayer Pond Pump Station. Total cost: \$2,000
- Swapped pump out at Greenbrier Pump Station. Total cost: \$1,000.

2022 saw the unfortunate passing of one of DPW's own, Ralph W. Miller. The DPW would like to honor the life of Ralph and his lifelong commitment to public service. Ralph faithfully served on the Oxford DPW for over 20 years and on the Fire and Police Departments for nearly 40 years. He also proudly served in the U.S. Marine Corps. Ralph will be sorely missed by the DPW, but his remarkable tenure serving the Town of Oxford will ensure his legacy lives on.



Ralph W. Miller

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

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

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

OXFORD PUBLIC SCHOOLS



ANNUAL TOWN REPORT

**2021-2022
SCHOOL YEAR**

OXFORD PUBLIC SCHOOLS

OXFORD PUBLIC SCHOOLS

ADMINISTRATIVE STAFF LISTING

SCHOOL YEAR 2021-2022

SCHOOL COMMITTEE

David Cornacchioli, Chairman
Corey Burke, Vice Chairman
Palmina Griffin, Secretary
September Forbes, Member
Molly Cook, Member
Helen Coffin, Recording Secretary

CENTRAL ADMINISTRATION OFFICE

Michael Lucas, Superintendent of Schools
Helen M. Coffin, Executive Assistant
Justin Leduc, School Business Administrator
Ellen Racine-Weatherwax, Payroll Coordinator
Kristina Herrick, Senior Account Analyst
Susan Davis, Bookkeeper

TECHNOLOGY DEPARTMENT

Kadion Phillips, Director
Suzanne Kelley, Data Coordinator/Registrar
Sean Sumner, Computer Technician
Jacob Ouimette, Computer Technician
Conor Higgins, Computer Technician

STUDENT SERVICES DEPARTMENT

Kristin Miller, Interim Director
Debra Tremblay, Executive Assistant
Michele Raymond, Office Secretary
Richard Maliff, Evaluation Team Leader
Cheryl Hetherman, Long-term Sub Team Leader
Terry Gawronski, Social Worker
Samantha Allyn-Bennett, Psychologist
Maureen Soto, Behavior Analyst

FOOD SERVICES DEPARTMENT

Vianna Pacitto, Director

OXFORD HIGH SCHOOL

David Nugent, Principal
Robert Truax, Assistant Principal
Kristin Harvey, Office Secretary

OXFORD MIDDLE SCHOOL

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

CLARA BARTON SCHOOL

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

A. M. CHAFFEE SCHOOL

Robert Pelczarski, Principal
Christen Hutchinson, Assistant Principal
Susan Grenier, Office Secretary

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

SCHOOL COMMITTEE

Honorable Board of Selectmen and Residents of Oxford:

We are honored to present this 2021-2022 school year annual report. The Oxford School Committee is comprised of five members, each serving three-year staggered terms of office. During the 2021-2022 school year, the School Committee members included David Cornacchioli as Chairman, Corey Burke as Vice Chairman, Palmina Griffin as Secretary and Authorized Signer of financial warrants, and members September Forbes and Molly Cook. Oxford High School student Molly Raymond served as the student representative.

In July, the School Committee welcomed a new Superintendent of Schools, Michael Lucas. Justin Leduc served as School Business Administrator and Director of Operations, Helen Coffin served as the Committee's Executive Assistant and Recording Secretary, and Attorney Marc Terry served as the District's legal counsel.

The School Committee is responsible for setting policies that guide the district, approving and monitoring the budget for the school district, and hiring and evaluating the Superintendent of Schools. The regular meetings of the School Committee were scheduled on the 2nd and 4th Mondays of the month, unless otherwise noted. The School Committee's 2021-2022 goals included a focus on strengthening communication and collaboration, establishing a fiscally responsible budget that supported educating the whole child, and successful contract negotiations. In addition to the School Committee's work at scheduled meetings, the following standing subcommittees were appointed to work on more specific topics throughout the year: Policy Subcommittee,

Personnel and Negotiations Subcommittee, District Accountability and Curriculum Subcommittee, School Buildings and Safety Subcommittee, and Diversity, Equity, and Inclusion Subcommittee. The membership of each subcommittee includes two School Committee member representatives who provided a subcommittee report at each regular School Committee meeting held throughout the school year. We greatly appreciate the dedication of these groups and their hard work on behalf of the district.

The ongoing impact of the coronavirus pandemic continued to be present in the forefront. However, after extensive planning, the Oxford Public Schools opened its doors in the fall for full in-person learning. A great deal of emphasis was placed on ensuring the health and safety of our staff and students including the District's participation in the "Test and Stay" program and considerable discussion regarding mandating the use of face masks. Our sincere appreciation is extended to our nursing staff for their commitment.

The School Committee worked closely with the Superintendent of Schools and School Business Administrator on the development of the FY23 annual operating budget for the District. After budget meetings with the District Leadership Team, Town Manager, and Finance Committee, the proposed FY23 budget of \$19,339,254 was approved by the School Committee after a public hearing held in March, and subsequently approved by vote at the Annual Town Meeting in May. In addition to the funding approved in the operating budget, the District moved forward implementing its approved District Learning Recovery and Acceleration Plan through use of the Elementary and Secondary School Emergency Relief Fund (ESSER). The Plan concentrated on hiring additional professional and support staff in order to

reduce class sizes for enhanced learning and more tailored instruction.

Some of the more significant decisions made and votes taken during the year include, but are not limited to, the following: a vote to not offer School Choice during the next (2022-2023) school year; a vote to submit two Statements of Interest (SOI) to the Massachusetts School Building Authority (MSBA) for roof repairs to the Clara Barton and A. M. Chaffee Schools; approval and acceptance of negotiated successor contracts for the Paraprofessionals and Clerical Workers collective bargaining units; approval of a 5-year capital plan for submission to the Town's Finance Committee; and acceptance of the School Improvement Plans (SIPs), Student Handbooks, and the High School Program of Studies. In January, collective bargaining negotiations for a successor contract with the Oxford Education Association commenced. In April, we were quite pleased to announce that Oxford High School officially received accreditation from the New England Association of Schools and Colleges (NEASC) after a lengthy evaluation process.

In closing, the School Committee thanks the Town Manager and her office, the Department of Public Works, the Police Department, and the Fire/EMS Department for their endless efforts supporting the Oxford Public Schools. We also extend our sincere appreciation to the entire staff of the Oxford Public School District for their outstanding support and tremendous dedication to our students.

The School Committee members will continue working to serve the students and families of Oxford and to provide vision and leadership in the best way possible. We are honored to serve the Town of Oxford.

Respectfully submitted,

*David Cornacchioli, Chairman
Corey Burke, Vice Chairman
Palmina Griffin, Secretary
September Forbes, Member
Molly Cook, Member*

STUDENT SERVICES AND SPECIAL EDUCATION DEPARTMENT

The Oxford Public Schools Department of Student Services and Special Education serves students from age 3 to 22, as required by state regulation 603CMR 28.00 and federal regulation 603 CFR 300. The Department encompasses English Language Learners, Section 504, McKinney-Vento homeless students, and Special Education. In addition, the Department is responsible for the screening and evaluation of children between the ages of 3 and 21 for possible special needs. We support the vision of special education, which is to minimize the impact of disability and maximize opportunities and achievement for all our students. Therefore, the Department is committed to promoting learner success and inclusion through a stimulating, nurturing learning environment, high-quality instruction, and support services that enable all students to reach their full potential.

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

Oxford Public Schools provided a variety of special education services to 317 students during the 2021-2022 school year. This shows an increase of 48 students from the previous school year. The nature of these services is dependent on the child's Individualized Education Program (IEP) and takes place in the least restrictive environment. Educational environments range from inclusive classrooms to alternative settings for students at risk of failing and/or dropping out of school. Additionally, the District provided Section 504 supports and services to 84 students, a decrease of 10 students from the previous school year. The District provided English Language Learner support to 24 students, which is an increase of 14 students from the previous year.

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

Personnel Changes

New Hires:

- Talia Berkowitz, Special Education Teacher, Chaffee
- Janelle Bellerose, Special Education Teacher, Chaffee
- Morgan Button, Special Education Teacher, OHS
- Tara Mero, Special Education Teacher, OMS
- Brittany Murphy, Adjustment Counselor, OMS
- Kerry Nugent, Special Education Teacher, Clara Barton
- Hannah Quinn, Special Education Teacher, Chaffee
- Leah Roffo, Adjustment Counselor, Clara Barton
- Ashley Ruggieri, Speech-Language Pathologist, District-wide

- Mary Seagrave, Special Education Teacher, OMS
- Meghan Sullivan, Adjustment Counselor, Clara Barton

Retirements:

- Maria Kabala, ESL Teacher, District-wide
- Irene Shannon, Special Education Teacher, OHS

Special Education

The Special Education Department provides a full range of special needs programs at all levels beginning with an integrated preschool and continuing services through an instructional program for adult students (18-22 years of age) needing additional transitional support. The Department provides an extensive array of supplemental support services, including speech/language, occupational therapy, physical therapy, behavioral support services, school adjustment counseling, functional academics and life skills development/training, and other therapeutic supports. Additionally, we continue to support the utilization of augmentative communication through technology and other state-of-the-art adaptive resources.

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

English Learners (ELs)

The Oxford Public Schools provides EL services to students identified as having a language other than English as their primary language. Per the Massachusetts Department of Education, state and federal laws require that students in our public schools, who do not speak English or whose native language is not English AND who currently cannot perform ordinary classroom work in English, receive instruction that is specifically designed to assist them both in learning English and in learning subject matter content. The District believes it is important that we provide English Learners (ELs) or limited English proficient students (LEP) with the opportunity to become proficient in English and provide them with full access to the curriculum. Some students do not have a strong base of literacy or fluency in their first language and need to develop essential English listening, speaking, reading, and writing skills.

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

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

District Educational Stability/Homeless Education Liaison

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

Any child experiencing homelessness in the community of Oxford is entitled to access the same free and appropriate public education that is provided to other children and youth. In Oxford, the homeless liaison is the Director of Student Services and Special Education, who can be reached at: (508) 987-6050 x3.

*Respectfully submitted,
Kristin B. Miller, Director of Student Services
and Special Education*

TITLE I

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

The Oxford Public Schools is a whole school Title I program, which is determined by the percentage of children from low-income families who attend each school. Essentially, the schoolwide program focuses on improving instruction for all students. Students do not have to be from low-income families to receive Title I services. Title I services are provided to those students most at risk of failing to meet the state's requirements. Title I services are offered at A.M. Chaffee Elementary, Clara Barton Elementary, and Oxford Middle Schools. Students in Kindergarten through grade six are eligible for these services.

Teachers gathered data to determine students' needs for academic assistance at the start of the 2021-2022 school year. The results of that data analysis determined student services. Data collection and testing in September were added to the previous data to determine supplemental education. Student progress was monitored throughout the fall of 2021. Title I staff were hired at Chaffee, Barton, and Oxford Middle School for the school year 2021-2022. The recently hired Title I staff provide Reading and Math Support services and have specialized training in helping struggling readers.

*Respectfully submitted,
Tara Trainor, Curriculum Director*

TECHNOLOGY DEPARTMENT

The Technology Department delivers robust, reliable, and necessary technology solutions to support students, faculty, administration, and support staff. During the 2021-2022 school year, we had a small department with a full-time Director, a full-time Data Coordinator, two full-time Technology Support Specialists, a full-time Instructional Technology Specialist, and a part-time Technology Support Specialist.

We continued our initiative to have a 1:1 program where every student in the Oxford Public Schools has a Chromebook. All Students in grades K-12 are assigned their own device that they use when

they are in the buildings, and the middle and high school students bring their devices home for continued access to online resources. Chromebooks are used as our primary device because they integrate well with our Google Suite system where students and staff all have an account that gives access to cloud-based applications such as email, documents, presentations, forms, and spreadsheets. The Chromebooks are also less expensive than regular computers and iPads and have most of the features that our students require. With students all having their own Chromebook, we continue to add more digital content which students can access both at school and at home and the 21st century skills they are developing will serve them well after they leave Oxford Public Schools.

We were able to utilize federal grants to fund an Instructional Technology Specialist position to assist and train staff on all the new technology we have added over the years. As technology evolves, the need for continuing education is essential to make sure our staff and students are accessing and using the most effective tools available. We continue to work on infrastructure updates and maintenance to ensure all devices have a reliable connection to the internet. In addition to the increase in Chromebooks, we are also adding and maintaining wireless access points, copiers, printers, security cameras, and voice over IP (VOIP) phones that require connectivity and bandwidth. We continue to monitor and update the back-end infrastructure as necessary to allow for higher bandwidth and increased wireless coverage across the District to handle the strain of additional devices.

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

As students and staff continue to rely on access to internet-enabled devices and content that requires connectivity at home and at school, the technology department continues to strive to add, upgrade, and maintain the hardware and services necessary for student and staff success.

*Respectfully submitted,
Kadion Phillips, Director of Technology*

ELEMENTARY SCHOOLS

The A. M. Chaffee Elementary School (Chaffee) is located at 9 Clover Street and serves all of the Kindergarten, and grades 1 and 2 students in our District. The Clara Barton Elementary School (Barton) is located at 25 Depot Road and serves all students in Preschool and grades 3 and 4 within the Oxford Public Schools. Chaffee opened the 2021-22 school year with an enrollment of 284 students - 105 in kindergarten, 77 in grade 1, and 102 in grade 2. Barton began the school year enrolling 245 students - 32 in preschool, 114 in grade 3, and 101 grade 4. Class sizes ranged from 14-15 students per class. Each grade level has the support of an inclusion teacher in order to provide services to those students on Individual Education Plans.

Chaffee was able to host small in-person orientations and offered many individual tours to students and families to reduce the first day of school anxiety. Barton held an Open House session in August for new families to stop by and take a building tour. Both schools also hosted “Popsicles with the Principal” events in August prior to the start of school.

The Elementary Schools welcomed many new staff members during the 2021-2022 school year with the use of ESSER grant funds. Mr. Jesse Fontaine was hired as the replacement music teacher at the elementary level. Mrs. Nicole Nguyen-Le was hired as a replacement preschool teacher. Ms. Kerry Nugent was hired as a special education teacher. One additional instructional assistant was hired at Barton, Ms. Mary Dennison. Barton also added Mrs. Leah Roffo as the new adjustment counselor who replaced a

retired counselor. An additional 1-year counselor, Ms. Meghan Sullivan, was hired and shared between both elementary schools. Ms. Carly Casine was hired for 2 years as an additional physical education teacher to support the extra classrooms at the elementary level. Mrs. Tricia Bowen and Ms. Alyssa Mahoney were hired as additional 3rd grade teachers for 2-year positions. Mrs. Clementine McNamara was hired as a 2-year reading interventionist. Two 1- year teaching assistants were hired to support reading and math intervention, Mrs. Kelly Gemboski and Mrs. Sarah Robbins. Ms. Amanda Gevry was hired for Title 1 intervention at both elementary schools.

Chaffee welcomed Mrs. Sarah Bennett and Mrs. Audrey Chesmore in kindergarten as 2-year ESSER grant positions. Mrs. Talia Berkowitz was hired as a 2-year kindergarten special education teacher. Ms. Madalyn Kuppens and Mrs. Meghan Andersen were hired as 2-year ESSER 2nd grade teachers. Three 1-year teaching assistants were hired, Mrs. Brenna Montalvo, Mrs. Nicole Donahue, and Mrs. Tammy Sandstrom. Ms. Jeszenia McGuire was hired as a 2-year reading specialist. Ms. Janelle Bellerose and Mrs. Hannah Janeczak-Quinn were hired as ILC special education teachers.

One veteran Oxford staff member retired at the end of the 2021-22 school year: Mrs. Kimberly Davis who taught first grade at Chaffee for many years.

