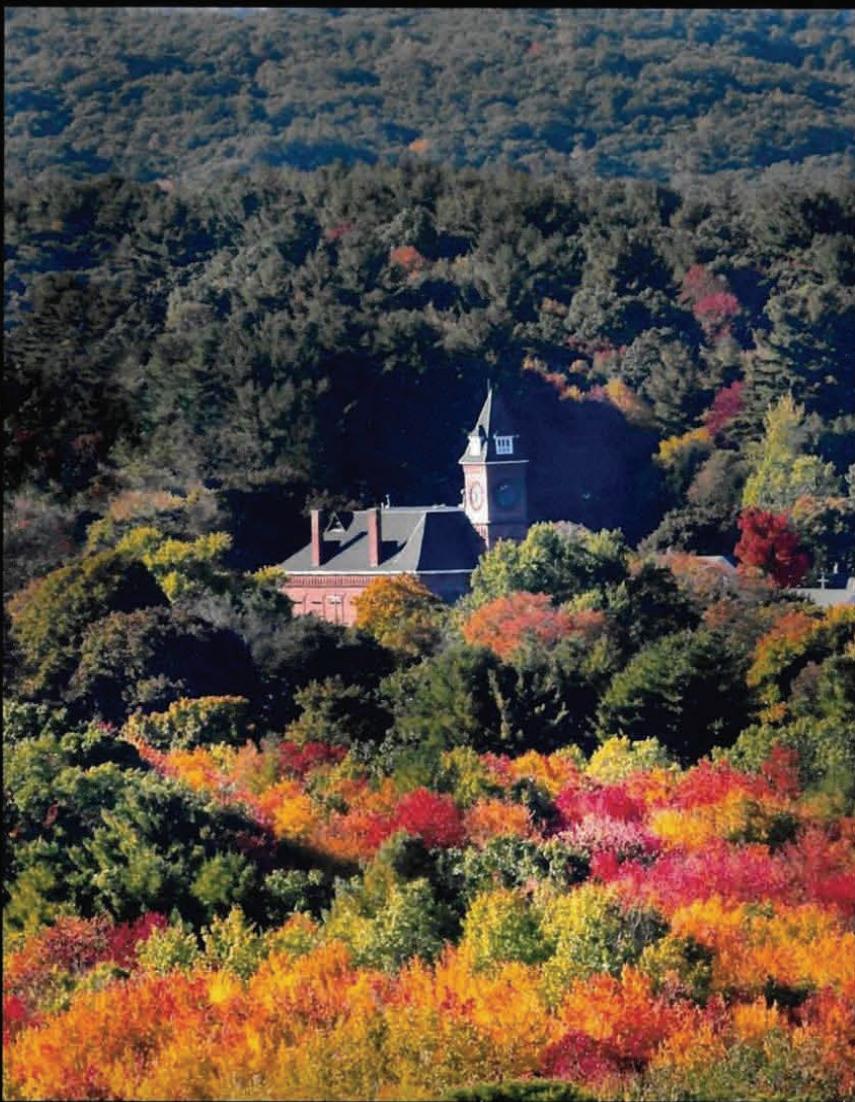


TOWN OF OXFORD, MA 2015 ANNUAL REPORT





Access Oxford, Inc.

Front Row (Left to Right): Tristan Kippax, Bob Shedd and Dan Scotti.

Back Row (Left to Right): Betty Scotti, Lisa Kippax, Sandy Davis, Jonathan Lane, Antoinette Parvis, Tony Troiano, Sammy Wozniak and Jon Drew.

Missing from the photo: Arthur Davis and Carol Troiano.

All the photographs on both the outside and inside covers of Oxford's 2015 Annual Town Report were taken by Members of Access Oxford, Inc.

On behalf of the Oxford Board of Selectmen, the Town of Oxford would like to thank the Members of Access Oxford, Inc. for their hard work and contribution to the 2015 Annual Town Report; especially, Ms. Sandy Davis, Mr. Tony Troiano and Mr. Bob Shedd for their beautiful photographs. This year, the Board of Selectmen decided to get the residents of Oxford more involved in the Annual Town Report process by hosting a Photography Contest for the Town Report Cover. Anyone from the public was invited to submit a photo to be considered for the cover of the Report. The Board received a total of five (5) submissions and, at their meeting of January 26, 2016, the Board unanimously voted for the submission from Access Oxford, Inc.

Town of Oxford, Massachusetts

Annual Town Report for 2015

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VOLUNTEER FORM



VOTING INFORMATION

<u>PRECINCTS</u>	<u>REGISTERED VOTERS</u>	<u>VOTING PLACES</u>	<u>GENERAL AREA</u>
1	2166	A.M. Chaffee School	Southwest
2	1990	Oxford Middle School	North
3	2168	Oxford Middle School	Center
4	2129	A.M. Chaffee School	Southeast
TOTAL	8453		

GENERAL INFORMATION

<u>TAX RATE - F/Y 2016</u>	<u>SIZE</u>	<u>ROAD MILEAGE</u>
\$ 16.93 per \$1,000	26.71 Square Miles	111.68
<u>LOCATION</u>	<u>ELEVATION</u>	<u>POPULATION</u>
14 Mi. So. of Worcester	510 Ft. above mean	2015 Town Census
53 Mi. West of Boston	sea level at Town Hall	11,888
37 Mi. from Providence		
165 Mi from N.Y. City		

ZIP CODES

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

TOWN OF OXFORD PHONE NUMBERS

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

FEDERAL AND STATE OFFICIALS

UNITED STATES SENATE

Senator Elizabeth A. Warren

317 Hart Senate Office Building
Washington, DC 20510
Tel. 202-224-4543

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

218 Russell Senate Office Bldg.
Washington, D.C. 20510
Tel. 202-224-2742

10 Causeway Street, Suite 559
Boston, MA 02222
Tel. 617-565-8519

SECOND CONGRESSIONAL DISTRICT

Congressman James P. McGovern

438 Cannon House Office Bldg.
Washington, DC 20515
Tel. 202-225-6101

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

GOVERNOR

His Excellency Charlie Baker

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

STATE SENATOR WORCESTER & NORFOLK DISTRICT

Senator Ryan C. Fattman

State House, Rm. 520, Boston, MA 02133
Tel. 617-722-1420
e-mail: Ryan.Fattman@masenate.gov

STATE REPRESENTATIVE SEVENTH WORCESTER DISTRICT

Representative Paul K. Frost

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

STATE REPRESENTATIVE EIGHTEENTH WORCESTER DISTRICT

Representative Joseph D. McKenna

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

ELECTED OFFICIALS FOR 2015

BOARD/COMMITTEE/POSITION	TERM EXPIRES
MODERATOR	
Russell C. Rheault	ATE 2017
DEPUTY MODERATOR (Appointed)	
Albert J. Grudzinskas, Jr.	ATE 2017
Cheryll A. LeBlanc	ATE 2017
BOARD OF SELECTMEN	
Dennis E. Lamarche, Chairman	ATE 2018
Michael Voas, Vice Chairman	ATE 2017
Jarred J. Mahota, Secretary	ATE 2016
Alan R. Berthiaume	ATE 2016
John G. Saad	ATE 2017
SCHOOL COMMITTEE	
Samir M. Bitar, Jr., Chairman	ATE 2017
William C. Spitz, Vice Chairman	ATE 2017
Daniel P. Coonan, Secretary	ATE 2018
Brenda A. Ennis	ATE 2016
Palmina E. Griffin	ATE 2018
SOUTHERN WORCESTER COUNTY REGIONAL VOCATIONAL SCHOOL DISTRICT COMMITTEE	
Rene J. Hamel	ATE 2018
Benjamin J. LaMountain	ATE 2017
LIBRARY TRUSTEES	
John J. Bowes, Chairman	ATE 2018
John I. Flynn, Vice Chairman	ATE 2017
Carole A. Steina, Secretary	ATE 2016
HOUSING AUTHORITY	
Karen Erickson (State Appointee)	12/07/2014
Ernest A. White, Jr., Chairman	ATE 2019
Patricia L. Ferdella	ATE 2020
Arthur C. Degon, Jr.	ATE 2018
Carolyn M. Merson (appt'd to fill a vacancy)	ATE 2016
Director	
Elisabeth E. Earle, Executive Director	---