Chaffee continues to have a full-time Title 1 Instructional Coach on staff with Mrs. Jill Cofsky assuming the responsibilities under our Title 1 grant. Barton continues to have a full-time Title 1 Instructional Coach with Mrs. Kelly Delgado. These staff members have been a tremendous asset to our students and staff as we continue to implement RTI (Response to Intervention) techniques and strategies. During this school year, intervention groups were revamped into 15-day cycles where students received very targeted instruction based on a variety of assessments and screeners based on the science of reading. Students received instruction in phonemic

awareness, phonics, fluency, or vocabulary depending on their needs.

Students continued to have Chromebooks following the one-to-one initiative. These devices were used in classrooms to implement daily math intervention, ST Math, as well as continuing to utilize technology and Google classroom materials that teachers had created previously.

This school year the elementary staff adopted a new ELA program, *Houghton Mifflin Harcourt's INTO READING*, for Grades K-5. This program has technology elements tied in that were beneficial to students who were used to virtual instruction. Staff attended professional development in August and were provided curriculum maps by our Director of Curriculum, Mrs. Tara Trainor, which they could realign to the new program.

Students in grades K-4 began utilizing ST Math as a program to reinforce problem solving and productive struggle. This was provided to the schools by a grant through the state. Students worked on solving mathematical puzzles with a little penguin named Jiji.

In the spring, Barton staff chose to participate in “in-service” field trips where programs came to the school. Third grade had educators from Plimoth Pawtuxet come in and present on the Wampanoag people (People of the Dawn) and another about Colonial times (Colonial First Families). Fourth grade had Animal Adventures and the CT Museum of Science come in and provide various educational programs. Our preschool engaged in a “water play” day and had a foam pit as well. We were also able to bring back field day, had several inflatables, and the ice cream truck for the students to enjoy. These activities were paid for by the PTO.

Chaffee’s PTO once again hosted an amazing, fun-filled field day in June to celebrate the success of the year. Students were treated to a great day filled with ice cream and bounce houses. Chaffee went back to in-person field trips. Kindergarten went to Davis Farmland, first

grade went to the Southwick’s Zoo, and second grade went to the Mystic Aquarium.

*Respectfully submitted,
Robert Pelczarski, Principal
A. M. Chaffee Elementary School
Christen Hutchinson, Principal
Clara Barton Elementary School*

OXFORD MIDDLE SCHOOL

The Oxford Middle School (OMS) enrollment as of October 1, 2021 totaled 401 students. Of this number, 147 were in grade 5, 130 in grade 6, and 124 in grade 7.

Miss Amy Belhumeur continued as Principal for the 2021-2022 school year, and Mr. Michael Lavelle continued in the capacity of full-time Assistant Principal.

The mission of the Oxford Middle School is to form an academic and social bridge connecting the elementary and high school levels. We are a student-centered school and we provide a dynamic and safe environment that ensures learning for all students. We are dedicated to continuous growth and improvement of existing programs and curriculum. In our middle school concept, grades 5, 6, and 7 are separated into academic teams. The team model requires that the same group of teachers share a common group of students housed in the same part of the facility for the same block of daily instructional time. Teaching teams can vary from 2-person to 4-person teams. Students follow a two-day block schedule. This means that a letter will represent each day. Specialist classes rotate on a 30-day rotation or orbit schedule. There are a total of 6 specialist rotations during the school year.

Our program of study for students includes core curriculum classes and unified arts classes. Our core courses include: English language arts, mathematics, science, and social studies. Our unified arts program consists of general music, physical education, health, STEM, art, and library. This year we were also able to add back Spanish.

There are a number of after-school programs and extracurricular activities that take place at the middle school throughout the year. They include after-school tutoring, homework center, student council, National Junior Honor Society, band, art club, ski club, chorus, yearbook, basketball, soccer, field hockey, cross country, esports, and the recycling team. We also held our all-school musical after a hiatus due to Covid - our students performed "Big, Bad Musical" in November.

Administrators, teachers, and guidance staff typically use the collected data from both MCAS 2.0 and other classroom assessments (both formative and summative) to plan curriculum, schedule groups of students, differentiate instruction, and provide tiered support to students in need of interventions. Due to the state ESSER funds, we were also able to add a variety of support staff in both Math and ELA during this school year. We continue to look at our MCAS data as well as other data sources to adjust curriculum and instruction to ensure the success of all our students.

We offer sincere thanks to the students, parents, staff, community, Superintendent Michael Lucas, the Oxford School Committee, and the Central Office Administration staff for their support and commitment to the Oxford Middle School this year. We could not have done any of this alone.

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

HIGH SCHOOL

Oxford High School welcomed back 521 students on September 1, 2021 for the start of the 2021-2022 school year. There were 126 Grade 8 students, 105 Freshmen, 103 Sophomores, 97 Juniors, and 90 Seniors. OHS also welcomed six new staff members as follows: Kelley Stockhaus (Athletic Trainer), Isaac Cohen-Abbo (Physics Teacher), Morgan Button (Special Education Teacher), Sunkwon Kim (Math Teacher), Abigail Moon (Art Teacher), and Xiomara Vasquez (Spanish Teacher).

The mission of Oxford High School is to engage all students in a comprehensive and challenging

learning experience through high-quality instruction that supports each student's academic, social, and emotional development, while fostering a commitment to the community so students thrive in a technological global society, prepared for life, college, career, or the military.

Oxford High School went through the NEASC (New England Association of Schools and Colleges) accreditation process in December of 2021. In March of 2022, the Commission of Public Schools reviewed the Decennial Accreditation Report on our visit, and voted to award our school with continued accreditation in NEASC.

Oxford High School graduation took place on the Athletic Field on June 3, 2022. Of the 87 graduates, 51% went on to a four-year college or university, 23% went on to a two-year college or university, 3% went into the military, 8% went into the workforce, and 13% chose to take a gap year.

Athletics

Fall 2021

The Oxford High School Girls Soccer team qualified for the Inaugural MIAA Division 5 State Tournament. They opened with a 4-0 win over Smith Vocational before falling to Sutton 4-0 in the next round. The Boys Soccer team captured the SWCL C Title for the first time since 2005. They qualified for both CMADA Tournament and the MIAA Division 5 State Tournament. The boys opened the CMADA Tournament with a loss to Tahanto. In the MIAA State Tournament, they opened with a double overtime win at Holbrook, 2-1. In the round of 16 the team came up short vs Sutton, 3-1. The Cheerleading team captured the SWCL C Championship at the fall SWCL competition. This was the first SWCL cheer title in school history. The Oxford High School Football team had an outstanding season. They finished the season 9-3, culminating in the fourth straight victory on Thanksgiving over Bay Path, 41-14. The football team made a deep run in the MIAA Division 8 State Tournament. They opened the playoffs with a 28-14 win at Quaboag and

followed up with a 16-13 win over Palmer in the quarterfinals to reach the final four. The postseason run ended with an 8-6 loss vs Randolph in the state semifinals. Individually, Antoine Lacourt-Ramos was named to the T&G Super Team for football.

Winter 2021-22

The Oxford High School Girls and Boys Basketball teams struggled after returning from a season off due to COVID restrictions finishing 7-13 and 4-15 respectively. The Girls Indoor Track team finished the season at 7-4 and captured the SWCL Small Division Title for the first time in school history.

Spring 2022

The Oxford High School Baseball team finished the season at 13-10 and qualified for both the CMADA and MIAA Division 4 State Tournaments. They suffered an opening round loss to Tyngsboro in the CMADA Tournament, 5-4 in 8 innings. In the MIAA State Tournament, the team opened with a 10-6 win over O'Bryant before falling to Pioneer Valley 10-6 in the next round. In addition, the team captured the SWCL C Title for the fourth consecutive season. Evan Brindisi was named to the T&G Super Team for baseball at the conclusion of the season. The Girls Track and Field team finished the season at 5-1 while capturing the SWCL C Championship for the first time since 1976. The Boys Track and Field team kept pace finishing the season 4-1 and earning the SWCL C Title for the first time since 2011. In addition, the boys' team finished second overall to Auburn at the SWCL Championship Meet, their best finish in recent memory.

Naval Junior Reserve Officers Training Corps

The Naval Junior ROTC Unit of Oxford High School entered its twenty-seventh year of operation! During the 2021-2022 school year, 43 students were enrolled across the four-year academic elective with 19 new cadets joining the program. Oxford cadets continued their exceptional pattern of success compiling an impressive list of activities, trips, competitions, and community service projects. Master Chief

David Youngsman and Master Chief Edward Kay kept the cadets quite busy.

The NJROTC Drill Team and Competition Color Guard continued its record of excellence as part of the All Navy New England Drill League (ANNEDL). Drill team members were coached by Master Chief Youngsman. The Drill League competition opened on November 6th and ended December 18th. In eight events, Oxford captured two 1st place, one 2nd place, and one 3rd place, earning 3rd place overall for the meet, which earned Oxford an invitation to the Area 4 Championships where they finished 3rd place in Color Guard overall out of 63 schools in Area 4.

Oxford's NJROTC Color Guard and Honor Guard continued to represent the school and town in many events, including leading the Town of Oxford's Veterans Day parade, the annual Veterans Day Brunch, performances at multiple sporting events, meetings, and parades. The final non-competitive Color Guard was for the Oxford High School graduation ceremony in June 2022.

The Marksmanship Team continued to compete and traveled to Anniston, Alabama for Navy Nationals. The team placed 22nd out of 165 Navy teams nationally.

Although impacted by Covid-19, the cadets were still able to complete over 1,455 hours of community service and over 415 hours of school service. Throughout the year, they conducted charity fundraising for the Oxford Ecumenical Food Shelf. Fundraising and auctions were conducted at the annual Military Ball, the End of Year Awards Banquet, the fall Homecoming events, and special charity events hosted by the school, including assisting Oxford veterans remove and replace over 1200 American Flags to honor those service members buried in Oxford cemeteries for Memorial Day, conducting Adopt A Highway on a two mile stretch of Route 12, assisting with the Oxford Food Shelf's holiday food distribution efforts, performing annual appearances for local groups such as Town of Oxford Veterans Brunch, assisting with weekly Bingo concession operations, and the Annual Veterans Day and the annual Oxford Tree Lighting Ceremony Living Nativity scene.

Five Oxford NJROTC Academic Teams competed against over 1,700 teams nationwide in the annual NJROTC National Academic Exam where 2 teams finished in the top 30% of the nation. They also competed in the nationwide competition of JROTC Leadership and Academics Bowl where two teams competed in the competition with one moving on to Level II of the competition.

On November 17th, 2021 Oxford NJROTC held their annual Navy Offsite Inspection and Pass in Review ceremony. The cadets passed the inspection with flying colors earning the grade of “Outstanding”, which contributed significantly toward earning the Distinguished Unit Award.

The cadets enjoyed many orientation field trips throughout the year starting with Basic Leadership Training in September 2021 and finishing with Leadership Academy in July 2022. In July 2022, Oxford cadets participated in a two-week long NJROTC Area FOUR Leadership Academy and Sail Training. In August before the beginning of the 2021-2022 school year, the Corps of Cadets held a New Cadet Orientation Camp at OHS for new incoming cadets. During the last weekend in September 2021, sixteen cadets from Oxford High School traveled to Naval Station Newport, RI to experience a four-day Basic Leadership Training. In October, the unit went to Boundless Adventures in Berlin, MA for a continuation of team building and “Have Fun” directive from our Area 4 manager. The cadets travelled to Boston to visit the USS CONSTITUTION and Boston Museum of Science. During an April trip to Philadelphia, 28 cadets visited the Philadelphia Museum of Art, Constitution Hall, Liberty Bell, Museum of Illusion, and Ben Franklin Museum.

Oxford cadets, families, and guests enjoyed a formal night at the annual Navy Military Ball held at the Holy Cross Hogan Center on January 21, 2022. The theme was Fairytales and Wonder and was a great night enjoyed by all! Thank you to the Mil-Ball committee for planning this event!

In April 2022, at the annual In-Service Training, the Navy Program Offices in Pensacola, Florida announced that Oxford earned the Naval Service Training Command (NSTC) Distinguished Unit Award with Honors – Oxford NJROTC’s 21st award in the 22 years of the award’s existence. On May 31st the Auburn Elks hosted our 25th Annual End of Year Awards Banquet to provide recognition to the Cadets that earned it.

Oxford NJROTC is again very grateful for each and every level of community support it receives and we are most appreciative for the ongoing grant support from the Cecelia Smolenski-Millette Trust Fund since its inception, which has helped the Oxford NJROTC Unit operate as self-sufficient as possible while minimizing school district support. The Oxford NJROTC is very proud to report that all of its teams competitions, special activities, regular and special trips, equipment support and special operations were supported in 2021-2022 by another very generous grant provided by the trustees of the Cecelia Smolenski-Millette Trust Fund, complemented by unsolicited donations from local and regional sources and through the unit capitalizing on unused end of year federal funds made available from the Navy. Grants from the trust funds and continued Navy Program Office support ensure that, other than the 50-50 split between Navy and Town for instructor salaries, no funds from the district school budget are used to upgrade or operate any aspect of the NJROTC Program.

The Oxford High School NJROTC Program had another year of high unit involvement and cadet achievement in 2021-2022! HoOoYah!

*Respectfully submitted,
Rebecca Czernicki, Principal
Oxford High School
Kevin May, Athletic Director
David Youngsman, NJROTC Instructor*



Quabbin High School Drill Meet.



Cadets enjoy a personal tour of the West Point Military Academy April 2022.

Oxford High School - Graduating Class of 2022 **National Honor Society

Alliy, Mary A.
Anderson, Bryanna L.
Anderson, Cole A.
Arndt, Matthew P.
Arpin, Kiley S.
Asiedu, Immanuela
Ballah, Christopher R.
Barboza, Kauan C.
Beniquez, Jetzairy S.
Briggs, Courtney A.**
Brindisi, Evan F.**
Brown, Rebekah
Brunett, Matthew B.
Brunett, Timothy F.
Burgos, Jelixa T.
Burnett, Olivia R.
Byrne, Heather A.
Campos, Luis A.
Cassella, Madison R.
Chase, Kaitlyn A.
Clark, Kamron L.
Clarkson, Olivia J.**
Cloutier, Wyatt A.
Craft, Myles W.
De Sousa Cunha, Sthefany K.
Deso, Devin B.
Durski, Andrew C.
Filipkowski, Mira H.
Fino, Derek A.**
Fisher, Steve O.
Forbes, Benjamin G.
Gajewski, Lauren L.
Garvey, Mikayla M.
Gelineau, Marialaina K.
Gelineau, Matthew D.
Geragonis, Jacqueline A.
Goyette, Emma N.
Gray, Alexandra M.
Hitchings, Kimberly
Hutchings, Harper S.
Jablonski, Cooper J.
Joubert, Brooklin G.**
Karnes, Kaden S.
Kimball, Andrew R.
Kneeland, Richard J.
Korkidis, Deana M.**
Lacourt Ramos, Antoine D.
Lauzon, Nicholas J.
Lemay, Victoria S.**
Lyons, Amber M.**
Makowiecki, Ellie M.
Marshall, Katelyn E.
Masiello, Tori A.
McDaniel, Abigail M.**
McFarland, Kathryn E.**
McGown, Kyle P.**
Mundell, Ernest H.**
Murphy, Logan M.
Obrycki, Julia
Ortega, Elijah M.
Ortiz, Eddienel
Owusu, William A.**
Pabon, Julian X.
Patel, Aansi P.**
Purreta, Alana M.
Qadus, Farreen**
Rapp, Cassandra
Raymond, Megan A.**
Raymond, Molly G.**
Rebello, Errick E.
Rice, Hailey-Mae V.
Richardson, Darius A.
Robinson, Makaela C.
Roman, Angel L.
Salinas, Roxana L.
Sauter, Catherine A.**
Shea, Samantha M.
Smart, Aaron M.
Soucy, Garrett C.
Sullivan, Michael J.
Trainor, Julia E.**
Ucher, Nicole**
Valentino, Erica R.
Viola, Julie A.
Wilson, Tyler D.
Wright, Andre R.
Zostant, Samuel J.**
Summer Graduates
Mack Rochette
Andres Vasquez

Scholarship Recipients - Class of 2022

A Grandmother's Love Scholarship	Mary Alliy
Alpha Delta Kappa Scholarship	Olivia Clarkson
Amy Beth LaFleche Memorial Scholarship	Olivia Clarkson
Danny Clem Scholarship	Megan Raymond
Daniel Ivascyn Scholarship	Abigail McDaniel
Dr. Walter R. Schur Community Service Award	Samuel Zostant
E. McKenny Scholarship	Julia Trainor
Esposito Scholarship	Abigail McDaniel
Gahagen Family Trust Scholarship	Marialaina Gelineau Olivia Clarkson
Grace Flynn Memorial Scholarship	Farreen Qadus Samuel Zostant
Hannah Harwood Scholarship	Samuel Zostant
IPG Photonics Tech Scholarship	William Owusu Catherine Sauter
John & Abigail Adams Scholarship	Molly Raymond Kyle McGown Matthew Arndt Farreen Qadus Hailey-Mae Rice
Irwin and Lillian Pottle Scholarship	Amber Lyons
Jane C. Robertson Memorial Scholarship	Andrew Kimball
Jeffrey Fallavollitta Scholarship	Mira Filipkowski
Jennifer Marie Lehner Scholarship	Ernest Mudell
Josie Tyler Scholarship	Julia Trainor
Mary Olive Wood Scholarship	Molly Raymond Megan Raymond Farreen Qadus
Moscoffian Scholarship	Megan Raymond

OHS Family Scholarship	Julie Viola
OHS Scholarship	Aansi Patel
Olivia Cyr Scholarship	Olivia Burnett
Oxford Booster Club Scholarship	Megan Raymond Farreen Qadus Julia Trainor
Oxford Booster Club Service Award	Megan Raymond Samuel Zostant Marialaina Gelineau
Oxford District Nursing Association Scholarship	Emma Goyette
Oxford Education Association Scholarship	Aansi Patel
Oxford Educator Scholarship	Aansi Patel
Oxford Women's Club Scholarship	Marialaina Gelineau Julia Trainor
Pottle Family Scholarship	Mira Filipkowski
Principal's Scholarship	Catherine Sauter
PYTKO Scholarship	Molly Raymond
Rhonda Doney Scholarship	Darius Richardson Laura Gajewski
Susan Kirk Teacher Scholarship	Julia Trainor
SWCL Principal Scholarship	Darius Richardson
Veronica Scholarship	Samuel Zostant
Wayne Westall Scholarship	Evan Brindisi
William Taft Trust Fund Scholarship	Samuel Zostant Julia Trainor Aansi Patel Nicole Ucher

BAY PATH REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

OXFORD 2022 Annual Report

Bay Path Regional Vocational Technical High School graduated a class of 274 students on June 3, 2022. Graduation was held at the DCU Center in Worcester, MA. The ceremony was very well received by students, families, and staff. To celebrate the school's 50th commencement, students were unexpectedly showered by a blast of purple and gold confetti from hidden cannons. Bay Path accepted a class of 313 freshmen in September 2022. Our current enrollment has reached an all-time high of 1,185 students.

Of the 27 Oxford seniors who graduated, 11 are now gainfully employed in an occupation related to their training and 13 are attending an institute of higher education. Currently, 153 students from Oxford are enrolled in one of the 23 vocational technical programs for the 2022-2023 school year.

Seventeen Oxford students are receiving extra services from our Special Education Department. Twenty-Two Oxford students are taking advantage of our cooperative education program and will be earning while learning at one of the 202 different participating businesses and industries of which 127 are located in one of our ten communities. Currently, we have students in cooperative education programs at 21 businesses located in Oxford.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profits, and residents from any of our ten district towns. During the

2021-2022 school year, our 23 programs completed 432 work orders, of which, 38 were for residents of the Town of Oxford. Our current House Building Project is in the Town of Auburn on Crowl Hill Road.

Since COVID-19 restrictions have been lifted, our Minuteman Shoppe, and Cosmetology program are open to the general public. Our Hilltop Restaurant has reopened to provide delicious meals to the public along with the continuation of a modified Curb-Side Pick-Up. We will continue to monitor health conditions along with state and local health officials, periodically reviewing our options and what services can continue to be provided by our students. These learning opportunities benefit not only the students but provide useful services at reasonable costs.

Our Evening Adult Education Program continues to serve the adult needs of our 10-town district, as well as the additional surrounding towns. Our Spring and Fall 2022 program offerings have steadily increased and are getting back to normal. We had a combined enrollment of 1,361 students in 196 evening classes of which 110 were residents of Oxford. The program also continues to offer a wide variety of over 500 online courses, including career certificate programs and courses to satisfy professional development requirements for teachers and an array of day and weeklong trips.

Our Practical Nursing (PN) Program continues to provide an excellent opportunity to adults in our surrounding communities. For the 2022-2023 class, we have 42 students from thirteen municipalities and two states.

This year, the only “Out of District” students that have been accepted are students who began their high school education at Bay Path while residing in one of the District’s ten member communities and subsequently moved out of district before completing their high school education. It is important to note that the town where these students now reside must pay an out of district tuition cost for each student ranging in cost between \$17,969 and \$20,143. These towns also pay the transportation costs for those students.

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

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

Respectfully submitted,



*Kyle J. Brenner
Superintendent-Director*

OXFORD
CLASS OF 2022

Adrian-Nicky Antwi

Adam Barter

Brianna Bond

Hayden Bourgeois

Rebecca Boutilette

Isabella Capuano

Kaden Cote McGrath

Chad Cutroni

Brayden Decker

May Emsiranunt

Alyssa Evers

Austin Fish

Angelina Friend

Ashley Hamel

Kayleigh Kanz

Lucas Kaufman

Elizabeth King

Zoe Perron LaMountain

Jaylynn Maher

Madison Martin

Allison Maynard

Maxwell Morgan

Haden Carpenter Rodriguez

Samantha Shays

Isabella Strzelecki

Olivia St. Germain

Mateusz Zych

Precinct One
Election Officers – January 4, 2022

Warden: Kathleen E. Purcell
Clerk: Rose M. Wing

Check In

Carolyn M. Merson

Carole A. Fegreus

Precinct Two
Election Officers – January 4, 2022

Warden: Claire D. Wilson
Clerk: Julie E. Crance

Check In

Cynthia E. Brennan

Peter C. Standrowicz

Precinct Three
Election Officers – January 4, 2022

Warden: Patricia L. Ferdella
Clerk: Bettie K. Carlson

Check In

Nancy K. Elliott

Carol A. Yeaton

Precinct Four
Election Officers – January 4, 2022

Warden: JoAnn E. Nelson
Clerk: Martha A. Cady

Check In

Sheila M. Thomas

Lillian A. Coonan

Voting Booth and Election Equipment Sanitizers: Louise P. Mason

Town of Oxford
Official Election Results
January 4, 2022

			PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
	Votes Cast:		172	110	124	120	526
BALLOT QUESTION	vote 1						
Blanks			0	0	0	0	0
YES			40	19	29	33	121
NO			132	91	95	87	405
	TOTALS		172	110	124	120	526

Precinct 1	2,561
Precinct 2	2,444
Precinct 3	2,571
Precinct 4	2,451
Total # Registered Voters	10,027

Votes Cast Per Precinct	
Precinct 1	172
Precinct 2	110
Precinct 3	124
Precinct 4	120
Total # Votes Cast	526

Voter Turnout % 5%

***As of December 15, 2021: Deadline to Register**

Winners are indicated in Bold Italics

A True Attest Copy:

Michelle A. Jenkins, CMC, Town Clerk

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

At the Annual Town Meeting duly called and held in the Oxford High School, 100 Carbuncle Drive, Oxford, MA, on Wednesday, May 4, 2022, at 7:00PM the following ARTICLES were voted on in a legal manner. In accordance to an Act Relative to Municipal Governance during the COVID-19 Emergency the Board of Selectmen and Town Moderator agreed to lower the 100-voter quorum to no less than 10% of the current quorum requirement. There was a quorum present (100 Voters = quorum); 183 voters were present.

Checkers:

Martha A. Cady
Patricia Lee Ferdella
Robert W. Krasinskas
Rose M. Wing

The Town Moderator, Russell C. Rheault, called the meeting to order at 7:03pm.

The Town Moderator noted the receipt of the return of the posting of the Warrant for the Annual Town Meeting by the Constable.

Both the National Anthem and the Pledge of Allegiance. A moment of silence was observed for the departed townspeople.

The Moderator introduced Town Officials and Board Members.

The boundaries of the Auditorium were outlined by the Moderator to include all of the floor area. The audience was advised of the fire evacuation routes.

MOTION MADE: To waive the reading of the Warrant in its entirety.

MOTION PASSED UNANIMOUSLY.

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

No reports were made.

ARTICLE 2. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to pay unpaid bills of a prior fiscal year; or act thereon.

Sponsored by the Town Manager

MOTION MADE: That Article 2 is Passed Over.

MOTION PASSED UNANIMOUSLY.

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

ARTICLE 3. To see if the Town will vote to transfer from available funds and appropriate a sum of money to meet the State's share of the cost for Town roadway maintenance and repair, such amount to be reimbursed by the Commonwealth of Massachusetts as State Highway Aid (Fiscal Year 2023 Chapter 90 Apportionment); or act thereon.

Sponsored by the Town Manager
Finance Committee Recommendation: Support

MOTION MADE: That the sum of Five Hundred One Thousand Four Hundred Fifty-Eight Dollars (\$501,458.00) be appropriated from the Commonwealth of Massachusetts, State Highway Aid (Fiscal Year 2023 Chapter 90 Apportionment) Account to meet the State's share of the cost for Town road maintenance and repair, such amount to be reimbursed by the Commonwealth of Massachusetts.

MOTION PASSED.

ARTICLE 4. To see if the Town will vote pursuant to Massachusetts General Laws Chapter 44, §53E 1/2 to establish the Fiscal Year 2023 spending limits for the following revolving funds established in the Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds, as follows:

Wiring Inspector Fees: Fifty Thousand Dollars (\$50,000.00)

Plumbing Inspector Fees: Twenty-Five Thousand Dollars (\$25,000.00)

Gas Inspector Fees: Twenty Thousand Dollars (\$20,000.00)

Building Inspector Fees: Seventy Thousand Dollars (\$70,000.00)

Sealer of Weights and Measures: Ten Thousand Dollars (\$10,000.00)

Utilities: Four Hundred Thousand Dollars (\$400,000.00)

Animal Control: Fifty Thousand Dollars (\$50,000.00)

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

or act thereon.

Sponsored by the Town Manager
Finance Committee Recommendation: Support

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

MOTION MADE: That Article 4 be adopted as printed in the Warrant.

MOTION PASSED UNANIMOUSLY.

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

Sponsored by the Town Manager

Finance Committee Recommendation: Support

MOTION MADE: That the sum of Fifty Thousand Dollars (\$50,000.00) be transferred from Free Cash and be appropriated to Compensated Absence Fund for Fiscal Year 2023.

MOTION PASSED UNANIMOUSLY.

ARTICLE 6. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Stabilization Fund, for Fiscal Year 2023; or act thereon.

Sponsored by the Town Manager

Finance Committee Recommendation: Support

MOTION MADE: That the sum of Two Hundred Fifty Thousand Dollars (\$250,000.00) be transferred from Free Cash and be appropriated to Stabilization Fund for Fiscal Year 2023.

MOTION PASSED UNANIMOUSLY.

ARTICLE 7. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Other Post Employment Benefits (OPEB) Liability Trust Fund, for Fiscal Year 2023; or act thereon.

Sponsored by the Town Manager

Finance Committee Recommendation: Support

MOTION MADE: That the sum of Sixty-Five Thousand Dollars (\$65,000.00) be transferred from Free Cash and be appropriated for the Other Post Employment Benefits (OPEB) Liability Trust Fund for Fiscal Year 2023.

MOTION PASSED UNANIMOUSLY.

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

ARTICLE 8. To see if the Town will vote to transfer from available funds and appropriate a sum of money for the purpose of conducting a full statistical revaluation to meet the constitutional and statutory requirement that assessments are at full and fair cash valuation at least as often as every fifth year, any vote under this article to take effect upon adoption; or act thereon.

Sponsored by the Town Manager
Finance Committee Recommendation: Support

MOTION MADE: That the sum of Forty-One Thousand Dollars (\$41,000.00) be transferred from Free Cash and appropriated for the purpose of conducting a Full Statistical Revaluation as printed in the warrant.

MOTION PASSED UNANIMOUSLY.

ARTICLE 9. To see if the Town will vote to transfer a sum of money from the Ambulance Receipts Reserved for Appropriation Fund and appropriate said amount to the Fire/EMS Fiscal Year 2022 Operational Budget; any vote under this article to take effect forthwith upon its adoption; or act thereon.

Sponsored by the Town Manager
Finance Committee Recommendation: Support

MOTION MADE: That the sum of X Dollars (\$14,500.00) be transferred from the ambulance receipts reserved for appropriation fund and be appropriated to the Fire/EMS Fiscal Year 2022 Operational Budget, any vote under this article to take effect forthwith upon its adoption.

MOTION PASSED UNANIMOUSLY.

ARTICLE 10. To determine what sums of money the Town will raise by taxation or transfer from available funds and appropriate to defray charges and expenses of the Town, including debt and interest, for the fiscal year beginning July 1, 2022 (Fiscal Year 2023); or act thereon.

Sponsored by the Town Manager
Finance Committee Recommendation: Support

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

MOTION MADE: That the amounts of money set forth in the Finance Committee recommendation column of the printed budget, located in the Town Meeting Warrant beginning on page 35 be appropriated for the several purposes therein itemized, each item marked with an asterisk being considered a separate appropriation and to meet said appropriations as follows:

Raise through taxation	\$42,668,449
Transfer from Ambulance Receipts Reserved for Appropriation	\$790,000
Transfer from WRTA Receipts Reserved for Appropriation	\$20,000
Raise through Sewer Enterprise Receipts	\$462,051
Raise through Water Enterprise Receipts	\$64,729
Transfer from Water Enterprise Retained Earnings	\$24,500

and further, to transfer \$30,000 from the Sewer Enterprise Fund to the General Fund to defray Sewer indirect costs.

MOTION MADE: To postpone indefinitely.

MOTION MADE: To move the question passed by majority vote.

MOTION TO INDEFINETLY POSTPONE FAILED.

MOTION MADE: To amend the main motion and list all the individual budgets.

MOTION PASSED.