APPOINTED OFFICIALS FOR 2015

BOARD/COMMITTEE/POSITION	TERM EXPIRES
ANIMAL CONTROL	
F/T Animal Control Officer	
Kathleen Flynn	ATE 2016
On Call Assistant Animal Control Officer	
Rosemary A. Conner	ATE 2016
ACO Coyote Trapper	
P/T Field Driver/Pound Keeper	
Kathleen Flynn	ATE 2016
P/T Agent Migratory Waterfowl	
BOH Problem Animal Control Agent	
Animal Inspector/Slaughtering	
Kathleen Flynn	4/1/2016
BOARD OF APPEALS	
Michael F. Leduc, Chairman	ATE 2020
Peter J. LaFlash, Vice Chairman	ATE 2016
Stephen P. Balcunas (to fill an unexpired term), Clerk	ATE 2017
John J. Sneade	ATE 2018
Alfred R. St. Germain	ATE 2019
Associate Members	
Ryan P. Avery	ATE 2017
Michael J. Camosse	ATE 2017
BOARD OF ASSESSORS	
Christopher T. Pupka, Chairman	ATE 2017
Garry F. Bates	ATE 2016
Robert Fike	ATE 2018
AUCTIONEER AGENT	
Lori A. Kelley	---
BANDSTAND COMMITTEE	
Joyce A. Sirard	ATE 2018
Donna Bowler	ATE 2019
Jonathan Longtin	ATE 2018
Donald Polena	ATE 2020
BURIAL AGENT	
Lori A. Kelley	---
CABLE ADVISORY COMMITTEE	
Kathryn A. Eljadidi	ATE 2015
Eugene B. MacKay	ATE 2015
Ann R. Mrvica	ATE 2015

CECELIA SMOLENSKI/MILLETTE CHARITABLE TRUST II	
Dolores M. Lyons	ATE 2016
Jean M. O'Reilly	ATE 2016
CEMETERY COMMISSIONERS	
Jane E. Davis, Chairman	ATE 2018
Daniel J. Viel	ATE 2017
Claire D. Wilson	ATE 2016
CONSERVATION COMMISSION	
Robert C. Manuel, Chairman	11/09/2017
Edward J. Stuczko, Vice Chairman	11/09/2017
George E. Esteves	11/09/2016
Arthur Firl, Jr.	11/09/2016
Gabrielle Radik	11/09/2018
Albert Shahnarian	11/09/2016
J. William Zoldak	11/09/2018
COUNCIL ON AGING	
Larry P. Ackley, Sr., Chairman	ATE 2018
Diane R. Kaminski, Vice Chairman	ATE 2018
Joyce A. Nilson, Secretary	ATE 2016
Mary M. Brodeur (to fill an unexpired term)	ATE 2017
Richard Casagranda	ATE 2017
Karen M. Erickson	ATE 2015
Carole A. Fegreus	ATE 2016
Dorothy E. Ireland	ATE 2017
Joan I. Kasabula	ATE 2018
Joyce A. Nilson	ATE 2016
Gladys A. Pacenka	ATE 2017
Alice K. Walker	ATE 2017
DIRECTOR OF COMMUNITY PROGRAMS	
Stacy K. Barr	---
CULTURAL COUNCIL	
Larry P. Ackley	5/01/2017
Lynn A. Guillotte	5/01/2018
Kristin Lovett MacKay	5/01/2016
Andrew Joseph Marsh	5/01/2018
Rose M. Wing	5/01/2018
Jennifer Woodward	5/01/2016
Sarah J. Rulnick	5/01/2018
CUSTODIAN FOR TAX TITLE PROPERTIES IN THE TOWN OF OXFORD	
Claire D. Wilson	Until Appt. as Treasurer has expired

DESIGNER SELECTION COMMITTEE	
FOR MEMORIAL HALL CLOCK	
TOWER PRESERVATION PROJECT	
Richard A. Donais, Project Manager	Until Project Completion
Robert W. Matus	Until Project Completion
Jean M. O'Reilly	Until Project Completion
 DPW DIRECTOR/SUPT OF STREETS	
Sean M. Divoll	ATE 2016
 DEV. & INDUSTRIAL COMMISSION	
 DOWNTOWN BEAUTIFICATION COMMITTEE	
George J. Starkus, Chairman	ATE 2016
Alfred W. Banfill	ATE 2016
Carolyn J. Banfill	ATE 2016
Kathleen T. Bowles	ATE 2016
Kimberly S. Denn	ATE 2015
Joel P. Masley	ATE 2016
Olive L. Prunier	ATE 2015
John D. Reckner	ATE 2016
Dorothy A. Starkus	ATE 2016
 EMERGENCY OPERATION CENTER	
Sheri R. Bemis, Incident Commander/Operations Chief	To Serve an Indefinite Term
Jon T. Belanger, Logistics Chief	To Serve an Indefinite Term
Theresa E. Cenedella, Finance Chief	To Serve an Indefinite Term
Sean M. Divoll, Liaison Chief/Operations Chief	To Serve an Indefinite Term
Richard A. Donais, Liaison Chief	To Serve an Indefinite Term
Donna L. Foglio, Logistics Chief/Public Information Officer	To Serve an Indefinite Term
Judith A. Lochner, Planning Chief	To Serve an Indefinite Term
Brian M. Palaia, Public Information Officer	To Serve an Indefinite Term
Anthony P. Saad, Safety Chief	To Serve an Indefinite Term
Claire D. Wilson, Finance Chief	To Serve an Indefinite Term
 FENCE VIEWER	
James H. Walker	ATE 2016
Assistant Fence Viewer	
Jared M. Duval	ATE 2017
 FINANCE COMMITTEE	
Albert J. Grudzinskas, Jr., Chairman	6/30/2017
John M. Doherty, Vice Chairman	6/30/2016
Roger D. Bacon, Jr.	6/30/2018
Carol Ann Esposito	6/30/2017
Veronica M. Hamel	6/30/2018
Robert J. Racicot	6/30/2016
Jacqueline C. Sullivan	6/30/2017
 FINANCE DIRECTOR	
Donna L. Foglio	6/30/2018
Assistant Finance Director	
Justin M. Leduc	6/30/2018

FIRE CHIEF/EMS DIRECTOR	
Sheri R. Bemis	6/30/2016
BOARD OF HEALTH	
Kerri A. Singer, Chairman	ATE 2018
Robert D. Boulay, Vice Chairman	ATE 2017
Donna M. Vincequere (to fill a vacancy)	ATE 2016
Clerk-Terry M. Fike	ATE 2016
Agent for Emergency Situations	
James F. Malley, Jr.	ATE 2016
Inspector-James F. Malley, Jr.	ATE 2016
BOARD OF HEALTH - INSPECTORS:	
Paul D. Mazeika, Gas	ATE 2016
John E. Murray, Asst. Gas	ATE 2016
Paul D. Mazeika, Plumbing	ATE 2016
John E. Murray, Asst. Plumbing	ATE 2016
Sean M. Divoll, Sewerage	ATE 2016
Jared M. Duval, Asst. Sewerage	ATE 2016
James F. Malley, Jr., Asst. Sewerage	ATE 2016
Steven Garabedian, Food	ATE 2016
HIPAA POLICY GROUP	
Deborah A. Castell	An Indefinite Term
Donna L. Foglio	An Indefinite Term
Kathleen Martinello	An Indefinite Term
Heather Thibeault	An Indefinite Term
Claire D. Wilson	An Indefinite Term
HISTORICAL COMMISSION	
Jean M. O'Reilly, Chairman	9/01/2018
Terrence A. Cummings	9/01/2016
Howard G. Holbrook	9/01/2017
John R. Pariseau	9/01/2017
Carol A. Pytko	9/01/2017
A. Russell Pytko	9/01/2016
Richard Shumway	9/01/2018
INSPECTOR OF BUILDINGS	
Building Commissioner	
Adelle M. Reynolds	ATE 2016
Assistant Building Commissioner	
Wesley J. Mroczka	ATE 2016
Local Building Inspector	
INSPECTOR OF WIRES	
Alfred W. Banfill	ATE 2016
Assistant Wire Inspector	
Ronald C. Stevens	ATE 2016
INSURANCE ADVISORY COMMITTEE	
Jon T. Belanger	An Indefinite Term
Scott M. Cheney	An Indefinite Term

Valerie J. Daoust	An Indefinite Term
Joseph D. Janerico	An Indefinite Term
James R. McDonald	An Indefinite Term
Cathleen H. Nikosey	An Indefinite Term
JoAnn Somers	An Indefinite Term
Jeffrey A. Wilson	An Indefinite Term
MASTER PLAN UPDATE COMMITTEE	
Larry P. Ackley, Sr.	Until Project Completion
Jean M. O'Reilly	Until Project Completion
Norman Leblanc	Until Project Completion
Mary Perveiler	Until Project Completion
Gabrielle Radik	Until Project Completion
Samir M. Bitar, Jr.	Until Project Completion
MUNICIPAL HEARING OFFICER	
Alfred W. Banfill	6/30/2018
MUNICIPAL LIAISON TO STATE	
ETHICS COMMISSION	
Lori A. Kelley	Until a Successor is Appointed
NORTH OXFORD SEWER	
STUDY COMMITTEE	
Thomas W. Sullivan, Vice Chairman	Until Project Completion
John R. Fortin	Until Project Completion
John J. O'Connor, Sr.	Until Project Completion
Robert F. Parker	Until Project Completion
Ann S. Rossik	Until Project Completion
OPEN SPACE COMMITTEE	
Virginia R. Suklis, Vice Chairman	ATE 2016
Jeffrey Stafford	ATE 2016
Alternate	
OTHER POST EMPLOYMENT BENEFITS	
TRUST COMMITTEE	
Donna L. Foglio, Chairman	---
John G. Saad, Vice Chairman	---
Claire D. Wilson, Secretary	---
S. Veronica Bachand	---
Cheryll A. LeBlanc	---
PARKING CLERK	
Christine F. Abrahamson	6/30/2016

PERSONNEL BOARD	
S. Veronica Bachand, Chairman	6/30/2018
William R. Capers	6/30/2018
Cheryll A. LeBlanc	6/30/2016

Rebecca A. Power	6/30/2018
James H. Walker	6/30/2017
PLANNING BOARD	
Richard A. Escolas, Jr., Chairman	ATE 2016
Jeffrey Stafford, Vice Chairman	ATE 2018
Norman J. LeBlanc, Assistant Clerk	ATE 2017
Kristine V. Bird (to fill an unexpired term)	ATE 2020
Edward J. Hashey (to fill an unexpired term)	ATE 2016
Dale Mahota	ATE 2019
Thomas Purcell	ATE 2020
CMRPC-First Delegate	
Edward J. Hashey	Until next Planning Board Reorganization
CMRPC-Second Delegate	
Terrence A. Cummings	6/30/2016
CMRPC-Alternate Delegate	
Norman J. LeBlanc	Until next Planning Board Reorganization
CMRPC REP. TO TRANSPORTATION	
ADVISORY GROUP	
Ralph J. Lepore	---
POLICE CHIEF	
Michael C. Hassett	---
RECREATION COMMISSION	
Joel P. Masley, Chairman	ATE 2016
Roger L. McCarthy, Jr., Vice Chairman	ATE 2020
John Guillotte	ATE 2018
Karen A. Esposito	ATE 2020
REGISTRARS OF VOTERS	
Carol J. Graves, Chairman	ATE 2017
John Flattery	ATE 2016
Robert J. Shedd	ATE 2018
Clerk: Lori A. Kelley, Town Clerk	---
REP. TO WORCESTER REGIONAL	
TRANSIT AUTHORITY	
Brian M. Palaia	ATE 2016
SCHOOL DEPARTMENT OPERATIONAL NEEDS	
COMMITTEE	
Cheryll A. Leblanc	Until Project Completion
SEALER OF WEIGHTS & MEASURES	
Ronald W. Valiniski	ATE 2015

BOARD OF SELECTMEN ADMIN. ASST.	
Karen A. Crandell	ATE 2016

SEXUAL HARASSMENT GRIEVANCE OFFICER	
Brian M. Palaia	ATE 2016
SOLID WASTE COMMITTEE (ADHOC)	
CarolAnn Esposito	Until Project Completion
Thomas W. Sullivan	Until Project Completion
Claire D. Wilson	Until Project Completion
Cheryll A. LeBlanc	Until Project Completion
SPLASH PAD AD HOC COMMITTEE	
Stacy Barr	Until Project Completion
Sean Divoll	Until Project Completion
Dennis E. Lamarche	Until Project Completion
Kimberly Maschi	Until Project Completion
Roger McCarthy	Until Project Completion
Kerry Millette	Until Project Completion
Robert J. Racicot	Until Project Completion
SUPERINTENDENT OF SCHOOLS	
Mark Garceau	---
Business Manager	
SUPERINTENDENT OF SEWERS	
Sean M. Divoll	ATE 2016
SURVEY BOARD	
TOWN ACCOUNTANT/BUDGET DIRECTOR	
Donna L. Foglio	6/30/2017
Assistant Town Accountant/Fund Accountant	
Theresa E. Cenedella	6/30/2017
MIS Director	
Donna M. O'Halloran	ATE 2017
Assistant MIS Director	
Justin M. Leduc	6/30/2018
TOWN CLERK	
Lori A. Kelley	---
Assistant Town Clerk	
Carolyn J. Banfill	6/30/2018
Ann D. Morgan	6/30/2018
TOWN COLLECTOR	
Christine F. Abrahamson	6/30/2018
Assistant Collector	
Deborah A. Castell	6/30/2018
TOWN COUNSEL	
Leonard Kopelman	---
TOWN LIBRARIAN	
Timothy Kelley	---

TOWN MANAGER	
Brian M. Palaia	To Serve at Board of Selectmen's Pleasure
TOWN MANAGER SELECTION COMM.	
Larry P. Ackley	Until Project Completion
Alan R. Berthiaume	Until Project Completion
Daniel P. Coonan	Until Project Completion
Terrence A. Cummings	Until Project Completion
Joel P. Masley	Until Project Completion
Joan P. Mazeika	Until Project Completion
Michael Voas	Until Project Completion
TOWN TREASURER	
Claire D. Wilson	6/30/2018
Assistant Treasurer	
Deborah A. Castell	6/30/2018
TREE WARDEN/SUPT. OF INSECT CONTROL	
Wayne F. Burlock	ATE 2016
TRUSTEES OF THE CHARLES LARNED ENTERTAINMENT FUND	
Joseph R. DePasquale, Chairman	ATE 2018
Nancy A. Maki, Treasurer	ATE 2017
Claire D. Wilson, Secretary	ATE 2016
VETERAN'S SERVICES	
Director	
Larry P. Ackley, Sr.	ATE 2016
Agent	
Daniel G. O'Halloran	ATE 2016
WASTEWATER MGMT PLAN	
STUDY COMMITTEE (AD HOC TO BOS)	
Donald Mosher, Chairman (citizen at large)	Until Project Completion
Arthur L. Bouley (citizen at large)	Until Project Completion
George E. Esteves (rep. Conservation Commission)	Until Project Completion
Ronald C. Rheault (rep. Oxford Business Association)	Until Project Completion
TERMS CONCLUDED	
Elected	
Appointed	
Dennis A. Power	Acting Town Manager
Yolanda DeGaetano	Board of Health Inspector
Paul R. Sepuka	Finance Committee
Gina M. Bengston	Election Worker
Patricia A. Morgan	Election Worker
RESIGNATIONS	
Elected	

Appointed	
Edward R. Seidler	Sealer of Weights and Measures
Burke Desautels	Recreation Commission
Kevin M. O'Connor	Finance Committee
Anne Carter Zadig	Council on Aging
Father Alfred Zadig	Cultural Council
Robert J. Racicot	Recreation Commission
Gloria L. Harrington	Election Worker, Precinct III
Thomas W. Sullivan	Planning Board
Thomas W. Sullivan (rep. Planning Board)	Wastewater Mgmt Plan Study Committee
Jennifer M. Ricard	Recreation Commission
Carolyn J. Banfill	Assistant Town Clerk
Leah Lambert	Community Emergency Response Team
Christine Abrahamson	Town Collector
Christine Abrahamson	Parking Clerk

GENERAL GOVERNMENT

SELECTMEN

As a result of the 2015 Annual Town Election, Selectman Dennis E. Lamarche was re-elected. At the Board's re-organizational meeting, Dennis E. Lamarche was voted Chairman; Michael Voas, Vice Chairman; Jarred J. Mahota, Secretary, and Alan R. Berthiaume and John G. Saad are members. Karen A. Crandell was re-appointed as the Board's Administrative Assistant and maintains the office on a daily basis. Elizabeth H. Prescott assists in the office on a part-time basis.

The Board's meeting Agenda is publicized on TV (on the Charter Communications Cable Bulletin Channel 192) and the Town's Web Site. The Agenda informs viewers of the topics to be discussed on a weekly basis. In addition, Selectmen's Meetings are televised and broadcast on Tuesday evenings at 7:00 p.m. and rebroadcast every day at 10:00 a.m. and 7:00 p.m.