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	TOWN OF OXFORD	FY23 DEPT	MANAGER	FINCOM
	FISCAL 2023	REQUEST	RECOMMEND	APPROVED
	<i>GENERAL GOVERNMENT</i>			
	MODERATOR			
	<u>SALARIES</u>			
	MODERATOR	200	200	
	TOTAL SALARIES	200	200	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	1,600	1,600	-
	MODERATOR TOTAL	1,800	1,800	1,800
	SELECTMEN			
	<u>SALARIES</u>			
	BOARD OF SELECTMEN (4 @ 2,000)	8,000	8,000	
	CHAIRMAN	2,500	2,500	
	TOTAL SALARIES	10,500	10,500	-
	<u>SERVICES & SUPPLIES</u>			
	TOWN MEETING	4,000	4,000	
	PROFESSIONAL SERVICES	15,000	15,000	

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	SUPPLIES & MISC	3,000	2,000	
	TRAVEL	3,000	2,000	
	ADVERTISING	650	650	
	EDUCATION & DUES	2,000	1,000	
	COMMENDATIONS	1,000	1,000	
	TOWN REPORT	2,500	2,500	
	TOTAL SERVICES & SUPPLIES	31,150	28,150	-
	SELECTMEN TOTAL	41,650	38,650	38,650
	TOWN MANAGER			
	<u>SALARIES</u>			
	TOWN MANAGER	183,750	183,750	
	ASSISTANT TOWN MANAGER	100,950	100,950	
	ADMINISTRATIVE STAFF	147,263	147,263	
	CONTRACTUAL STIPENDS	15,188	15,188	
	TOTAL SALARIES	447,151	447,151	
	<u>SERVICES & SUPPLIES</u>			
	PROFESSIONAL SERVICES	30,000	25,000	
	SUPPLIES & MISC	3,460	3,460	
	TRAVEL	1,500	1,500	
	ADVERTISING	2,000	2,000	
	EDUCATION & DUES	6,000	5,000	
	TOTAL SERVICES & SUPPLIES	42,960	36,960	
	TOWN MANAGER TOTAL	490,111	484,111	484,111

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	FINANCE COMMITTEE			
	<u>SALARIES</u>			
	TOTAL SALARIES	1,000	1,000	
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	100,300	100,300	
	FINANCE COMMITTEE TOTAL	101,300	101,300	101,300
	FINANCE DEPARTMENT			
	<u>SALARIES</u>			
	TOTAL SALARIES	531,989	531,989	
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	681,657	620,765	
	FINANCE DEPARTMENT TOTAL	1,213,646	1,152,754	1,152,754
	LEGAL SERVICES			
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	125,000	125,000	
	LEGAL SERVICE TOTAL	125,000	125,000	125,000
	HUMAN RESOURCES/PERSONNEL BOARD			
	<u>SALARIES</u>			
	HR SPECIALIST	88,234	88,234	

*

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	PAYROLL/BENEFITS COORDINATOR	58,418	58,418	
	ADMINISTRATIVE ASSISTANT	13,746	-	
	TOTAL SALARIES	160,398	146,652	
	<u>SERVICES & SUPPLIES</u>			
	PROFESSIONAL SERVICES	39,450	39,450	
	PHYSICALS	3,000	3,000	
	SUPPLIES AND MISC	5,000	4,000	
	TRAVEL	500	500	
	EDUCATION AND DUES	5,000	5,000	
	TOTAL SERVICES & SUPPLIES	52,950	51,950	
	HUMAN RESOURCE/PERS BOARD TOTAL	213,348	198,602	198,602
	TOWN CLERK			
	<u>SALARIES</u>			
	TOTAL SALARIES	218,843	218,843	
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	20,470	17,050	
	TOWN CLERK TOTAL	239,313	235,893	235,893
	LAND MANAGEMENT			
	<u>SALARIES</u>			
	LAND MANAGEMENT ADMINISTRATIVE ASSISTANTS	71,177	51,000	
	DIRECTOR OF PLANNING & ECONOMIC DEVELOPMENT	105,820	105,820	

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	PLANNING ASSISTANT	58,418	58,418	
	BUILDING COMMISSIONER/INSPECTOR	120,606	120,606	
	BOARD OF HEALTH	1,500	1,500	
	PUBLIC HEALTH DIRECTOR	92,768	92,768	
	BOH NURSE	-	-	
	TOTAL SALARIES	450,289	430,112	
	<u>SERVICES & SUPPLIES</u>			
	PROFESSIONAL SERVICES	54,275	28,000	
	SUPPLIES & MISC	2,900	2,500	
	TRAVEL	3,000	1,000	
	ADVERTISING	300	300	
	EDUCATION & DUES	3,695	3,695	
	TOTAL SERVICES & SUPPLIES	64,170	35,495	-
	<u>CAPITAL OUTLAY</u>			
	EQUIPMENT	-	-	
	TOTAL CAPITAL OUTLAY	-	-	
	LAND MANAGEMENT TOTAL	514,459	465,607	465,607
	<u>MEMORIAL HALL</u>			
	<u>SALARIES</u>			
	TOTAL SALARIES	40,000	70,000	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	95,900	101,900	-
	MEMORIAL HALL TOTAL	135,900	171,900	171,900

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	GENERAL GOVERNMENT TOTAL	3,076,527	2,975,617	2,975,617
	PUBLIC SAFETY			
	POLICE			
	<u>SALARIES</u>			
	TOTAL SALARIES	2,631,568	2,631,568	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	126,990	124,250	-
	<u>CAPITAL OUTLAY</u>			
	TOTAL CAPITAL OUTLAY	120,000	60,000	-
	POLICE TOTAL	2,878,558	2,815,818	2,815,818
	EMS/FIRE			
	<u>SALARIES</u>			
	TOTAL SALARIES	1,982,050	1,895,106	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	244,580	244,580	-
	<u>CAPITAL OUTLAY</u>			
	TOTAL CAPITAL OUTLAY	10,000	10,000	-
	EMS/FIRE TOTAL	2,236,630	2,149,686	2,149,686

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	EMERGENCY OPERATIONS CENTER(EOC)			
	<u>SALARIES</u>			
	TOTAL SALARIES	3,389	3,389	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	500	500	-
	EOC TOTAL	3,889	3,889	3,889
	ANIMAL CONTROL			
	<u>SALARIES</u>			
	TOTAL SALARIES	75,276	74,776	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	12,150	12,150	-
	ANIMAL CONTROL TOTAL	87,426	86,926	86,926
	PUBLIC SAFETY TOTAL	5,206,503	5,056,319	5,056,319
	PUBLIC WORKS			
	DEPARTMENT OF PUBLIC WORKS			
	<u>SALARIES</u>			
	Facilities Maintenance			
	FACILITIES SUPERINTENDENT	80,942	80,942	

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	TECHNICIANS	186,537	186,537	
	CUSTODIANS	133,375	133,375	
	OVERTIME	10,000	10,000	
	SENIOR CLERK	-	-	
	FACILITIES COORDINATOR	48,970	48,074	
	Administration:			
	DIRECTOR	116,504	116,504	
	FACILITIES DIRECTOR	94,733	94,733	
	OPERATIONS MANAGER	89,535	89,535	
	CIVIL ENGINEER	81,944	81,944	
	JUNIOR CIVIL ENGINEER	64,904	-	
	ADMINISTRATIVE ASSISTANT	52,648	52,648	
	JUNIOR CLERK	34,746	34,746	
	EMERGENCY OVERTIME	13,600	12,000	
	Highway:			
	WORKING FOREMAN	78,961	78,961	
	HEAVY EQUIPMENT	268,417	268,417	
	PART TIME	9,600	8,000	
	Snow and Ice:			
	WINTER OVERTIME	168,000	150,000	
	PART TIME	5,280	5,280	
	Fleet Maintenance:			
	FLEET SUPERINTENDENT	87,158	87,158	
	ASSISTANT MECHANIC	73,539	73,539	
	LIGHT EQUIPMENT	21,954	-	-
	Cemetery, Parks, Recreation & Grounds			

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	CEMETERY COMMISSIONERS	1,500	1,500	
	CEMETERY/GROUNDS SUPERINTENDENT	77,043	77,043	
	TREE WARDEN	77,043	77,043	
	LIGHT EQUIPMENT	320,862	277,000	
	PARKS & CEMETERY OVERTIME	12,800	9,000	
	PART TIME	44,800	40,000	
	Conservation:			
	CONSERVATION/GIS TECHNICIAN	68,158	68,158	
	TOTAL SALARIES	2,323,553	2,162,137	-
	<u>SERVICES & SUPPLIES</u>			
	Facilities Maintenance:			
	PURCHASE OF SERVICE	199,400	150,000	
	WATER/SEWER	400	400	
	PROFESSIONAL SERVICES	25,000	25,000	
	FUEL (HEATING & GENERATOR)	3,000	3,000	
	CUSTODIAL SUPPLIES & SERVICES	28,800	28,000	
	EQUIPMENT MAINTENANCE	2,500	2,500	
	SUPPLIES AND MISCELLANEOUS	82,180	75,000	
	Administration:			
	ELECTRICITY	60,000	55,000	
	WATER/SEWER	2,000	2,000	
	RADIO REPAIRS	3,500	3,500	
	FUEL (HEATING & GENERATOR)	12,000	10,000	
	PROFESSIONAL SERVICES/STORMWATER MGMT	124,000	80,000	
	CLEANING/CUSTODIAL SERVICE	-	-	
	TRAFFIC/AUX LIGHTS O/M	13,000	8,000	

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	SUPPLIES & MATERIALS	11,880	10,000	
	UNIFORMS/SAFETY PROGRAM	21,050	20,000	
	TRAINING/DEVELOPMENT	8,550	7,500	
	Highway:			
	HIGHWAY EQUIPMENT RENTAL	194,000	194,000	
	SUPPLIES & MATERIALS	5,000	5,000	
	ROAD MAINTENANCE	110,000	80,000	
	Snow and Ice:			
	CONTRACT SNOWPLOWING/REMOVAL	70,140	70,000	
	WINTER MAINTENANCE	208,500	190,000	
	Fleet Maintenance:			
	GENERAL FLEET MAINTENANCE	157,446	135,000	
	SWEeper MAINTENANCE/BROOM REFILLS	3,000	3,000	
	FLUIDS/OILS/LUBRICANTS	9,240	7,500	
	TOOLS/EQUIPMENT	6,500	6,500	
	Cemetery/Grounds:			
	WATER	500	500	
	CEMETERY/GROUNDS EQUIPMENT RENTAL	2,000	2,000	
	FLAGS, MARKERS, WREATHS (for Veterans)	1,600	1,600	
	SUPPLIES & MATERIALS	10,000	10,000	
	FERTILIZER, SEEDS, & FLOWERS	4,000	1,000	
	ORDINARY MAINTENANCE	10,000	10,000	
	Parks/Recreation & Grounds Maintenance:			
	RECREATION WATER/SEWER	7,500	6,500	
	PROFESSIONAL SERVICES	3,500	3,300	
	CONTRACT TREE CARE	75,000	55,000	

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	TREE REPLACEMENT	10,000	7,000	
	SUPPLIES & MATERIALS	9,000	5,000	
	DOWNTOWN BEAUTIFICATION	19,000	10,000	
	RECREATION - FERTILIZER, SEEDS & FLOWERS	28,713	17,000	
	LANDFILL MAINTENANCE	11,755	10,000	
	ORDINARY MAINTENANCE	45,600	45,000	
	Conservation:			
	DE-WEEDING PROGRAM	6,000	5,000	
	SUPPLIES & MATERIALS	1,000	1,000	
	TRAVEL	100	100	
	EDUCATION & DUES	1,500	1,400	
	TOTAL SERVICES & SUPPLIES	1,607,854	1,362,300	-
	CAPITAL OUTLAY			
	Facilities Maintenance:			
	DPW IMPROVEMENTS & REPAIRS	21,600	-	-
	DPW EQUIPMENT	12,000	-	-
	TOTAL CAPITAL OUTLAY	33,600	-	-
		3,965,007	3,524,437	3,524,437
	MUNICIPAL UTILITIES			
	SERVICES & SUPPLIES			
	TOTAL SERVICES & SUPPLIES	446,930	435,000	-
	CAPITAL OUTLAY			
	TOTAL CAPITAL OUTLAY	-	-	-

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	MUNICIPAL UTILITIES TOTAL	446,930	435,000	435,000
	PUBLIC WORKS TOTAL	4,411,937	3,959,437	3,959,437
	<i>HUMAN SERVICES</i>			
	COUNCIL ON AGING			
	<u>SALARIES</u>			
	DIRECTOR	72,279	72,279	
	ASSISTANT DIRECTOR	-	-	
	ADMINISTRATIVE ASSISTANT	16,000	-	
	CHEF	19,586	19,586	
	OUT-REACH WORKER	17,617	17,617	
	VAN DRIVERS	48,753	48,753	
	TOTAL SALARIES	174,235	158,235	-
	<u>SERVICES & SUPPLIES</u>			
	ELECTRICITY	9,000	9,000	
	WATER/SEWER	500	500	
	FUEL (HEATING & GENERATOR)	4,000	3,800	
	VAN MAINTENANCE	2,000	1,200	
	PROGRAMS & WORKSHOPS	600	600	
	SUPPLIES & MISC	26,000	9,000	
	TRAVEL	200	200	
	EDUCATION	1,200	1,000	

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	TOTAL SERVICES & SUPPLIES	43,500	25,300	-
	COUNCIL ON AGING TOTAL	217,735	183,535	183,535
	VETERANS' SERVICES			
	<u>SALARIES</u>			
	TOTAL SALARIES	24,808	24,808	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	214,260	214,600	-
	VETERANS' SERVICES TOTAL	239,068	239,408	239,408
	HUMAN SERVICES TOTAL	456,803	422,943	422,943
	CULTURE AND RECREATION			
	LIBRARY			
	<u>SALARIES</u>			
	LIBRARIAN	81,945	81,945	
	ASSISTANT DIRECTOR	48,178	48,178	
	LIBRARIANS	97,379	97,379	
	ADULT CIRCULATION CLERKS	43,852	43,852	
	P.T.CIRCULATION CLERKS	42,597	42,597	
	PART-TIME PAGES	45,769	40,000	

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	TOTAL SALARIES	359,720	353,951	-
	<u>SERVICES & SUPPLIES</u>			
	ELECTRICITY	20,000	20,000	
	TELECOMMUNICATIONS/ALARM	900	900	
	WATER/SEWER	1,800	1,800	
	PROGRAMMING SUPPLIES	2,500	2,500	
	FUEL (HEATING & GENERATOR)	10,000	10,000	
	EQUIPMENT MAINTENANCE	850	850	
	LIBRARY CULTURAL PROGRAMMING	5,500	5,500	
	LANDSCAPING	1,000	1,000	
	MUSEUM	500	500	
	SUPPLIES & MISC.	3,500	3,500	
	SERVICES/SOFTWARE (CW MARS)	22,582	22,582	
	PERIODICALS	4,000	4,000	
	A/V & RECORDS	15,000	15,000	
	BOOKS	57,000	57,000	
	REFERENCE MATERIALS	5,000	5,000	
	TRAVEL	500	500	
	EDUCATION & DUES	750	750	
	TOTAL SERVICES & SUPPLIES	151,382	151,382	-
	LIBRARY TOTAL	511,102	505,333	505,333
	COMMUNITY CENTER			
	SALARIES			
	DIRECTOR OF COMMUNITY PROGRAMS	55,691	55,691	

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	PROGRAM MANAGER	22,678	22,678	
	PART-TIME SENIOR STAFF	-	-	
	PART-TIME EVENING AND SEASONAL STAFF	68,454	50,000	
	LIFEGUARDS	30,096	25,000	
	TOTAL SALARIES	176,919	153,369	
	<u>SERVICES & SUPPLIES</u>			
	ELECTRIC	42,000	42,000	
	ALARM SERVICE	2,600	2,500	
	WATER/SEWER	15,000	15,000	
	FUEL(HEATING & GENERATOR)	30,000	30,000	
	PROGRAMS	35,000	35,000	
	SUPPLIES & MISC	15,500	13,000	
	TOTAL SERVICES & SUPPLIES	140,100	137,500	-
	COMMUNITY CENTER TOTAL	317,019	290,869	290,869
	<u>HISTORICAL COMMISSION</u>			
	<u>SALARIES</u>			
	TOTAL SALARIES	1,000	1,000	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	650	650	-
	HISTORICAL COMMISSION TOTAL	1,650	1,650	1,650
	CELEBRATIONS			

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	10,000	9,500	-
	CELEBRATIONS TOTAL	10,000	9,500	9,500
	CULTURE AND RECREATION TOTAL	839,771	807,352	807,352
	DEBT SERVICE			
	DEBT FINANCING			
	MATURING DEBT	830,000	830,000	
	LONG TERM INTEREST	173,233	173,233	
	SHORT TERM DEBT	324,800	324,800	
	SHORT TERM INTEREST	70,000	70,000	
	TOTAL DEBT FINANCING	1,398,033	1,398,033	1,398,033
	DEBT SERVICE TOTAL	1,398,033	1,398,033	1,398,033
	EMPLOYEE BENEFITS			
	RETIREMENT & INSURANCE			
	RETIREMENT	2,768,762	2,768,762	
	UNEMPLOYMENT EXPENSE	65,000	65,000	
	GROUP HEALTH INSURANCE	4,330,000	4,330,000	
	GROUP LIFE INSURANCE	2,700	2,700	

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	GROUP FICA	380,000	380,000	
	GENERAL INSURANCE	425,000	425,000	
	RETIREMENT & INSURANCE TOTAL	7,971,462	7,971,462	7,971,462
	EMPLOYEE BENEFITS TOTAL	7,971,462	7,971,462	7,971,462
	SEWER			
	SEWER ENTERPRISE			
	<u>SALARIES</u>			
	TOTAL SALARIES	10,944	10,944	-
	<u>SERVICES & SUPPLIES</u>			
	TOTAL SERVICES & SUPPLIES	437,757	437,607	-
	<u>CAPITAL OUTLAY</u>			
	TOTAL CAPITAL OUTLAY	21,318	13,500	-
	SEWER ENTERPRISE TOTAL	470,019	462,051	462,051
	WATER			
	WATER ENTERPRISE			
	Debt Service:			
	MATURING DEBT	71,358	71,358	
	LONG TERM INTEREST	17,871	17,871	
	TOTAL SERVICES & SUPPLIES	89,229	89,229	-
	WATER ENTERPRISE TOTAL	89,229	89,229	89,229

*

*

*

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	<i>EDUCATION</i>			
	SCHOOL DEPARTMENT			
	GENERAL OPERATING BUDGET*	19,339,254	19,339,254	
	*Includes Salaries of School Committee Members 1 chairman @ \$750, 4 Members @ \$650			
	SCHOOL DEPARTMENT TOTAL	19,339,254	19,339,254	19,339,254
	SWCRVSD(BAY PATH)	1,578,032	1,578,032	1,578,032
	<i>EDUCATION TOTAL</i>	20,917,286	20,917,286	20,917,286

*
*

BUDGET SUMMARY				
6.54%	TOTAL GENERAL GOVERNMENT	3,076,527	2,975,617	2,975,617
11.11%	TOTAL PUBLIC SAFETY	5,206,503	5,056,319	5,056,319
8.70%	TOTAL PUBLIC WORKS	4,411,937	3,959,437	3,959,437
0.93%	TOTAL HUMAN SERVICES	456,803	422,943	422,943
1.77%	TOTAL CULTURE AND RECREATION	839,771	807,352	807,352
3.07%	TOTAL DEBT SERVICE	1,398,033	1,398,033	1,398,033
17.52%	TOTAL EMPLOYEE BENEFITS	7,971,462	7,971,462	7,971,462
1.02%	TOTAL SEWER ENTERPRISE	470,019	462,051	462,051
0.20%	TOTAL WATER ENTERPRISE	89,229	89,229	89,229
45.98%	TOTAL EDUCATION	20,917,286	20,917,286	20,917,286
	SUB-TOTAL	44,837,570	44,059,729	44,059,729

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

	Capital Projects, OPEB, and Stabilization	-	-	
2.50%	STATE ASSESSMENTS	1,136,900	1,136,900	
0.66%	OVERLAY	300,000	300,000	
	GRAND TOTAL	46,274,470	45,496,629	44,059,729
			2.70%	

The Department of Public Works Budget was held for discussion.

MOTION MADE: That the Budget of \$42,698,449.00 be passed.

MOTION PASSED.

ARTICLE 11. To determine what sum of money the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by a vote of the 2020 Annual Town Meeting, Article 13, as authorized by Massachusetts General Laws Chapter 44, §53F 3/4, as amended, to fund PEG access programming, as well as certain other municipal cable related expenses for Fiscal Year 2023; or act thereon.

Sponsored by the Town Manager
 Finance Committee Recommendation: Support

MOTION MADE: That the sum of One Hundred Fifty Thousand Three Dollars (\$150,003.00) be appropriated from the PEG Access and Cable Related Fund for the FY23 PEG Access Budget.

MOTION PASSED.

ARTICLE 12. To see if the Town will vote to raise by taxation or transfer from available funds or borrow and authorize the Town Treasurer, with the approval of the Board of Selectmen, to issue a note or notes and/or bond or bonds and appropriate a sum of money for the Capital Outlay Program for Fiscal Year 2023, including any incidental and related expenses; or act thereon.

Sponsored by the Town Manager
 Finance Committee Recommendation: Support

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

MOTION MADE: That the sum of One Million Five Hundred Thousand Dollars (\$1,500,000.00) be appropriated for DPW Roadway/Dam/Culvert- Engineering, Repair, Restoration and Improvement and to meet said appropriation as follows:

Transfer from unexpended balance of appropriation made by vote taken on Article 17 of the May 5, 2021, Annual Town Meeting for Leicester Street Bridge Rehabilitation	\$565,000.00
Transfer from Free Cash	\$935,000.00

MOTION PASSED UNANIMOUSLY.

That the sum of One Million Four Hundred Six Thousand Four Hundred Thirty-Two Dollars (\$1,406,432.00) be transferred from Free Cash and appropriated for the following items, each item being considered a separate appropriation:

Building Improvement Fund	\$900,000.00
DPW – Fleet Repair/Replace	\$150,000.00
DPW – Field Irrigation	\$100,000.00
DPW – Americans with Disabilities Act (ADA) Improvements at Joslin Park	\$196,802.00
Townwide – Green Communities Local Match	\$59,630.00

MOTION MADE TO MOVE THE QUESTION PASSED.

MAIN MOTION PASSED.

That the sum of Three Hundred Thousand Dollars (\$300,000.00) be transferred from the ambulance receipts reserved for appropriation fund and appropriated for the replacement of Ambulance 2.

MOTION PASSED.

That the sum of Seventy-Five Thousand Dollars (\$75,000.00) be transferred from Sewer Enterprise Retained Earnings and be appropriated for sewer pump replacement.

MOTION PASSED.

ARTICLE 13. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation providing the positions of Patrolman, Sergeant, Lieutenant, and Chief after passage of the Act, not be subject to the Civil Service statute, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments; or act thereon:

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

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

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

Section 1. Notwithstanding any general or special law to the contrary, the positions of Patrolman, Sergeant, Lieutenant, and Chief in the Town of Oxford shall be exempt from the provisions of Chapter 31 of the Massachusetts General Laws and related regulations applicable thereto.

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

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

and vote to authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town Charter to transfer the authority to appoint the police chief and all sworn members of the police department from the Board of Selectmen to the Town Manager, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments; or act thereon:

Section 1. Section 3-3-1 of the Charter of the Town of Oxford, which is on file in the office of the archivist of the Commonwealth as provided in Section 12 of Chapter 43B of the General Laws, is hereby amended by striking “and (e) the Chief of Police and other police officers.”

Section 2. Section 5-3-9 of said charter is hereby amended by re-lettering clause (h) as clause (i) and inserting as a new clause (h):- “the police chief and, upon the recommendation of the police chief, all other sworn members of the police department; and”.

Section 3. Section 3 of Chapter 6 of said Charter is hereby amended by inserting Section 6-3-2, which reads, “There shall be a Police Department under the supervision of an office to be known as the chief of police. The chief of police shall have the authority, duties and responsibilities set forth in section 97A of Chapter 41 of the General Laws. Section 97 of Chapter 41 of the General Laws shall no longer apply.

Section 4. This act shall take effect upon its passage.

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

Sponsored by the Town Manager and Chief of Police
Finance Committee Recommendation: Support

MOTION MADE: That Article 13 be adopted as printed in the Warrant.

MOTION MADE TO MOVE THE QUESTION PASSED.

MOTION PASSED: 82 in favor, 70 opposed

ARTICLE 14. To see if the Town will vote to amend the Oxford Zoning By-Law, CHAPTER XXIII: Marijuana Overlay District, Section 1.0, by deleting the struck-through text and inserting the bold underlined text as set forth below, for the purpose of expanding the boundaries of the Marijuana Overlay District, and to amend the Official Zoning Map of the Town of Oxford accordingly.

1.0 ESTABLISHMENT

The Marijuana Overlay District (“MOD”) is established as an overlay district. The MOD shall extend along Route 20 a/k/a Southbridge Road, from the western line of the Route 56 a/k/a Leicester Street layout westerly to the western most property line of property depicted as Parcel A14 on Assessor’s Map 09 a depth of 500 feet north of the northern line of the Route 20 layout, and from the western line of the Route 56 a/k/a Leicester Street layout westerly to the western most property lines of property depicted as Parcels B19 and B25 on Assessor’s Map 10A a depth of 500 550 feet south of the southern line of the Route 20 layout, and to include parcels along Route 20 a/k/a Southbridge Road identified as Parcel B09 on Assessor’s Map 06A and Parcel B85.02 on Assessor’s Map 08A, a portion of Parcel A03 on Assessor’s Map 03 at a depth of 250 feet north of the northern line of the Route 20 layout, and a portion of Parcel B01 and Parcel B02 on Assessor’s Map 08A, at a depth of 40 feet south of the southern line of the Route 20 layout. The MOD shall further include that parcel of property known as 425 Main Street and depicted as Parcel E14 on Assessors’ Map 29A. The MOD is further shown on the Town zoning map on file with the Town Clerk.

Or act thereon.

Sponsored by the Planning Board
Finance Committee Recommendation: Support

MOTION MADE: That Article 14 be adopted as printed in the Warrant.

Requires a 2/3 vote.

MOTION PASSED. A 2/3 vote was declared by the Moderator.

Approved by the Attorney General on November 28, 2022.

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

ARTICLE 15. To see if the Town will vote to amend the Official Zoning Map of the Town of Oxford to include in the General Business (GB) District, land currently in the R-3 Residential District, all land between the center line of Route 20 a/k/a Southbridge Road along the southern portion of the roadway between the French River and Turner Road by a distance of 75 feet, as depicted on a plan placed on file in the Office of the Town Clerk; or act thereon.

Sponsored by the Planning Board
Finance Committee Recommendation: Support

MOTION MADE: That Article 15 be adopted as printed in the Warrant.

Requires a 2/3 vote.

MOTION PASSED. A 2/3 vote was declared by the Moderator.

Approved by the Attorney General on August 29, 2022.

ARTICLE 16. To see if the Town will vote to amend the Oxford Zoning By-Law, CHAPTER II, District Regulations, Section 2.3, Rules for Interpretation of District Boundaries, by deleting Section 2.3.7 in its entirety and inserting in place thereof the new Section 2.3.7:

2.3.7 Where district boundaries divide any lot, the regulations of the district which comprises the largest portion of the lot shall govern the entire lot, unless the Planning Board by special permit, permits the regulations governing any smaller portion of the lot to apply.

Or act thereon.

Sponsored by the Planning Board
Finance Committee Recommendation: Support

MOTION MADE: That Article 16 be adopted as printed in the Warrant.

Requires a 2/3 vote.

MOTION PASSED. A 2/3 vote was declared by the Moderator.

Approved by the Attorney General on August 29, 2022.

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

ARTICLE 17. To see if the Town will vote to amend the Oxford Zoning By-Law to add CHAPTER XXVI “Large Scale Battery Energy Storage Systems” in the form set forth below, and further to amend CHAPTER VI, Industrial Districts to add the language in ***bold italics*** as set forth below for the purpose of adding the term “Large-Scale Battery Energy Storage Systems” to the use table of the chapter; or act thereon.

CHAPTER XXVI

Large Scale Battery Energy Storage Systems

1.0 PURPOSE

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

2.0 APPLICABILITY

The requirements of this Chapter shall apply to all large-scale battery energy storage systems permitted, installed, or modified after the effective date of this By-Law, excluding general maintenance and repair. Modifications to, retrofits, or replacements of any existing system that increase the total battery energy storage system shall be subject to this Chapter. Large-scale battery storage systems shall be permitted in the Light Industrial Zoning District and Industrial District by special permit with site plan approval. Battery Energy Storage Systems as part of a solar energy system shall be permitted in accordance with G.L. c.40A, §3. The Planning Board shall be the Special Permit Granting Authority for this Chapter.

3.0 DEFINITIONS

Battery Energy Storage System (BESS): An energy storage system consisting of an array of batteries to provide electrical power during outages and supplement available resources during times of high demand. For the purposes of this definition, a BESS shall not be considered a Public Utility and Facility.

Energy Storage System: One or more devices, assembled, capable of storing energy to supply electrical energy at a future time to the local power loads, to the utility grid, or for grid support.

Large-Scale Battery Energy Storage System: A battery storage system with a total power of 5 MW/10 MWh or more.

4.0 GENERAL REQUIREMENTS

- 4.1 All large-scale battery energy storage systems shall require a special permit and site plan approval by the Planning Board prior to construction, installation, or modification as provided in this Chapter.
- 4.2 Projects within the jurisdiction of the Conservation Commission shall file a Notice of Intent, along with a Stormwater Management and Land Disturbance application

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

with the Conservation Commission concurrently with the Planning Board's application.

- 4.3 If the project is not within the jurisdiction of the Conservation Commission, the Stormwater Management and Land Disturbance permit application must be filed with the Planning Board in conjunction with the special permit and site plan applications.
- 4.4 The construction, operation, and decommissioning of all large-scale battery storage electrical systems shall be consistent with all applicable local, state, and federal requirements, including but not limited to all applicable environmental, safety, construction, fire, and electrical requirements.
- 4.5 No construction, installation, or modification as provide in this Chapter shall start without first obtaining a building permit.

5.0 REQUIRED DOCUMENTS

In addition to the submission requirements for Site Plan Review and Special Permits in the Oxford Zoning By-Law, the applicant shall include the following documents as part of their submission to the Planning Board:

- 5.1 Plans and drawings of the system signed and stamped by a Professional Engineer licensed to practice in Massachusetts showing the proposed layout of the system, to include the Zoning district designation for the parcel(s) of land comprising the project site.
- 5.2 Technical specifications and design plan of the battery management system as well as the thermal runaway detection system, ventilation safety control plan, the fire detection, suppression, and control system, and the spill control and fire water containment plan.
- 5.3 A noise study to assess the impact of all noise sources generated from the project to abutting properties, and determine the appropriate layout, design, and control measures. The report should include details of assessment methods, summarize the results, and recommend the required outdoor as well as any indoor control measures. Furthermore, the report must be prepared by a qualified individual with experience in environmental acoustics.
- 5.4 The names, addresses, telephone numbers, and e-mail addresses of the following: the owner and applicant, as well as all co-proponents or property owners, if any; and of the proposed system installer and operator and agents authorized to act on their behalf, which information shall be updated within 30 days whenever the land changes ownership, a new installer is retained by the owner or applicant, or a new operator takes over operation of the system.

6.0 DESIGN & SITE STANDARDS

In addition to the standards for Special Permit and Site Plan Review in the Oxford Zoning Bylaw, the applicant shall adhere to the following standards and provide such information on the site plan:

- 6.1 Utility Lines. All on-site utility lines shall be placed underground to the extent feasible and as permitted by the serving utility.

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

- 6.2 Signage. The signage shall include the type of technology associated with the systems, any special hazards associated, the type of suppression system installed, and 24-hour emergency contact information. All information shall be clearly displayed on a light reflective surface. Clearly visible warning signs concerning voltage shall be placed at the base of all pad-mounted transformers and substations.
- 6.3 Lighting. Lighting of the systems shall be limited to that minimally required for safety and operational purposes and shall be reasonably shielded and downcast from abutting properties.
- 6.4 Vegetation and Tree-Cutting. Areas within ten (10) feet on each side of a system shall be cleared of combustible vegetation and other combustible growth. Single specimens of trees or shrubbery and cultivated ground covers such as green grass, ivy, succulents, or similar plants shall be exempt provided that they do not form a means of readily transmitting fire. Removal of trees should be minimized.
- 6.5 Noise. The 1-hour average noise generated from the systems, components, and associated ancillary equipment shall not exceed a noise level of 60 dBA as measured at the property line.