Highlights from the year 2015: In January, the Selectmen dealt with licensing issues and a Dangerous Dog Complaint. In addition, the historic Winter of 2015 began in full-force and the Board's meeting of January 27, 2015 was cancelled due to a Blizzard. In February, the Selectmen had their first meeting with newly appointed Town Manager Brian Palaia on February 3, 2015. Also, the Board held interviews to hire one (1) full-time Police Officer and they met with Aquarion Water Company and discussed how the company planned to upgrade the Oxford water system in 2015 and 2016. Additionally, the Superintendent of Schools, Mark Garceau, reported to the Board and the residents concerning a survey regarding the Oxford School System's strengths and weaknesses. The Selectmen applauded him for his efforts to make the system all it could be. After a meeting with Mr. Paul Friend and the receipt of a Petition from residents, the Board was open to assisting residents lower their electricity rates and sought information about community electricity aggregation. In addition, an Article regarding this matter was scheduled for the

Annual Town Meeting in May. The Board was notified by the Manager that the Splash Pad Committee had their "kick off" meeting. In March, the School Committee and the Superintendent came to a meeting to notify the Board and the Public that they were short on funds, the Leicester Street Sewer Project was added as an Article for the May Town Meeting and the Board had discussions about what to do with the Woodward School in North Oxford. The Board declared the school surplus and the Town Manager notified them that a Request for Proposals (RFP) was sent out. A Public Hearing was held to discuss the Sewer Rates and the Board voted to increase the rates after the DPW Director's presentation. Also, the Board held the Annual Public Hearing to choose a Tax Factor for Fiscal Year 2015 and the Board again chose a factor of one, which, historically, has made Oxford a very "business friendly" community. In April, the DPW Director gave a presentation to the Board regarding the projects he hoped to accomplish throughout 2015. Also, the Board entertained a presentation by Irene M. Congdon from the Department of Environmental Protection concerning a Municipal Curbside Trash & Recycling Service and the Selectmen voted to explore the program presented. In May, the Selectman entertained a presentation by Katherine Roth concerning the Community Preservation Act. The Board was also notified that the project to reconstruct Route 20 in the towns of Charlton and Oxford was in jeopardy of being delayed for years on the "Transportation Improvement Plan (TIP)" list. In early June, the Selectmen were notified that the reconstruction of Route 20 WAS REMOVED from the TIP list and they requested that all the Town's legislators be notified about this serious matter and help the Town find a solution to re-establishing this project's place on the list. In July, the Selectmen dealt with the issuance of licenses associated with the construction of the new addition to the "Oxford Crossing" shopping plaza. This new plaza is adjacent to the current Market Basket/Home Depot shopping area that has become a bustling area in the community. In July, the Selectmen were notified that there was an impasse concerning design issues

connected to the construction of the Splash Pad and the building of it would not take place until next year. The Woodward School continued to be a point of discussion and the Manager said that he would be speaking with the Housing Authority to find out if they are interested in pursuing a grant to transform the old school building into housing. Another topic that the Board discussed over the Summer months was the Concession Stand at Ruel Field. Chairman Lamarche sought to build the Stand via a “grass roots” effort, as the residents did with the new Oxford Animal Shelter in 2012. In August, the Board ruled over another Dangerous Dog Complaint in Oxford and interviewed candidates to serve as Permanent Intermittent Officers; five (5) individuals were chosen. In September, the Board interviewed for one (1) full-time Police Officer and entertained another update from Aquarion Water Company. In addition, the Oxford Selectmen’s Office hosted the Worcester County Selectmen’s Association dinner on September 16, 2015 at the Senior Center. Sheriff Lewis Evangelidis was the keynote speaker at the dinner and he gave an update of the ways in which his Office serves the public and municipalities in this area. In October, the Board entertained another update from the School Department and School Committee, during which Superintendent of Schools Garceau and Chairman of the School Committee Bitar notified the Selectmen of the measures they have taken to address their shortfall, to no avail. A “restructuring of the funding formula,” “an increase in the level of local contribution” and a “2 ½ Override” were mentioned as possible solutions to the problem. In preparation for the October Special Town Meeting scheduled for October 21st, the Board asked the Town Manager to explain the impact of adopting the Community Preservation Act at their October 6th Meeting. The voters approved of the tax surcharge in the amount of 1.5% at the October Special Town Meeting to support Community Preservation. In November, the Board entertained a presentation concerning a Medical Marijuana Dispensary in the Town of Oxford. Following the presentation, the Board voted to provide Mass Organic Therapy, Inc. with a letter of “non-opposition,” concerning Oxford. Also in November, the Board had discussions with Chris and Alysha Garvin about the closure of the Sacarrappa Road Bridge and the inconveniences experienced by area

residents due to the closure. The Selectmen understood their concerns, but explained that, unfortunately, the repair of the bridge was expensive and it was not slated for repair in the immediate future. At the Board’s November 24th Meeting, Joyce Sirard, Chairman of the Bandstand Committee, for the past twenty-eight (28) years (since the Bandstand’s inception), came before them to say that she would be retiring from her duties. She said that she would be happy to assist anyone that had an interest in serving the townspeople by overseeing events at the Oxford Bandstand. The Selectmen thanked her for her time and dedication to the community, stating that “she will be deeply missed and hard to replace.” In December, the Board held a Public Hearing to choose a Tax Factor for Fiscal Year 2016; again choosing a tax factor of one (1). Also, the Board entertained a presentation by Northeast Good Energy, who sought to help the Town with its desire to help the residents of Oxford obtain lower electricity rates. Earlier in the Fall, the Selectmen were notified that Oxford’s petition to the Department of Public Utilities (DPU), which was presented to the DPU by the Hampshire Council of Governments, was denied. The Hampshire Council of Governments, who represented the Town in pursuing community electricity aggregation, decided to withdraw from the “aggregation agency” business. As the year came to a close, the Town was actively seeking alternatives to help with this endeavor.

In 2015, the Board presented the following Certificates of Recognition, Citations and Proclamations:

“Certificates of Recognition” were presented to:

- Retiring Carol A. Knapp, for twenty-eight (28) years of service to the residents of Oxford as a Patrol Officer in the Oxford Police Department.
- Retiring Mark S. Giroux, for approximately twenty (20) years of service in Oxford’s DPW; most recently as Heavy Equipment Operator.
- Retiring Carolyn J. Banfill, for seventeen (17) years of service in the Town Clerk’s Office; most recently as Assistant Town Clerk. In addition to her service as a member of the

Downtown Beautification Committee since 1996.

- Retiring Christine F. Abrahamson, for thirty-two (32) years of service in various capacities in Oxford's Collector's Office; most recently as Town Collector. In addition to her service as an Election Worker for twenty-eight (28) years, a Census Worker in 1975, a member of the 275th Oxford Town Anniversary Committee in 1987, a Trustee for the Charles Larned Entertainment Fund for eight (8) years, a Trustee for the Hannah Harwood Fund for one (1) year, an Election Constable in 1988 and the Parking Clerk since 2011.
- Gloria L. Harrington for forty-eight (48) years of service as an Election Worker in Precinct III. Gloria was also recognized for her years of service as a Cafeteria Worker at the School Department and as a Clerk in the Assessor's Office and the Town Clerk's Office.
- Carolyn R. Adams for thirty-nine (39) years of service as an Election Worker in Precincts I & IV, in addition to her service on the Hannah Harwood Fund for three (3) years.
- Retiring James L. Cameron, for nineteen (19) years of service in Oxford's DPW; most recently as the Cemetery and Grounds Superintendent.
- Phyllis E. King for forty-five (45) years of service to Oxford by her service in the American Legion Auxiliary, Unit 58, in addition to her service as a member of the American Revolution Bicentennial Committee in 1973.
- Joseph McKeon & Brian Perreault McKeon for their service in the Armed Forces.
- Kathleen Bolack, Paul Caracciolo, Corey Caracciolo & Matthew Goduco for their service in the Armed Forces.
- Tina & Mark Arrell for their service in the Armed Forces.
- Patricia & Robert Pupka & Michael Gagnon for their service in the Armed Forces.

"Citations" were presented to:

- Janice Murphy Lorenz, J.D., who is the President of the National Huguenot Society, for her efforts to recognize and support the Huguenot Memorial Society of Oxford, Inc. and the Town of Oxford by honoring the Huguenots and perpetuating the memory of those early settlers, who made Oxford their home in 1686. NOTE: **THE COVER OF THIS TOWN REPORT DEPICTS THE REENACTMENT THAT TAKES PLACE EVERY SEPTEMBER AT THE HUGUENOT FORT TO REMEMBER THE EARLY SETTLERS.**
- Chad Johnston and Andrew Ravenelle of Troop 147 upon becoming Eagle Scouts.