7.0 DECOMMISSIONING

As part of the applicant's submission to the Board, the applicant shall submit a decommissioning plan, to be implemented upon abandonment or in conjunction with removal from property. The plan shall include:

- 7.1 A narrative description of the activities to be accomplished, including who will perform that activity and at what point in time, for complete physical removal of all battery energy storage system components, structures, equipment, security barriers, and transmission lines from the property.
- 7.2 Disposal of all solid and hazardous waste in accordance with local, state, and federal regulations.
- 7.3 The anticipated life of the battery energy storage systems.
- 7.4 The estimated decommissioning costs and how said estimate was determined.
- 7.5 The method of ensuring that funds will be available for decommissioning and restoration.
- 7.6 The method by which the decommissioning cost will be kept current.
- 7.7 The manner in which the site will be restored, including a description of how any changes to the surrounding areas and other systems adjacent to the battery energy storage system, such as, but not limited to, structural elements, building penetrations, means of egress, and required fire detection suppression systems, will be protected during decommissioning and confirmed as being acceptable after the system is removed.
- 7.8 A listing of any contingencies for removing an intact operational energy storage system from service, and for removing an energy storage system from service that has been damaged by a fire or other event.

8.0 SURETY

The property owner or operator shall provide financial surety to the Planning Board for the removal of the battery energy storage system, in an amount and form

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

acceptable to the Planning Board, for the period of the life of the facility, and shall include an escalator for inflation during the term of such security. All costs of the financial surety shall be borne by the applicant. The surety shall be reviewed by the Board every ten (10) years, when a new entity takes over the operation of the system, or land changes ownership. The Board may require additional surety as needed.

9.0 OWNERSHIP CHANGE

If the owner of the battery energy storage system changes, or the owner of the property changes, the special permit shall remain in effect, provided that the successor owner or operator assumes in writing all the obligations of the special permit, site plan approval, and decommissioning plan. A new owner or operator of the battery energy storage system shall notify the Planning Board in writing of such change in ownership or operator within sixty (60) days of the change. The special permit shall be void if a new owner or operator fails to provide written notification to the Planning Board in the required timeframe. Reinstatement of a void special permit will be subject to the same review and approval processes for new applications.

10. ABANDONMENT

The battery energy storage system shall be considered abandoned when it ceases to operate consistently for more than twelve (12) months. The system shall be presumed abandoned if the owner and/or operator fails to respond affirmatively within thirty (30) days to a written inquiry from the Building Inspector as to the continued validity and operation of the system. If the owner or operator fails to comply with decommissioning upon any abandonment, the Town of Oxford, may, at its discretion, and utilize the available bond or surety for the removal of a system and restore the site in accordance with the decommissioning plan.

11.0 MODIFICATIONS

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

12.0 SPECIAL PERMIT CRITERIA

The Planning Board may approve an application if the Board finds that the system complies with the Site Plan Review and Approval criteria in CHAPTER XIV and with the conditions for granting Special Permits in CHAPTER XV. Large-scale battery energy systems shall also satisfy the following additional criteria:

- 12.1 Environmental features of the site are protected, and surface runoff will not cause damage to surrounding properties or increase soil erosion and sedimentation of nearby streams and ponds.
- 12.2 The Planning Board may also impose conditions as it finds reasonably appropriate to safeguard the town or neighborhood including, but not limited to, screening, lighting, noise, fences, modification of the exterior appearance of electrical

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

cabinets, battery storage systems, or other structures, limitation upon system size, and means of vehicular access or traffic features.

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

13. SEVERABILITY

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

USES ALLOWED IN INDUSTRIAL DISTRICTS

TABLE III

ESTABLISHMENT	DISTRICT	
	LI	I
"EXTRACTIVE" INDUSTRIES such as earth removal, quarries mining, etc.	S*	S*
"SMOKESTACK" INDUSTRIES large scale facilities such as steel mills, foundries, power generation, petroleum refineries, paper mills, saw mills, rock crushing, food processing, etc.	-	S*
"MANUFACTURING" INDUSTRIES Manufacturing Industries those firms that specialize in the conversion of refined raw materials into		

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

or the manufacture of products or components	-	P
Accessory Manufacturing Activities those conversion or manufacturing activities that are accessory to a primary function such as assembly, fabrication, or distribution of a product	P	P
"TRANSPORTATION" INDUSTRIES		
Freight and Trucking Terminals	-	S*
Wholesale Distribution Facilities	S*	P
Accessory Warehouse and Distribution	P	P
"ASSEMBLY & FABRICATION" INDUSTRIES		
Heavy products - those finished products that require rail or large truck transport such as automobiles, truck bodies, and construction components (structural members, precast concrete, etc.)	-	P
Light Products - those finished products that are more easily transported such as personal computers and related electronic products, plastic and light metal or glass products, and clothing or related products	P	P
<u>OFFICE FACILITIES</u>		
Accessory Offices	P	P
Office Buildings for large users that generate primarily commuter rather than consumer traffic (e.g. an Insurance Company rather than an Insurance Agent, a medical research facility rather than a doctor's office)	P	-
<u>"RECYCLING" INDUSTRIES</u>		
Auto Wrecking, Junk and Scrap Establishments	S*	S*
Recycling Centers for Plastic, Paper and Glass	S*	S*
Hazardous Waste Facilities	-	S*
Refuse Treatment and Disposal Facilities	-	S*
<u>"MISCELLANEOUS" ACTIVITIES</u>		
Retail Activities of Products Produced on Site	P	P
Job Training and Vocational Services	P	P
Churches	P	P

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

6/25/20	Large Scale Ground Mounted Solar Energy Systems <i>Large Scale Battery Energy Storage Systems</i>	S*	S*
10/19/94	All other non-residential uses found consistent with the Intent of this Chapter	S*	S*
5/5/21			

“COMMERCIAL” INDUSTRIES

Hotels, Motels and Country Inns	S*	S*
---------------------------------	----	----

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

Or act thereon.

Sponsored by the Planning Board
Finance Committee Recommendation: Support

MOTION MADE: That Article 17 be adopted as printed in the Warrant.

Requires a 2/3 Vote.

MOTION PASSED. A 2/3 vote was declared by the Moderator.

Approved by the Attorney General on November 28, 2022.

ARTICLE 18. To see if the Town will vote to amend the Oxford General By-Laws, Chapter FORTY THREE, POND USE, by striking the language of Section 4 therein in its entirety and inserting in place thereof the following language:

Section 4. Violation of this By-law shall be subject to enforcement as follows:

1. Anyone who violates any provision of this By-Law shall be fined not less than fifty (50) dollars nor more than three-hundred (300) dollars for each offence. Each day that such violation or lack of compliance continues shall constitute a separate offense.
2. This By-Law may be enforced by Police Department, the Board of Selectmen or its designee, and the Conservation Commission or its designee through any lawful means in law or in equity including, but not limited to, non-criminal disposition pursuant to G.L. c. 40, §21D. In the event that enforcement is sought through non-criminal disposition, fines shall be imposed as follows, with each day that such violation continues constituting a separate offense:
 - a. first offense, \$50.00
 - b. second offense, \$100.00
 - c. third and successive offenses, \$300.00 each

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

Or act thereon.

Sponsored by the Conservation Agent
Finance Committee Recommendation: Support

MOTION MADE: That Article 18 be adopted as printed in the Warrant.

MOTION PASSED.

Approved by the Attorney General on August 29, 2022.

ARTICLE 19. To see if the Town will vote to accept the provisions of General Laws Chapter 40U, Sections 1 through 18, for the purpose of enabling the Town's code enforcement officers to effectively enforce the Town's by-laws and State Sanitary Code, 105 CMR 410, et seq. and to amend the Oxford General By-Laws CHAPTER SIXTEEN, BOARD OF health by inserting the following new section:

Section 8. The Town has adopted Chapter 40U of the Massachusetts General Laws to address violations of the Town's By-Laws and State Sanitary Code, 105 CMR 410 et seq. Appeals of General Law Chapter 40U tickets shall be heard by the Town's Municipal Hearings Officer. Notwithstanding any other By-Law or local provision to the contrary, the schedule of fines for any General Law Chapter 40U ticket issued for a violation of State Sanitary Code shall be a minimum of Twenty-Five Dollars (\$25.00) and shall not exceed the maximum of Five Hundred Dollars (\$500.00). All fines may be paid in person at, or by mailing to, the Town of Oxford during normal business hours, by check or money order listing the address of the violation, and the violation number.

Or act thereon.

Sponsored by the Building Commissioner
Finance Committee Recommendation: Support

MOTION MADE: That Article 19 be adopted as printed in the Warrant.

MOTION PASSED.

Approved by the Attorney General on November 28, 2022.

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

ARTICLE 20. To see if the Town will vote to amend the general bylaws by repealing sections 7 and 11 of Chapter 2 of the general bylaws.

Sponsored by Citizen Petition

Finance Committee Recommendation: Support

MOTION MADE: That article 20 be adopted as printed in the Warrant.

MOTION MADE TO MOVE THE QUESTION PASSED.

MOTION FAILED.

ARTICLE 21. To see if the Town will vote to amend the general bylaws by inserting a new chapter after CHAPTER TWO and renumbering later chapters accordingly:

CHAPTER THREE
Open Meetings

Section 1. In addition to the requirements of state law all open meetings of any division of the Town shall follow the requirements of this chapter.

Section 2. All Board of Selectmen meetings shall have on the agenda: An opportunity for each selectman to ask questions, comment, and call for items for the agenda of the next selectmen meeting; Any agenda item requested by any selectman in good faith; An opportunity for public comments.

Section 3. The agenda for all open meetings shall: Be provided on the town's website for at least 5 business days in advance of the public meeting and containing all topics to be discussed, except that if the town's website has a loss of service or the public meeting is called in an emergency then the agenda shall be provided on the town's website as early as possible; Provide an opportunity for public comments; Provide a means of remote viewing and remote participation by the public.

Section 4. All open meetings shall be video recorded, and the recording made publicly available on the internet on either the town's website or a publicly accessible platform within 2 business days following the open meeting.

Sponsored by Citizen Petition

Finance Committee Recommendation: Not Support

TOWN OF OXFORD
Annual Town Meeting
May 4, 2022

MOTION MADE: That this article be passed as written in the Warrant.

AMENDMENT MADE: That the Town strike the words five business days and change five days to two days. And to further amend the main motion by removing section four in its entirety.

AMENDMENT FAILS.

AMENDMENT MADE: That the Town remove Section 3 and 4 and leave Section 1 and 2 in its entirety.

AMENDMENT FAILS.

MOTION MADE TO MOVE THE QUESTION PASSED.

MOTION PASSED: 56 in favor, 50 opposed

Portions Approved by the Attorney General on November 28, 2022.

Section 2: Disapproved by the Attorney General on November 28, 2022.

At 10:27PM, it was unanimously voted to dissolve the Annual Town Meeting.

True Copy
Attest:

Michelle A. Jenkins, CMC, Town Clerk

Precinct One
Election Officers – May 17, 2022

Warden: Kathleen E. Purcell
Clerk: Beverly A. Plante

Check In

Rose M. Wing

Carole A. Fegreus

Precinct Two
Election Officers – May 17, 2022

Warden: Mary A. Stevens
Clerk: Bettie K. Carlson

Check In

Cynthia E. Brennan

Carolyn M. Merson

Precinct Three
Election Officers – May 17, 2022

Warden: Claire D. Wilson
Clerk: Julie E. Crance

Check In

Nancy K. Elliott

Sheila M. Thomas

Precinct Four
Election Officers – May 17, 2022

Warden: Martha Cady
Clerk: JoAnn E. Nelson

Check In

Lillian A. Coonan

Louise P. Mason

Town of Oxford
Official Annual Town Election Results
May 17, 2022

CANDIDATE			PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
		Votes Cast:	248	157	220	201	826
BOARD OF SELECTMEN	3yrs	vote 2					
Michael F. Daniels-Demers - incumbent			108	87	106	102	403
<i>Amy E. Frick</i>			127	89	106	117	439
<i>Robert J. King</i>			149	67	114	91	421
Write-ins			5	3	7	8	23
Blanks			107	68	107	84	366
TOTALS			496	314	440	402	1652
BOARD OF SELECTMEN	1yr	vote 1					
Helen Ruth Chatel			91	77	83	95	346
<i>Timothy Shannon Moriarty</i>			145	75	131	100	451
Write-ins			0	0	1	0	1
Blanks			12	5	5	6	28
TOTALS			248	157	220	201	826
BOARD OF LIBRARY TRUSTEES	3yrs	vote 1					
<i>Carole A. Steina - incumbent</i>			186	112	174	158	630
Write-ins			2	0	1	1	4
Blanks			60	45	45	42	192
TOTALS			248	157	220	201	826
HOUSING AUTHORITY	3yrs	vote 1					
<i>Dale J. Mahota - incumbent</i>			181	122	176	156	635
Write-ins			2	1	1	3	7
Blanks			65	34	43	42	184
TOTALS			248	157	220	201	826
HOUSING AUTHORITY	2yrs	vote 1					
<i>Wayne Alfred McFarland</i>			168	102	158	141	569
Write-ins			2	1	1	2	6
Blanks			78	54	61	58	251
TOTALS			248	157	220	201	826
HOUSING AUTHORITY	1yr	vote 1					
<i>Arsenio Sousa Luz</i>			158	103	153	143	557
Write-ins			2	1	0	2	5
Blanks			88	53	67	56	264
TOTALS			248	157	220	201	826

Town of Oxford
Official Annual Town Election Results
May 17, 2022

CANDIDATE			PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
SCHOOL COMMITTEE	3yrs	vote 1					
<i>David P. Cornacchioli - incumbent</i>			174	108	156	141	579
Write-ins			2	2	4	2	10
Blanks			72	47	60	58	237
TOTALS			248	157	220	201	826

Precinct 1 2,572

Precinct 2 2,461

Precinct 3 2,577

Precinct 4 2,476

Total # Registered Voters 10,086

Votes Cast Per Precinct

Precinct 1 248

Precinct 2 157

Precinct 3 220

Precinct 4 201

Total # Votes Cast 826

Voter Turnout % 8%

***As of April 27, 2022: Deadline to Register**

Winners are indicated in Bold Italics

A True Attest Copy:

Michelle A. Jenkins, CMC, Town Clerk

Precinct One
Election Officers – September 6, 2022

Warden: Kathleen E. Purcell
Clerk: Rose M. Wing

Check In

Cynthia E. Brennan

Lillian A. Coonan

Precinct Two
Election Officers – September 6, 2022

Warden: Bettie K. Carlson
Clerk: Sheila M. Thomas

Check In

Dianne T. Clarke-Cahill

Joel P. Masley

Precinct Three
Election Officers – September 6, 2022

Warden: Claire D. Wilson
Clerk: Juliana M. Masley

Check In

Peter Charles Standrowicz

Carolyn M. Merson

Precinct Four
Election Officers – September 6, 2022

Warden: Patricia Lee Ferdella
Clerk: JoAnn E. Nelson

Check In

Carole E. Fegreus

Precinct Four A
Election Officers – September 6, 2022

Warden/Clerk: Erin Rose Sullivan

Check In

Louise P. Mason

TOWN OF OXFORD
STATE PRIMARY - SEPTEMBER 6, 2022
OFFICIAL RESULTS

	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
DEMOCRATIC BALLOT	240	245	227	222	1	935
GOVERNOR						
Blanks	4	3	5	8	0	20
Sonia Rosa Chang-Diaz	43	35	29	32	0	139
<i>Maura Healey</i>	192	205	193	181	1	772
All Others	1	2	0	1	0	4
TOTAL	240	245	227	222	1	935
LIEUTENANT GOVERNOR						
Blanks	9	16	18	13	0	56
<i>Kimberley Driscoll</i>	106	111	93	88	1	399
Tami Gouveia	40	48	36	30	0	154
Eric P. Lesser	84	68	79	91	0	322
All Others	1	2	1	0	0	4
TOTAL	240	245	227	222	1	935
ATTORNEY GENERAL						
Blanks	4	19	9	12	0	44
<i>Andrea Joy Campbell</i>	89	89	100	83	1	362
Shannon Erika Liss-Riordan	97	94	81	74	0	346
Quentin Palfrey	50	43	36	53	0	182
All Others	0	0	1	0	0	1
TOTAL	240	245	227	222	1	935
SECRETARY OF STATE						
Blanks	3	7	1	4	0	15
<i>William Francis Galvin</i>	178	195	176	173	1	723
Tanisha M. Sullivan	59	43	49	45	0	196
All Others	0	0	1	0	0	1
TOTAL	240	245	227	222	1	935
TREASURER						
Blanks	28	34	28	37	0	127
<i>Deborah B. Goldberg</i>	212	211	199	185	1	808
All Others	0	0	0	0	0	0
TOTAL	240	245	227	222	1	935
AUDITOR						
Blanks	11	19	18	15	0	63
Christopher S. Dempsey	94	76	91	77	0	338
<i>Diana DiZoglio</i>	135	150	117	130	1	533
All Others	0	0	1	0	0	1

TOWN OF OXFORD
STATE PRIMARY - SEPTEMBER 6, 2022
OFFICIAL RESULTS

TOTAL	240	245	227	222	1	935
REPRESENTATIVE IN CONGRESS						
Blanks	23	31	27	30	0	111
<i>Richard E. Neal</i>	216	213	199	192	1	821
All Others	1	1	1	0	0	3
TOTAL	240	245	227	222	1	935
COUNCILLOR						
Blanks	37	48	36	41	0	162
<i>Paul M. DePalo</i>	203	197	190	181	1	772
All Others	0	0	1	0	0	1
TOTAL	240	245	227	222	1	935
	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
SENATOR IN GENERAL COURT						
Blanks	238	244	226	219	1	928
All Others	2	1	1	3	0	7
TOTAL	240	245	227	222	1	935
REPRESENTATIVE IN GENERAL COURT						
Blanks	0	245	226	0	1	472
All Others	0	0	1	0	0	1
TOTAL	0	245	227	0	1	473
REPRESENTATIVE IN GENERAL COURT						
Blanks	238	0	0	218	0	456
All Others	2	0	0	4	0	6
TOTAL	240	0	0	222	0	462
DISTRICT ATTORNEY						
Blanks	33	31	28	35	0	127
<i>Joseph D. Early, Jr.</i>	207	214	199	187	1	808
All Others	0	0	0	0	0	0
TOTAL	240	245	227	222	1	935
SHERIFF						
Blanks	40	52	40	46	0	178
<i>David M. Fontaine</i>	200	193	186	175	1	755
All Others	0	0	1	1	0	2
TOTAL	240	245	227	222	1	935

TOWN OF OXFORD
STATE PRIMARY - SEPTEMBER 6, 2022
OFFICIAL RESULTS

	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
REPUBLICAN BALLOT	235	192	211	227	3	868
GOVERNOR						
Blanks	5	0	0	1	0	6
Geoff Diehl	105	95	104	117	2	423
<i>Chris Doughty</i>	125	97	107	107	1	437
All Others	0	0	0	2	0	2
TOTAL	235	192	211	227	3	868
LIEUTENANT GOVERNOR						
Blanks	6	5	7	7	0	25
Leah V. Allen	71	59	77	71	0	278
<i>Kate Campanale</i>	158	128	127	149	3	565
All Others	0	0	0	0	0	0
TOTAL	235	192	211	227	3	868
ATTORNEY GENERAL						
Blanks	46	26	32	38	0	142
<i>James R. McMahon, III</i>	189	166	178	187	3	723
All Others	0	0	1	2	0	3
TOTAL	235	192	211	227	3	868
SECRETARY OF STATE						
Blanks	52	30	43	47	0	172
<i>Rayla Campbell</i>	183	162	167	178	3	693
All Others	0	0	1	2	0	3
TOTAL	235	192	211	227	3	868
TREASURER						
Blanks	235	188	208	223	3	857
All Others	0	4	3	4	0	11
TOTAL	235	192	211	227	3	868
AUDITOR						
Blanks	50	34	41	49	0	174
<i>Anthony Amore</i>	185	158	170	178	3	694
All Others	0	0	0	0	0	0
TOTAL	235	192	211	227	3	868
REPRESENTATIVE IN CONGRESS						
Blanks	55	32	44	48	0	179
<i>Dean James Martinelli</i>	180	160	167	179	3	689

TOWN OF OXFORD
STATE PRIMARY - SEPTEMBER 6, 2022
OFFICIAL RESULTS

All Others	0	0	0	0	0	0	0
TOTAL	235	192	211	227	3	868	
COUNCILLOR							
Blanks	58	38	47	49	0	192	
<i>Gary Galonek</i>	177	153	164	178	3	675	
All Others	0	1	0	0	0	0	1
TOTAL	235	192	211	227	3	868	
SENATOR IN GENERAL COURT							
Blanks	37	23	30	34	0	124	
<i>Ryan C. Fattman</i>	198	169	181	193	3	744	
All Others	0	0	0	0	0	0	0
TOTAL	235	192	211	227	3	868	
REPRESENTATIVE IN GENERAL COURT							
Blanks	43	0	0	38	0	81	
<i>Joseph D. McKenna</i>	192	0	0	188	0	380	
All Others	0	0	0	1	0	0	1
TOTAL	235	0	0	227	0	462	
REPRESENTATIVE IN GENERAL COURT							
Blanks	0	21	40	0	0	61	
<i>Paul K. Frost</i>	0	170	171	0	3	344	
All Others	0	1	0	0	0	0	1
TOTAL	0	192	211	0	3	406	
DISTRICT ATTORNEY							
Blanks	235	189	208	225	3	860	
All Others	0	3	3	2	0	8	
TOTAL	235	192	211	227	3	868	
SHERIFF							
Blanks	38	24	41	33	0	138	
<i>Lewis G. Evangelidis</i>	195	167	170	194	3	729	
All Others	2	1	0	0	0	0	1
TOTAL	235	192	211	227	3	868	

TOWN OF OXFORD
STATE PRIMARY - SEPTEMBER 6, 2022
OFFICIAL RESULTS

***Total Registered Voters in
EACH Precinct**

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A
Democratic	462	458	438	422	8
Republican	305	298	291	292	9
Unenrolled	1,729	1,596	1,690	1,671	47
Other	38	42	40	39	1
	2534	2394	2,459	2,424	65
					9,876

**Total Votes Cast in EACH
Precinct**

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A
Democrat	240	245	227	222	1
Republican	235	192	211	227	3
	475	437	438	449	4
					1,803

Voter Turnout % 18.26%

***As of August 27, 2022 deadline to Register to Vote**

Winners are indicated in Bold Italics

A True Attest Copy:

Michelle Jenkins, Town Clerk

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

At the Special Town Meeting duly called and held in the Oxford Middle School, 497 Main Street, Oxford, MA, on Wednesday, October 5, 2022, at 7:00PM the following ARTICLES were voted on in a legal manner. There was a quorum present (100 Voters = quorum); 100 voters were present.

Checkers:

Martha A. Cady
Patricia Lee Ferdella
Robert W. Krasinskas
Rose M. Wing

The Town Moderator, Russell C. Rheault, called the meeting to order at 7:25pm.

The Town Moderator noted the receipt of the return of the posting of the Warrant for the Special Town Meeting by the Constable.

Both the National Anthem and the Pledge of Allegiance. A moment of silence was observed for the departed townspeople.

The Moderator introduced Town Officials and Board Members.

The boundaries of the Auditorium were outlined by the Moderator to include all of the floor area. The audience was advised of the fire evacuation routes.

MOTION MADE: To waive the reading of the Warrant in its entirety.

MOTION PASSED UNANIMOUSLY.

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

Jennifer M. Callahan – History Book, Information Bags, Electricity News/Rates
Shelley Lambert - Community Center Feasibility Study

ARTICLE 2. To see if the Town will vote to transfer from available funds and appropriate a sum of money to pay unpaid bills of a prior fiscal year; or act thereon.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

Sponsored by the Town Manager, Finance Director

MOTION MADE: That the sum of Two Thousand One Hundred Thirty-Five Dollars (\$2,135.00) be appropriated from the FY23 Veterans' Services Operating Budget to pay veterans benefits from a prior year.

MOTION PASSED UNANIMOUSLY.

ARTICLE 3. To see if the Town will vote to amend the Oxford General By-Laws, Chapter Fifty-One, Regulations of Dogs, Section 2. Fees, subsections (a) and (b) by deleting the struck-through text and inserting the bold underlined text as set forth below:

(a) for unspayed females and unneutered males, ~~ten dollars~~ **fifteen dollars** and (b) for spayed females and neutered males, ~~six dollars~~ **ten dollars**

And to further vote to amend the Oxford General By-Laws, Chapter Sixty-One, Regulations Pertaining to Cats, Section 1, General Requirements, subsections 1. and 2. by deleting the struck-through text and inserting the bold underlined text as forth below:

1. Spayed or neutered cats--~~six dollars~~ **ten dollars** per cat per license period or any portion thereof.
2. All other cats--~~ten dollars~~ **fifteen dollars** per cat per license period or any portion thereof.

Or act thereon.

Sponsored by Animal Control, Town Clerk

MOTION MADE: That Article 3 be adopted as printed in the Warrant.

MOTION PASSED.

Approved by the Attorney General on December 20, 2022.

ARTICLE 4. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Capital Stabilization Fund; or act thereon.

Sponsored by the Town Manager

MOTION MADE: That the sum of **One Hundred Thousand Dollars (\$100,000.00)** be transferred from Free Cash and be appropriated to the Capital Stabilization Fund for Fiscal Year 2023.

MOTION PASSED UNANIMOUSLY.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

ARTICLE 5. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money for unforeseen energy related expenses; or act thereon.

Sponsored by the Town Manager, Finance Director, DPW Director

MOTION MADE: That the sum of **Two Hundred Thousand Dollars (\$200,000.00)** be raised from taxation and be appropriated for unforeseen energy related expenses.

MOTION PASSED.

ARTICLE 6. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money for the Unemployment Compensation Fund pursuant to Massachusetts General Laws Chapter 40, §5E; or act thereon.

Sponsored by the Town Manager, Finance Director

MOTION MADE: That the sum of Two Hundred Fifty Thousand Dollars (\$250,000.00) be transferred from free cash and be appropriated to the Unemployment Compensation Fund.

MOTION PASSED.

ARTICLE 7. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to supplement the Town's Fiscal Year 2023 Operational Budget (Finance Department - Information Technology) as approved by the vote taken under Article 10 of the May 4, 2022 Annual Town Meeting; or act thereon.

Sponsored by the Town Manager, Finance Director, Public Safety Chiefs

MOTION MADE: That the sum of Fifty Thousand Dollars (\$50,000.00) be raised from taxation and be appropriated to Supplement the Information Technology budget within the Finance Department for Fiscal Year 2023.

MOTION PASSED UNANIMOUSLY.

ARTICLE 8. To see if the Town will vote to adopt the provisions of Massachusetts General Law, Chapter 40, Section 22G, to authorize the allocation of all funds received from fines assessed for violations of handicap parking in the Town of Oxford to the Commission on Disability; or act thereon.

Sponsored by the Commission on Disability

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

MOTION MADE: That the Town adopt Massachusetts General Law, Chapter 40, Section 22G to allocate funds received from fines assessed for violations of handicap parking to the Town's Commission on Disability.

MOTION PASSED UNANIMOUSLY.

ARTICLE 9. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to fund costs associated with updating the Town website; or act thereon.

Sponsored by the Town Manager, Finance Director

MOTION MADE: That the sum of Fifty Thousand Dollars (\$50,000.00) be transferred from Free Cash and be appropriated for the updating of the Town Website.

MOTION PASSED UNANIMOUSLY.

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, upon such terms and conditions as the Board of Selectmen deem appropriate, for general municipal purposes, the fee or lesser interest in all or a portion or portions of the parcel of land now or formerly owned by Southford Realty Trust, as shown on Assessors' Map 33A, Parcels C14 and C50 as described in the deed recorded with the Worcester District Registry of Deeds Book 35870, Page 296, and to raise by taxation, transfer from available funds, , a sum of money as funding for such acquisition and all costs incidental and related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article; or act thereon.

Sponsored by the Town Manager, Conservation Agent, Director of Planning and Economic Development

MOTION MADE: That the Town authorize the Board of Selectmen to acquire by gift or purchase upon such terms and conditions as the Board of Selectmen deem appropriate, for general municipal purposes, the fee or lesser interest in all or a portion or portions of the parcel of land now or formerly owned by Southford Realty Trust as shown on Assessors Map 33A, Parcels C14 and C50, recorded in Book 35870, Page 296 with the Worcester District Registry of Deeds and to transfer from Free Cash a sum of Ninety-Five Thousand Dollars (\$95,000.00) as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article.

Requires a 2/3 vote.

MOTION PASSED and a 2/3 vote was declared by the Moderator.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

ARTICLE 11. To see if the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by a vote taken under Article 13 of the June 25, 2020 Annual Town Meeting, as authorized by Massachusetts General Laws Chapter 44, §53F 3/4, as amended, to supplement the FY23 Budget as approved by the vote taken under Article 11 of the May 4, 2022 Annual Town Meeting; or act thereon.

Sponsored by the Town Manager, Production Media Coordinator

MOTION MADE: That the sum of **Thirty Thousand Dollars (\$30,000.00)** be appropriated from the PEG Access and Cable Related Fund to supplement the FY 23 PEG Access Budget as provided within the FY23 Budget as approved by the vote taken under Article 11 of the May 4, 2022 Annual Town Meeting.

MOTION PASSED UNANIMOUSLY.

ARTICLE 12. To see if the Town will vote to amend the Oxford Zoning Map for the purpose of expanding the boundaries of the Village Business (VB) Zoning District along Sutton Avenue to Interstate 395 by 50 feet along the northern and southern property lines abutting Sutton Avenue layout depicted as parcels E18, E19, E20, E20.01, E21, and E22 on Assessor's Map 34C, and parcels B1, B2, B3, B4, C1, C34, C35, C51, C52, C55, and C56 on Assessor's Map 35A; or act thereon.

Sponsored by Planning Board, Director of Planning and Economic Development

MOTION MADE: That Article 12 be adopted as printed in the Warrant.

Requires a 2/3 vote.

MOTION PASSED UNANIMOUSLY. A 2/3 vote was declared by the Moderator.

Approved by the Attorney General on December 20, 2022.

ARTICLE 13. To amend the Town of Oxford Zoning By-laws by deleting existing Section 3.9 of Chapter III: Use Regulations, in its entirety, and replacing it with the following new Section:

3.9 APARTMENTS AND ADDITIONAL LIVING SPACES

3.9.1 Purpose

The purpose of this bylaw is to:

- Provide homeowners with a means of obtaining, through tenants in accessory and in-law apartments, rental income, companionship, security, and services, and thereby to enable them to stay more comfortably in homes and neighborhoods they might otherwise be forced to leave.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

- Add units to the housing stock to meet the needs of smaller households, both young and old.
- Make housing units available to households who might otherwise have difficulty finding homes within the town.
- Protect stability, property values, and the residential character of a neighborhood by ensuring that accessory/in-law apartments are installed only in owner-occupied houses and under such additional conditions as may be appropriate to further the purposes of this bylaw.
- Legalize conversions to encourage compliance with the State Building Code.