"Proclamations" were presented to:

- The Girl Scouts in honor of "Girl Scout Week" (March 8-14, 2015).
- The 293 soldiers (62 soldiers that died) from Oxford that served the Town and this Country during the American Civil War Conflict. In remembrance, the Selectmen declared Thursday, April 9, 2015 as "Oxford Civil War Soldier Remembrance Day." April 9, 2015 is significant, because it marks the 150th Anniversary of the surrender of General Robert E. Lee to General Ulysses S. Grant at Appomattox Courthouse.
- The Oxford Police Department's Dispatchers, in observation of National Public Safety Telecommunicators Week (April 12-18, 2015).
- The Oxford Police Department, in observation of National Police Week (May 10-16, 2015).
- The Department of Public Works, in observation of National Public Works Week (May 17-23, 2015).
- Oxford's EMS Department, in observation of Emergency Medical Services Week (May 17-23, 2015).
- Jack & Jill Preschool, upon the school's 50th Anniversary (June 7, 2015).

- The men and women in uniform that were wounded or killed by the enemy, while serving to protect the freedom enjoyed by all Americans. The Selectmen annually declare August 7th (2015) as “Purple Heart Day in the Town of Oxford, MA.”
- Grace Episcopal Church, upon the church’s 150th Anniversary (November 15, 2015).

The Board extends its appreciation to the Town Manager, all department heads and employees of the Town for their positive attitude and efforts throughout 2015.

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

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



Left to Right: Town Manager Brian M. Palaia, Chairman of the Board Dennis E. Lamarche, Vice Chairman Michael Voas, Secretary Jarred J. Mahota, Board Member Alan R. Berthiaume (back) and Board Member John G. Saad

2015 Licenses and Permits Issued by the Selectmen's Office

Auto Amusement	480.00
Class I	400.00
Class II	2,100.00
Class III	300.00
Common Victualler	1,400.00
General Licenses	-0-
Hawkers' & Peddlers'	-0-
Liquor—All Alcohol	16,875.00
Liquor—Wine & Malt	5,125.00
2:00 A.M. Closing Privileges	600.00
Misc. Town Permits (Outdoor Business)	105.00
Cable T.V.	1,929.50
Seasonal Car Show	-0-
Solicitation Permits (Delegated to OPD*)	-0-
Special Permit for Animals	350.00
Special Permit for Unregistered MV	-0-
Special Pouring Licenses	150.00
Special Permit for Earth Removal	-0-
Storage Tank Licenses	230.00
Sunday Entertainment	500.00
Weekday Entertainment	350.00

TOTAL **\$ 30,894.50**

* OPD=Oxford Police Department

TOWN MANAGER

As many of you know I started this position nearly a year ago (as of this writing) taking over from Acting Town Manager Mr. Dennis Power and my permanent predecessor Mr. Joseph Zeneski. It is my great pleasure to be succeeding them and I wish them both the best in their retirement. I also offer many thanks to Mr. Power for his assistance during the end of his tenure as Acting Town Manager and the beginning of my tenure.

Oxford, like many other towns, has many financial challenges. After a long recession (2008) from which I do not believe the country has fully recovered, Oxford like many other community's has depleted financial reserves and has had to make difficult decisions to maintain services versus investing in the replacement of its capital facilities and fleet. A best practices report requested by the Finance Committee has uncovered many unsound practices within our school department that have cost the community significant money and contributed to a lack of focus on positive education outcomes. I am confident that the

present School Committee, Superintendent, and Business Manager have addressed many of these problems and will continue the effort to improve the Department's educational outcomes and their use of public funds.

The School Department has been discussing an Proposition 2 ½ Override to support their plans to continue operating and improving the District. I think it is very important that corrective action with the Department continue and that the School Department shows the public why an Override is needed and how those moneys will be used.

Some of the Town's financial problems stem from the reliance of the School Department on the Unrestricted General Government Aid. The trend over the last several years has been for the School Department to receive 100% of this Unrestricted Aid for operational costs, whereas, in the past the Town was able to share this funding with the School Department and program some of it toward the broader capital needs that exist within the Town. A gradual return to sharing these funds has, in part, led to the discovery of more systematic problems within the School Department, improved management of the Department, and the ability to address some of the Town's broader capital needs.

Next year's budget formation will depend upon how those Unrestricted Aid funds are able to be shared as well as how State funding may increase or decrease as we go along. This year the Town was able implement a regional solution to meet State Mandates for a full time Veteran's benefit staff by partnering with Charlton, Southbridge, and Auburn saving us the loss of Veteran's Aid reimbursement and the expense of a full-time staff. We will continue to look at regional or shared solutions that provide better service and / or are more cost effective. Other areas where we have been able to share resources have been closer to home, such as cooperation between the Town and School Department for shared finance and human resources support. I would like to thank the School Committee, the Superintendent, and Finance Director for being open to these possibilities to see how they can work.

In concluding my report, I would like to thank all of the boards and committees and commissions who have been such an integral part of our government during my first year as Town Manager. In addition, I would like to thank the Board of Selectmen for giving me this opportunity to do what I enjoy the most, which is working in municipal government.

Finally, my most sincere and humble thanks to all the employees of the Town who have helped make Oxford such a great community in which to live and work.

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

PERSONNEL BOARD

The Personnel Board was organized for the year 2015 as follows:

S. Veronica Bachand, Chairman
William R. Capers, Member
Cheryll A. LeBlanc, Member
Rebecca A. Power, Member
James H. Walker, Member

The Personnel Board continues to evaluate and research job classifications and benefits, as well as other matters pertinent to the Town's Employees. In 2015, the Board made recommendations to update the Town's Family Medical Leave Act policy and put in place a Social Media Policy.

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

BOARD OF ASSESSORS

The Board of Assessors was organized for calendar year 2015 as follows:

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

The Assessor's Office is charged with determining the value of real and personal property and is committed to ensuring that all classes of property are valued fairly and assessed equitably. The Assessor's Office processes abatements and exemptions on real

and personal property tax bills and motor vehicle excise tax bills; conducts cyclical visits to real property, updates ownership of real property with information supplied by the Worcester County Registry of Deeds; processes plans and corrections to update Assessor's maps; oversees the implementation of agricultural, forest and recreation land classifications; prepares abutters and business lists; researches property ownership and assists other town departments in the performance of their duties. A public computer is available outside of the Assessor's Office to review property record cards, which can also be viewed on the Town's website, along with Assessor's maps. The office Staff, with the assistance of a private appraisal vendor, who handles personal property, is dedicated to providing the highest quality of service to the citizens of Oxford. The Town also utilizes a mapping company to annually update GIS and hard copies of the Assessor's Maps, with data submitted by the Assessor's Office. The Assessor's Office worked diligently during 2014 and 2015 completing the triennial certification by the Massachusetts Department of Revenue for FY2015. The FY2015 property tax rate of \$15.79 per \$1,000.00 of assessed value was approved by the Massachusetts Department of Revenue on April 1, 2015. The Board of Selectmen opted to continue with a single tax rate for all classes of property.

Valuations for the separate classes of property for FY2015 were as follows:

Residential	\$ 994,041,046
Commercial	\$ 123,225,589
Industrial	\$ 97,797,100
Personal Property	<u>\$ 49,943,400</u>
	\$1,265,007,135

The number and amounts of statutory exemptions that were approved and processed by the Board of Assessors for FY2015 were as follows:

Clause 41C (Elderly)	58 ~ \$ 40,281.84
Clause 17D (Surviving Spouse)	31 ~ \$ 7,430.12
Clause 22 (Veteran)	79 ~ \$43,934.86
Clause 22B (Veteran)	1 ~ \$ 1,751.82
Clause 22D (Veteran)	2 ~ \$ 6,491.27
Clause 22E (Veteran)	34 ~ \$44,043.62
Paraplegic (Veteran)	1 ~ \$ 3,843.27
Clause 37 (Blind)	<u>13 ~ \$ 7,926.78</u>
	219 \$155,703.58

The number and amounts of real estate, personal property and motor vehicle excise* tax abatements that were approved and processed by the Board of Assessors for FY2015 are as follows:

FY2015 Real Estate Tax Abatements Granted:

14 ~ \$52,583.19

FY2014 Real Estate Tax Abatements Granted:

26 ~ \$36,577.50

FY2015 Personal Property Tax Abatements Granted:

3 ~ \$3,377.48

*Motor Vehicle Tax Abatements

*(abatement amounts are for calendar year 2015):

2015 ~ 603 - \$47,398.16
2014 ~ 41 - \$ 2,940.45
<u>2013~ 3 - \$ 102.91</u>
\$50,441.52

The FY2015 property tax rate, \$16.93, was set on December 10, 2015. Again, the Board of Selectmen chose a single tax rate for all classes of property at the annual Classification Hearing.