3.9.2 Definitions

Accessory Apartment: A self-contained housing unit incorporated within or accessory to a retail, commercial, or professional building complete with its own sleeping, cooking, and sanitary facility, and a separate means of egress with option to rent.

Additional Living Space: A living space contained within a single-family dwelling that may contain a kitchen, sanitary facility, and sleeping area. Free passage from the main living area into and about the additional living area shall be permitted without restrictions.

In-Law Apartment: A detached self-contained housing unit within a single-family property complete with its own sleeping, cooking, and sanitary facilities with a separate means of egress.

Building, Attached: A building having any portion of one or more walls in common or within five feet of an adjacent building.

Building, Detached: A building having five feet or more of open space on all sides.

Dwelling, Single-Family: A building designed or used exclusively as a residence and including only one dwelling unit.

Primary Residence: A building in which is conducted the principal use of the lot on which it is located. For residentially zoned lots, such a building would be a dwelling.

3.9.3 Design Standards

Accessory apartments and in-law apartments shall require a Special Permit issued by the Planning Board in accordance with Table I: Uses Allowed in Residential Districts and Table II: Uses Allowed in Commercial Districts, pursuant to the criteria set forth herein and in Chapter XIV, Section 5.0 of these By-laws. Additional Living Space shall be permitted as accessory to single-family residential use, without requiring a special permit or site plan review, subject to the requirements set forth herein.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

The following standards and criteria shall apply:

In-Law Apartments

- The in-law apartment will be a complete, one-bedroom or studio unit separate housekeeping unit that functions as a separate unit from the original unit. The Planning Board, at its discretion, may allow a second bedroom under extenuating circumstances.
- Only one accessory apartment or in-law apartment will be created on a single-family lot.
- The lot in which the single-family house is located must meet the minimum lot size requirement and must comply with other applicable zoning requirements for its district.
- The owner(s) of the residence in which the in-law apartment is located shall occupy at least one of the dwelling units on the premises.
- The in-law apartment shall be designed so that the appearance of the building remains that of a one-family residence as much as feasibly possible. Any new entrances shall be located on the side or rear of the building. Any exterior changes made must conform with the single-family character of the neighborhood.
- An addition to the original building is permitted provided that the addition does not increase the floor area or volume of the original building by more than eight hundred (800) square feet of the existing total residential space. These same dimensional criteria shall apply to an in-law apartment constructed in an existing detached dwelling (such as a garage, barn, or carriage house), or to an in-law apartment constructed as part of a new detached dwelling.
- The in-law apartment shall be clearly a subordinate part of the single-family dwelling. It shall be no greater than eight hundred (800) square feet.
- At least two off-street parking spaces per dwelling unit are available for use by the owner-occupant(s) and one off-street parking space for the in-law apartment. Parking spaces shall be located to the side or the rear of the structure, to the extent feasible.
- For dwellings to be served by on-site septic system, the owner must obtain a Disposal Works Construction Permit from the Board of Health before a special permit can be obtained. This is to ensure that the existing sewage disposal system is adequate, or the Board of Health shall certify adequate provision has been made for the disposal of sewage, waste, and drainage generated.
- The construction of an in-law apartment must be in conformity with the State Building Code requirements.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

- The Planning Board shall impose any appropriate conditions to protect public health, safety and welfare.
- The Planning Board may allow reasonable deviation from the foregoing criteria and standards where necessary to install features that facilitate accessibility and mobility.

Accessory Apartments –

- The apartment shall not be allowed in a building whose principal use is determined by the Planning Board to be incompatible with residential uses (incompatible uses include auto body shops, gas stations, and any other business that uses materials listed as “high hazard” in 780 CMR 306), and if the apartment is allowed, the special permit shall restrict the principal use of the building accordingly.
- Apartments shall be designed so that entrances to the residential and non-residential uses are sufficiently separated to provide security, safety, and privacy to the residents.
- The application shall be accompanied by construction drawings of sufficient detail to allow review and approval by the Building Inspector, Fire Department, and Planning Board.
- The application shall be accompanied by a site plan submitted in accordance with the requirements of Chapter XV and all parking lot design and construction shall comply with the requirements of Chapter XI.
- The construction of any accessory apartment must be in conformity with the State Building Code requirements.
- The Planning Board shall impose any conditions appropriate to protect public health, safety and welfare, and the character of the neighborhood.

Additional Living Spaces –

- Additional living space shall only be permitted within the interior of a single-family dwelling located in a residential zoning district. The space shall be devoted to private, independent living that could be recognized as space for family members or caretakers.
- The space shall not exceed eight hundred (800) square feet.
- Adding floor space for additional living space must comply to all zoning dimensional requirements.
- Free passage from the main living area into and about the secondary area shall be permitted without restrictions.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

- The additional living space can be occupied in conjunction with the primary living space but cannot be offered as conventional rental housing unit.
- The owner of record must occupy the home as his/her principal place of residence.
- There shall be no separate address for the additional space.
- Separate utilities shall not be allowed.
- There shall be only one mailbox for the entire home.
- The exterior look shall remain as a single family.
- The construction of any additional living space shall comply and conform to the Massachusetts State Building Code.

3.9.5 Application Procedure

- The procedure for the submission and approval of a Special Permit for an accessory apartment or in-law apartment shall be the same as prescribed in Chapter XIV, Section 5.0 (Application Procedures: Special Permits) of the Zoning Bylaw.
- Upon receiving a special permit, said special permit shall be attached to the deed of record of the property by recording said special permit bearing the certification of the Town Clerk that twenty (20) days have elapsed after the special permit has been filed in the office of the Town Clerk and that no appeal has been filed, or if an appeal has been filed, that it has been dismissed or denied, is recorded in the Registry of Deeds and indexed in the grantor index under the name of the owner of record or is recorded and noted on the owner's certificate of title. The fee for recording shall be paid by the owner or applicant.
- A time-stamped copy of the special permit shall be provided to the Planning Board and to the Building Official. In the event of the sale or transfer of the property, one of the dwelling units shall be owner occupied as stipulated in the special permit or the rights granted under the special permit shall terminate.

3.9.6 Administration and Enforcement

- It shall be the duty of the Building Official to administer and enforce the provisions of this Bylaw.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

- No dwelling unit shall be constructed or changed in use or configuration pursuant to this bylaw until the Building Official has issued a permit therefor. No permit shall be issued prior to the Planning Board's approval of the Special Permit. No building permit shall be issued until a sewage disposal works permit, when applicable, has first been obtained from the Board of Health and the proposed building and location thereof conform with the Town's Bylaws. Any new building or structure or change in configuration of an existing building shall conform to all adopted State and Town laws, bylaws, codes, regulations, and State Building Code Regulations. No dwelling unit shall be occupied until a certificate of occupancy has been issued by the Building Inspector where required.
- The Building Official shall refuse to issue any permit which would result in a violation of any provision of this Section or in violation of the conditions or terms of the special permit granted by the Planning Board.

3.9.7 Accessory/In-Law Apartments in Existence Before the Adoption of this Section

Statement of Intent: To ensure that accessory/in-law apartments or conversions in existence before the adoption of this Accessory/In-Law Apartment By-law are in compliance with the State Building Code Regulations.

Application Procedure: The Planning Board may authorize, under a Special Permit and in conjunction with the Building Inspector, use known as an Accessory/In-Law Apartment. The Board will review each existing use on a case-by-case basis to determine if the dwelling conforms to State Building Code Regulations. The applicant must follow the same application procedure described in this Section.

3.9.8 Conflict With Other Laws

The provisions of this by-law shall be considered supplemental of existing zoning by-laws. To the extent that a conflict exists between this by-law and others, the more restrictive by-law, or provisions therein, shall apply.

3.9.9 Severability

If any provision of this by-law is held invalid by a court of competent jurisdiction, the remainder of the by-law shall not be affected thereby. The invalidity of any section or parts of any section or sections of this by-law shall not affect the validity of the remainder of the Town's zoning by-law.

TOWN OF OXFORD
Special Town Meeting
October 5, 2022

Sponsored by Planning Board, Director of Planning and Economic Development

MOTION MADE: That Article 13 be adopted as printed in the Warrant.

Requires a 2/3 vote.

MOTION PASSED UNANIMOUSLY. A 2/3 vote was declared by the Moderator.

Approved by the Attorney General on December 20, 2022.

At 8:55PM, it was unanimously voted to dissolve the Special Town Meeting.

True Copy

Attest:

Michelle A. Jenkins, CMC, Town Clerk

Precinct One
Election Officers – November 8, 2022

Warden: Patricia L. Ferdella

Clerk: JoAnn E. Nelson

Ballot Box: Lillian A. Coonan

Check In

Cynthia E. Brennan

Carol Yeaton

Precinct Two
Election Officers – November 8, 2022

Warden: Juliana M. Masley

Clerk: Claire D. Wilson

Ballot Box: Christopher Brooks and Richard Reilly

Greeter: Marion Irene Rood

Check In

Bettie K. Carlson

Beverly A. Hanson

Precinct Three
Election Officers – November 8, 2022

Warden: Mary A. Stevens

Clerk: Julie E. Crance

Ballot Box: Melissa L. Moldover

Greeter: Michael J. Rood

Check In

Nancy K. Elliott

Peter Standrowicz

Precinct Four
Election Officers – November 8, 2022

Warden: Beverly A. Plante

Clerk: Sheila M. Thomas

Ballot Box: Carolyn M. Merson

Check In

Carole A. Fegreus

Rose M. Wing

Precinct Four A
Election Officers – November 8, 2022

Clerk/Warden: Jean M. Landry

Ballot Box: Catherine Guzman

Check In

Louise P. Mason

TOWN OF OXFORD
STATE ELECTION - NOVEMBER 8, 2022
OFFICIAL RESULTS

	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
GOVERNOR and LIEUTENANT GOVERNOR	1358	1293	1309	1222	20	5202
Diehl and Allen	705	661	697	650	15	2728
Healey and Driscoll	607	603	579	532	4	2325
Reed and Everett	36	25	25	23	1	110
All Others	0	0	0	0	0	0
Blanks	10	4	8	17	0	39
TOTAL	1358	1293	1309	1222	20	5202
ATTORNEY GENERAL						
Andrea Joy Campbell	597	588	577	509	4	2275
James R. McMahon, III	735	685	711	687	16	2834
All Others	0	0	0	0	0	0
Blanks	26	20	21	26	0	93
TOTAL	1358	1293	1309	1222	20	5202
SECRETARY OF STATE						
William Francis Galvin	707	670	670	616	6	2669
Rayla Campbell	600	593	606	570	14	2383
Juan Sanchez	33	23	15	22	0	93
All Others	0	0	1	0	0	1
Blanks	18	7	17	14	0	56
TOTAL	1358	1293	1309	1222	20	5202
TREASURER						
Deborah B. Goldberg	740	719	743	645	5	2852
Christina Crawford	460	421	416	397	12	1706
All Others	0	1	0	0	0	1
Blanks	158	152	150	180	3	643
TOTAL	1358	1293	1309	1222	20	5202
AUDITOR						
Anthony Amore	691	676	675	660	17	2719
Diana DiZoglio	495	503	492	432	2	1924
Gloria A. Caballero-Roca	38	27	20	16	0	101
Dominic Giannone, III	39	25	30	28	0	122
Daniel Riek	40	24	34	36	1	135
All Others	0	0	0	0	0	0
Blanks	55	38	58	50	0	201
TOTAL	1358	1293	1309	1222	20	5202
REPRESENTATIVE IN CONGRESS						
Richard E. Neal	655	611	604	538	4	2412
Dean James Martinelli	665	643	662	645	16	2631
All Others	0	0	0	0	0	0
Blanks	38	39	43	39	0	159
TOTAL	1358	1293	1309	1222	20	5202
COUNCILLOR						
Paul M. DePalo	616	595	581	520	4	2316
Gary Galonek	700	662	683	669	16	2730
All Others	0	1	0	0	0	1
Blanks	42	35	45	33	0	155
TOTAL	1358	1293	1309	1222	20	5202

TOWN OF OXFORD
STATE ELECTION - NOVEMBER 8, 2022
OFFICIAL RESULTS

	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
SENATOR IN GENERAL COURT						
Ryan C. Fattman	1068	1012	1009	974	18	4081
All Others	0	0	0	0	0	0
Blanks	290	281	300	248	2	1121
TOTAL	1358	1293	1309	1222	20	5202
REPRESENTATIVE IN GENERAL COURT						
Paul K. Frost		915	917		17	1,849
Terry Burke Dotson		262	268		2	532
All Others		0	0		0	0
Blanks		116	124		1	241
TOTAL	0	1293	1309	0	20	2,622
REPRESENTATIVE IN GENERAL COURT						
Joseph D. McKenna	1058			985		2043
All Others	0			0		0
Blanks	300			237		537
TOTAL	1358	0	0	1222	0	2580
DISTRICT ATTORNEY						
Joseph D. Early, Jr.	939	922	912	827	12	3612
All Others	0	0	2	0	0	2
Blanks	419	371	395	395	8	1588
TOTAL	1358	1293	1309	1222	20	5202
SHERIFF						
Lewis G. Evangelidis	901	845	848	824	17	3435
David M. Fontaine	417	416	422	364	3	1622
All Others	0	0	0	0	0	0
Blanks	40	32	39	34	0	145
TOTAL	1358	1293	1309	1222	20	5202
QUESTION 1: PROPOSED CONSTITUTIONAL AMENDMENT - Addtl Tax on Income over 1 Million Dollars						
Yes	575	545	563	471	2	2156
No	741	714	705	707	18	2885
Blanks	42	34	41	44	0	161
TOTAL	1358	1293	1309	1222	20	5202
QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION - Dental Benefits						
Yes	856	789	838	709	8	3200
No	463	462	419	461	12	1817
Blanks	39	42	52	52	0	185
TOTAL	1358	1293	1309	1222	20	5202
QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION - Alcohol Retail Reform						
Yes	474	503	513	426	3	1919
No	831	749	738	737	17	3072
Blanks	53	41	58	59	0	211
TOTAL	1358	1293	1309	1222	20	5202
QUESTION 4: REFERENDUM ON AN EXISTING LAW - Repeal Driver's License Law						
Yes	486	483	471	440	2	1882
No	832	774	790	735	18	3149
Blanks	40	36	48	47	0	171
TOTAL	1358	1293	1309	1222	20	5202

TOWN OF OXFORD
STATE ELECTION - NOVEMBER 8, 2022
OFFICIAL RESULTS

***Total Registered Voters in EACH Precinct**

Precinct	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A
Democratic	458	456	436	420	8
Republican	307	301	295	293	9
Unenrolled	1,753	1,615	1,728	1,704	47
Other	37	41	40	37	1
	2,555	2,413	2,499	2,454	65
					9,986

Total Votes Cast in EACH Precinct

Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A
1358	1293	1309	1222	20
				5202

Voter Turnout % 52.09%

***As of October 29, 2022 deadline to Register to Vote**

Winners are indicated in Bold Italics

A True Attest Copy:

Michelle Jenkins, Town Clerk



Town of Oxford

Volunteer Application

Date: _____

Name: _____

Address: _____

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

Telephone Number: _____ **Cell:** _____

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

Please check off your area(s) of Interest:

Honor Guard

Open Space Committee

Animal Shelter Volunteer

Personnel Board

Cultural Council

Planning Board

Board of Assessors

Recreation Commission

Bandstand Committee

Council on Aging

Finance Committee

Downtown Beautification Committee

Board of Health Member

Zoning Board of Appeals Committee

Historical Commission

Conservation Committee

Smolenski/Millette Charitable Trust II

Master plan Implementation Committee

Cemetery Commission

Your Special Interest(s) _____

Relevant Experience: _____

Why are you interested in this Committee/Commission? _____

Previous Town Service: _____

References: _____



The Primary Source for Everything Oxford!

The Building Blocks of Community Spirit