Valuations for the separate classes of property for FY2016 were as follows:

Residential	\$ 997,017,641
Commercial	\$ 128,787,444
Industrial	\$ 99,985,300
Personal Property	<u>\$ 47,915,300</u>
	\$1,273,705,685

The number and amounts of statutory exemptions that were approved and processed by the Board of Assessors for FY2016 were as follows (through December 31, 2015):

Clause 41C (Elderly)	43 ~ \$ 31,110.02
Clause 17D (Surviving Spouse)	24 ~ \$ 6,105.30
Clause 22 (Veteran)	69 ~ \$ 40,476.06
Clause 22B (Veteran)	1 ~ \$ 1,875.00
Clause 22D (Veteran)	2 ~ \$ 6,959.92
Clause 22E (Veteran)	34 ~ \$ 47,194.20
Paraplegic (Veteran)	1 ~ \$ 3,734.76
Clause 37 (Blind)	<u>12 ~ \$ 7,764.92</u>
	186 ~ \$145,220.18

OXFORD ACCOUNTANT'S REPORT

Balance Sheet **Fiscal Year Ending June 30, 2015**

GENERAL FUND:

Assets:

Cash	3,182,781.92
Personal Property Receivable	41,996.29
Real Estate Receivable	493,103.41
Overpayment (Refunds Due)	(7,588.13)
Allowance Abate/Exempt	(137,229.03)
Tax Liens Receivable	688,359.99
Motor Vehicle Excise Receivable	208,704.52
Tax Foreclosure Receivable	150,211.51
Other Receivables	149,949.63
MSBA Receivables	3,235,232.00
Intergovernmental Receivables	41,001.50
Total General Fund Assets	<u>8,046,523.61</u>

Liabilities:

Warrants Payable	332,059.70
Accrued Payroll	706,165.97
Due to Other Funds	20,754.18
Abandoned Property & Unclaimed Items	26,581.09
Deferred Revenue – Personal Property/Real Estate	397,870.67
Deferred Revenue - Tax Lien	688,359.99
Deferred Revenue - Motor Vehicle	208,704.52
Deferred Revenue – Tax Foreclosure	150,211.51
Deferred Revenue – Departmental/Other	149,949.63
Deferred Revenue - Intergovernmental	3,235,232.00
Total General Fund Liabilities	5,915,889.26

Fund Balance:

Fund Balance - Reserved for Encumbrance	1,018,487.74
Fund Balance - Reserved for Articles	183,377.79
Fund Balance - Reserved for Expenditure	100,000.00
Undesignated Fund Balance	828,768.82
Total General Fund - Fund Balance	2,130,634.35

Total General Fund Liabilities & Fund Balance

8,046,523.61

NON-SCHOOL FEDERAL GRANTS

Assets:

Cash	(5,272.48)
Receivables	159,176.75
Total Non-School Federal Grant Assets	<u>153,904.27</u>

Liabilities:

Deferred Revenue	159,176.75
Total Non-School Federal Grant Liabilities	159,176.75

Fund Balance:

Fund Balance - Reserved for Encumbrance	1,464.00
Undesignated Fund Balance	(6,736.48)
Total Non-School Federal Grant Fund Balances	(5,272.48)

Total Non-School Federal Grant Liabilities & Fund Balance

153,904.27

HIGHWAY**Assets:**

Cash	(293,885.45)
Intergovernmental Receivables	121,885.50
Total Highway Fund Assets	(171,999.95)

Liabilities:

Warrants Payable	81,996.50
Total Highway Liabilities	81,996.50

Fund Balance:

Fund Balance - Reserved for Encumbrance	50,092.70
Undesignated Fund Balance	(304,089.15)
Total Highway Fund Balance	(253,996.45)

Total Highway Liabilities & Fund Balance**RECEIPTS RESERVED FOR APPROPRIATION****Assets:**

Cash	1,135,679.54
Other Receivables	175,530.69
Total Receipts Reserved for Appropriation Assets	<u>1,311,210.23</u>

Liabilities:

Deferred Revenue - Other	175,530.69
Total Receipts Reserved for Appropriation Liabilities	175,530.69

Fund Balance:

Undesignated Fund Balance	1,135,679.54
Total Receipts Reserved for Appropriation Fund Balance	1,135,679.54

Total Receipts Reserved Liabilities & Fund Balance**1,311,210.23****NON-SCHOOL REVOLVING****Assets:**

Cash	332,137.19
Other Receivables	3,594.20
Total Non-School Revolving Assets	<u>335,731.39</u>

Liabilities:

Warrants Payable	575.00
Due To Other Funds	23,100.00
Deferred Revenue - Other	3,594.20
Total Non-School Revolving Liabilities	27,269.20

Fund Balance:

Reserved for Encumbrances	11,950.00
Undesignated Fund Balance	296,512.19
Total Non-School Revolving Fund Balance	308,462.19

Total Non-School Revolving Liabilities & Fund Balance**335,731.39****NON-SCHOOL DONATIONS****Assets:**

Cash	517,784.22
Total Non-School Donation Assets	<u>517,784.22</u>

Liabilities:

Warrants Payable	5,595.42
Total Non-School Donation Liabilities	5,595.42

Fund Balance:	
Fund Balance – Reserved for Encumbrance	41.00
Undesignated Fund Balance	<u>512,147.80</u>
Total Non-School Donation Fund Balance	512,188.80
Total Non-School Donation Liabilities & Fund Balance	<u>517,784.22</u>

NON-SCHOOL NON-FEDERAL GRANTS

Assets:	
Cash	130,513.92
Total Non-School Non-Federal Grant Assets	<u>130,513.92</u>
Liabilities:	
Warrants Payable	5,000.00
Total Non-School Non-Federal Grant Liabilities	5,000.00
Fund Balance:	
Undesignated Fund Balance	<u>125,513.92</u>
Total Non-School Non-Federal Grant Fund Balances	125,513.92
Total Non-School Non-Federal Grant Liabilities & Fund Balance	<u>130,513.92</u>

SCHOOL-TUITION FOR STATE WARDS

Assets:	
Cash	493.28
Total School-Tuition for State Wards Assets	<u>493.28</u>
Fund Balance:	
Undesignated Fund Balance	<u>493.28</u>
Total School-Tuition for State Wards Fund Balances	493.28
Total School-Tuition for State Wards Liabilities & Fund Balance	<u>493.28</u>

SCHOOL FEDERAL GRANTS-DOE

Assets:	
Cash	58,508.24
Intergovernmental Receivables	<u>72,402.00</u>
Total School-Federal Grants-DOE Assets	<u>130,910.24</u>
Liabilities:	
Warrants Payable	8,892.60
Accrued Payroll	<u>5,943.81</u>
Total School-Federal Grants-DOE Liabilities	14,836.41
Fund Balance:	
Fund Balance - Reserved for Encumbrance	43,032.53
Undesignated Fund Balance	<u>73,041.30</u>
Total School-Federal Grants-DOE Fund Balances	116,073.83
Total School-Federal Grants-DOE Liabilities & Fund Balance	<u>130,910.24</u>

SCHOOL FEDERAL GRANTS-OTHER

Assets:	
Cash	(11,875.21)
Total School-Federal Grants-Other Assets	<u>(11,875.21)</u>
Liabilities:	
Accrued Payroll	3,422.52
Total School-Federal Grants-Other Liabilities	3,422.52

Fund Balance:	
Undesignated Fund Balance	(15,297.73)
Total School-Federal Grants-Other Fund Balances	(15,297.73)
Total School-Federal Grants-Other Liabilities & Fund Balance	<u>(11,875.21)</u>

SCHOOL STATE GRANTS-DOE

Assets:	
Cash	5,623.39
Total School-State Grants-DOE Assets	<u>5,623.39</u>
Liabilities:	
Warrants Payable	2,667.42
Total School-State Grants-DOE Liabilities	2,667.42
Fund Balance:	
Fund Balance – Reserved for Encumbrance	1,805.97
Undesignated Fund Balance	1,150.00
Total School-State Grants-DOE Fund Balances	2,955.97
Total School-State Grants-DOE Liabilities & Fund Balance	<u>5,623.39</u>

SCHOOL STATE GRANTS-OTHER

Assets:	
Cash	(5,562.16)
Intergovernmental Receivables	6,968.50
Total School-State Grants-Other Assets	<u>1,406.34</u>
Liabilities:	
Warrants Payable	410.80
Accrued Payroll	26.40
Total School-State Grants-Other Liabilities	437.20
Fund Balance:	
Fund Balance – Reserved for Encumbrance	166.00
Undesignated Fund Balance	803.14
Total School-State Grants-Other Fund Balances	969.14
Total School-State Grants-Other Liabilities & Fund Balance	<u>1,406.34</u>

SCHOOL PRIVATE GRANTS

Assets:	
Cash	17,867.28
Total School-Private Grants Assets	<u>17,867.28</u>
Liabilities:	
Warrants Payable	342.80
Total School-Private Grants Liabilities	342.80
Fund Balance:	
Fund Balance Reserved for Encumbrance	1,793.20
Undesignated Fund Balance	15,731.28
Total School-Private Grants Fund Balances	17,524.48
Total School-Private Grants Liabilities & Fund Balance	<u>17,867.28</u>

SCHOOL CHOICE/TUITION**Assets:**

Cash	377,347.33
Intergovernmental Receivables	81,139.00
Total School Choice/Tuition Assets	<u>458,486.33</u>

Liabilities:

Warrants Payable	297.94
Accrued Payroll	48,450.64
Total School Choice/Tuition Liabilities	48,748.58

Fund Balance:

Fund Balance Reserved for Encumbrance	1,613.44
Undesignated Fund Balance	408,124.31
Total School Choice/Tuition Fund Balances	409,737.75

Total School Choice/Tuition Liabilities & Fund Balance**458,486.33****SCHOOL ATHLETIC/STUDENT ACTIVITIES****Assets:**

Cash	45,929.29
Total School Athletic/Student Activities Assets	<u>45,929.29</u>

Liabilities:

Warrants Payable	144.00
Total School Athletic/Student Activities Liabilities	144.00

Fund Balance:

Undesignated Fund Balance	45,785.29
Total School Athletic/Student Activities Fund Balances	45,785.29

Total School Athletic/Student Activities Liabilities & Fund Balance**45,99.29****SCHOOL LUNCH****Assets:**

Cash	108,397.23
Intergovernmental Receivables	26,292.04
Total School Lunch Assets	<u>134,689.27</u>

Liabilities:

Warrants Payable	3,844.36
Accrued Payroll	210.02
Total School Lunch Liabilities	4,054.38

Fund Balance:

Fund Balance – Reserved for Encumbrance	94.17
Undesignated Fund Balance	130,540.72
Total School Lunch Fund Balances	130,634.89

Total School Lunch Liabilities & Fund Balance**134,689.27****SCHOOL OTHER LOCAL RECEIPTS****Assets:**

Cash	162,937.89
Total School Other Local Receipts Assets	<u>162,937.89</u>

Liabilities:

Warrants Payable	773.21
Accrued Payroll	153.50
Total School Other Local Receipts Liabilities	926.71

Fund Balance:

Fund Balance Reserved for Encumbrance	382.03
Undesignated Fund Balance	<u>161,629.15</u>
Total School Other Local Receipts Fund Balances	162,011.18
Total School Other Local Receipts Liabilities & Fund Balance	<u>162,937.89</u>

CAPITAL PROJECTS FUND:**Assets:**

Cash	163,581.78
Total Capital Projects Fund Assets	<u>163,581.78</u>

Liabilities:

Warrants Payable	33,627.00
Total Capital Projects Fund Liabilities	33,627.00

Fund Balance:

Fund Balance Reserved for Encumbrances	394,232.25
Undesignated Fund Balance	(264,277.47)
Total Capital Projects Fund - Fund Balance	129,954.78
Total Capital Projects Fund Liabilities & Fund Balance	<u>163,581.78</u>

ENTERPRISE FUNDS**Assets:**

Cash	718,756.71
Overpayments	(181.01)
Other Receivables	736,112.76
Total Enterprise Fund Assets	<u>1,454,688.46</u>

Liabilities:

Warrants Payable	3,721.08
Accrued Payroll	1,350.19
Deferred Revenue Other	736,112.76
Total Enterprise Fund Liabilities	741,184.03

Fund Balance:

Fund Balance Reserved for Encumbrances	115,091.09
Undesignated Fund Balance	598,413.34
Total Enterprise Fund - Fund Balance	713,504.43

Total Enterprise Fund Liabilities & Fund Balance**1,454,688.46****TRUST FUNDS****Assets:**

Cash	10,187,576.05
Due from Other Funds	43,854.18
Total Trust Fund Assets	<u>10,231,430.23</u>

Fund Balance:

Fund Balance Reserved for Encumbrances	52,200.00
Undesignated Fund Balance	10,179,230.23
Total Trust Fund - Fund Balance	10,231,430.23
Total Trust Fund Liabilities & Fund Balance	<u>10,231,430.23</u>

UNEMPLOYMENT FUND

Assets:	
Cash	162,320.73
Total Unemployment Fund Assets	<u>162,320.73</u>
 Liabilities:	
Warrants Payable	7,039.73
Total Unemployment Fund Liabilities	7,039.73
 Fund Balance:	
Undesignated Fund Balance	155,281.00
Total Unemployment Fund – Fund Balance	155,281.00
 Total Unemployment Fund Liabilities & Fund Balance	<u>162,320.73</u>

PERFORMANCE/AGENCY FUND

Assets:	
Cash	904,025.21
Total Performance/Agency Fund Assets	<u>904,025.21</u>
 Liabilities:	
Warrants Payable	16,722.10
Guaranteed Deposits Police Outside Detail	887,303.11
Total Performance/Agency Fund Liabilities	904,025.21
 Total Performance/Agency Fund Liabilities & Fund Balance	<u>904,025.21</u>

LONG-TERM DEBT

Assets:	
LTD Group – To Be Provided	13,621,556.45
Total Long-Term Debt Assets	<u>13,621,556.45</u>
 Liabilities:	
LTD Group - Payable	13,621,556.45
Total Long-Term Debt Liabilities	13,621,556.45
 Total Long-Term Debt Liabilities & Fund Balance	<u>13,621,556.45</u>



Schedule A
Fiscal Year Ending June 30, 2015

REVENUES – GENERAL FUND

Personal Property Taxes	781,130
Real Estate Taxes	18,721,795
Motor Vehicle Excise	1,683,316
Penalty and Interest	209,571
In Lieu of Taxes	10,018
Other Taxes	469,193
Other Departmental Revenues	106,328
Licenses and Permits	30,504
Federal Revenue-through State	2,000
State Revenue	12,724,038
Court Fines	79,783
Other Fines	4,445
Miscellaneous Revenue	307,840
Earnings on Investment	21,717
Transfers In From Special Revenue	867,000
Transfers In From Trust Funds	614,006
TOTAL GENERAL FUND REVENUES	36,632,684

EXPENDITURES - GENERAL FUND

General Government:

Legislative – Salary and Wages	66,213
Legislative – Expenditures	4,528
Executive – Salary and Wages	226,857
Executive – Expenditures	28,097
Finance – Salary and Wages	709,154
Finance – Expenditures	877,423
Legal Services – Expenditures	80,549
License and Registration – Salary and Wages	156,285
License and Registration – Expenditures	29,677
Land Use – Salary and Wages	138,076
Land Use – Expenditures	34,073
Public Building Maintenance – Salary and Wages	375,359
Public Building Maintenance – Expenditures	311,773

Public Safety:

Police – Salary and Wages	1,874,329
Police – Expenditures	210,869
EMS/Fire – Salary and Wages	925,806
EMS/Fire – Expenditures	397,744
Inspection – Salary and Wages	3,250
Inspection – Expenditures	900
Other – Salary and Wages	36,424
Other – Expenditures	9,745

Education:

Education – Salary and Wages	14,199,598
Education – Expenditures	2,827,859
Education – Regional School Assessment	1,287,049

Public Works:

DPW – Salary and Wages	1,160,785
DPW – Expenditures	628,240
DPW – Construction	155,182
Street lighting – Expenditures	262,611
Other – Expenditures	370,037

Human Services:	
Veterans Services – Salary and Wages	2,629
Veterans Services – Expenditures	191,664
Special Program (COA) – Salary and Wages	73,907
Special Program (COA) – Expenditures	61,725
Culture and Recreation:	
Library – Salary and Wages	291,268
Library – Expenditures	144,998
Historical Commission – Salary and Wages	338
Historical Commission – Expenditures	99
Celebrations – Expenditures	6,087
Debt Service:	
Retirement of Debt Principal	825,000
Interest on Long Term Debt	382,710
Interest on Short Term Debt	1,726
Other Interest	2,355
Unclassified:	
Health Insurance Total	4,556,900
Other Insurance Total	461,721
Intergovernmental Assessments Total	906,099
Retirement Total	1,548,645
Other Employee Benefits Total	298,758
Transfers Out:	
Transfer to Other Funds	74,843
TOTAL GENERAL FUND EXPENDITURES	37,219,964

SPECIAL REVENUE FUNDS - Revenues & Other Financing Sources

Federal Grants	1,112,783
State Grants	685,542
Other Special Revenue	702,571
Receipts Reserved for Appropriation	795,742
Revolving Funds	1,746,539
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	5,043,177

SPECIAL REVENUE FUNDS - Expenditures & Other Financing Uses

Federal Grants	1,130,122
State Grants	881,524
Other Special Revenue	657,637
Receipts Reserved for Appropriation	831,000
Revolving Funds	1,597,823
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	5,098,106

CAPITAL PROJECTS FUND - Revenues & Other Financing Sources

State Revenue	1,194,490
Miscellaneous Revenue	26,300
Transfers In	58,000
Bond Proceeds	3,052,305
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	4,331,095

<u>CAPITAL PROJECT FUND - Expenditures & Other Financing Uses</u>	
Expenditures	3,219,248
Construction	<u>148,562</u>
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	3,367,810
<u>ENTERPRISE FUNDS - Revenues & Other Financing Source</u>	
Sewer – Revenue	332,231
Sewer – Transfer From Other Funds	15,088
Community Center-Revenue	288,261
Water – Revenue	83,429
Water – Transfer From Other Funds	<u>57,679</u>
TOTAL Enterprise Funds – Revenue & Other Financing Sources	776,688
<u>ENTERPRISE FUNDS - Expenditures & Other Financing Uses</u>	
Sewer – Expenditures	282,310
Sewer – Transfers to Other Funds	58,000
Community Center – Expenditures	294,359
Water – Expenditures	<u>50,044</u>
TOTAL Enterprise Funds – Expenditures & Other Financing Uses	684,713
<u>TRUST FUNDS - Revenues & Other Financing Source</u>	
Miscellaneous Revenue	25,857
Earnings on Investment	229,084
Transfers in from Other Funds	<u>401,432</u>
TOTAL Trust Funds – Revenues & Other Financing Sources	656,373
<u>TRUST FUNDS - Expenditures & Other Financing Uses</u>	
Expenditures	232,550
Transfers to Other Funds	<u>941,584</u>
TOTAL Trust Funds – Expenditures & Other Financing Uses	1,174,134
<u>DEBT OUTSTANDING: ISSUED AND RETIRED THIS YEAR</u>	
Long Term Debt:	
Outstanding 7/1/2014	10,930,000
Issued this Fiscal Year	3,162,100
Retired this Fiscal Year	910,000
Outstanding 6/30/2015	13,182,100
Interest this Fiscal Year	443,947
Short Term Debt:	
Outstanding 7/1/2014	960,000
Issued this Fiscal Year	1,800,000
Retired this Fiscal Year	2,760,000
Outstanding 6/30/2015	0
Interest this Fiscal Year	7,225



CALENDAR YEAR 2015 WAGE REPORT

EMPLOYEE	CLASS	TITLE	GROSS
ABRAHAMSON, CHRISTINE F	TOWN	TOWN COLLECTOR	\$72,159.00
ABRAHAMSON, DAVID A	TOWN	CALL/STAND BY FIRE	\$2,427.70
ABUBAKAR-MWENYE, EVELYN A	SCHOOL	TEACHER - OHS	\$66,407.75
ADAMS, ALBERT M	TOWN	CONSTABLE	\$328.96
ADAMS, CAROLYN	TOWN	ELECTION WORKER	\$63.84
ADAMS, MICHAEL	SCHOOL	TEACHER - OHS	\$47,107.77
ADAMUSKA, LEAH	SCHOOL	TEACHER ASST. - OMS	\$24,290.82
AKER, MICHELLE M	TOWN	CHILDREN'S CIRCULATION CLERK	\$31,122.35
ALDRICH, DAVID	SCHOOL	COACH	\$2,700.00
ALI, CRAIG G	*	PATROL OFFICER	\$70,572.81
ALLEN, ROSALIE	TOWN	ELECTION WORKER	\$138.32
ANDERSON, CRAIG T	SCHOOL	EDUCARE AIDE	\$8,169.01
ANDERSON, RUSSELL B	SCHOOL	OHS CUSTODIAN	\$51,201.84
ANDERSON, STEPHEN C	SCHOOL	HEAD CUSTODIAN - OMS	\$54,011.48
ANDERSON, WILLIAM	SCHOOL	SUBSTITUTE CUSTODIAN	\$10,235.14
AQUAFRESCA, ROY L	*	PATROL OFFICER	\$78,508.65
AROMANDO, JEAN E	SCHOOL	SECRETARY - OMS	\$37,975.20
AUCOIN, DENISE M	SCHOOL	EDUCARE DIRECTOR	\$46,157.91
AUSMUS JR, DANIEL J	*	PATROL OFFICER	\$53,863.13
BAGGETT, ALTON L	SCHOOL	TEACHER - OHS	\$76,225.00
BANFILL, ALFRED W	TOWN	INSPECTOR OF WIRES	\$21,909.46
BANFILL, CAROLYN J	TOWN	ASSISTANT TOWN CLERK	\$35,511.87
BANSFIELD, GEORGE E	TOWN	CUSTODIAN/MAINTENANCE	\$22,091.74
BARONI, STEPHEN A	SCHOOL	PRINCIPAL - BARTON	\$94,411.25
BARR, STACY K	TOWN	COA-DIR OF COMMUNITY PROGRAMS	\$64,563.16
BATES, GARRY F	TOWN	BOARD OF ASSESSORS	\$500.00
BAYLIES, WALTER W	TOWN	SKILLED SEASONAL LABORER-DPW	\$1,422.14
BECK, NICOLE M	SCHOOL	TEACHER - CHAFFEE	\$69,106.75
BEHRENS, MATTHEW P	TOWN	CALL/STAND BY FIRE	\$3,073.17
BELANGER, JON T	*	CAPTAIN/PARAMEDIC	\$85,307.68
BELHUMEUR, AMY J	SCHOOL	ASST.PRINCIPAL - OMS	\$93,401.60
BELHUMEUR, BRIAN M	*	CALL/STAND BY FIRE	\$881.05
BELLOWS, DANYELL H	TOWN	LIBRARY PAGE	\$5,868.50
BELMONTE, CHRISTINE	SCHOOL	PLAYGROUND/CAFE AIDE - CHAFFEE	\$617.22
BELVERY, JOYCE D	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$25,705.94
BEMIS, SHERI R	TOWN	FIRE CHIEF/EMS DIRECTOR	\$97,509.60
BENNETT, CATHY J	SCHOOL	FOOD SERVICE - BAKER	\$25,876.53
BENNETT, TARA A	SCHOOL	TEACHER - CHAFFEE	\$67,218.25
BENOIT, MATTHEW J	TOWN	DPW-SUPT CEMETERY/GROUNDS	\$56,399.77
BENT, ANNETTE S	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$24,081.90
BERCIER, MEREDITH A	TOWN	LIFEGUARD	\$2,569.88
BERG, MICHAEL C	TOWN	DPW-FLEET SUPERINTENDENT	\$80,715.80
BERG, THOMAS J	TOWN	DPW-ASSISTANT MECHANIC	\$64,881.28
BERNAL, WENDI R	SCHOOL	VAN DRIVER	\$5,583.17
BERNARD, ANGELA M	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$33,498.87
BERRY, MICHAEL G	TOWN	STUDENT INTERN ACCOUNTING	\$5,561.01
BERTHIAUME, ALAN R	TOWN	BOARD OF SELECTMEN	\$999.96
BERTHIAUME, DEBRA J	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$27,052.08
BIANCULLI, DAVID J	TOWN	SENIOR LIFEGUARD	\$2,972.76

BIANDO, KRISTIE	SCHOOL	GUIDANCE COUNSELOR - OMS	\$77,342.20	
BILIS, DEBORAH E	TOWN	CHILDREN'S LIBRARIAN	\$38,724.70	
BINGHAM, CLAUDE R	TOWN	OCC - SR. ACTIVITY COORDINATOR	\$9,176.65	
BIRD, JENNA	SCHOOL	EDUCARE AIDE	\$1,755.07	
BITAR, SAMIR	SCHOOL	SCHOOL COMMITTEE MEMBER	\$700.00	
BLACKMORE, DANIELLE M	TOWN	LIBRARY PAGE	\$5,721.75	
BLOOD, MICHELLE A	SCHOOL	TEACHER - OMS	\$70,164.50	
BODREAU, DENDRA L	SCHOOL	TEACHER - CHAFFEE	\$67,527.96	
BOIN, RYAN	SCHOOL	TEACHER ASST. - OMS	\$32,220.27	
BOLIO, JEFFREY	SCHOOL	SUMMER SPORTS CAMP COACH	\$225.00	
BOLIO, PAUL	SCHOOL	SUMMER SPORTS CAMP COACH	\$200.00	
BONIN, BRIANNA F	SCHOOL	CHAFFEE - CUSTODIAN	\$45,016.45	
BORJESON, SARA	SCHOOL	TEACHER - CHAFFEE	\$56,632.92	
BOROWKO, DEBRA A	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$23,928.42	
BOSOWSKI, JULIE D	SCHOOL	DRIVER - SPECIAL EDUCATION	\$32,649.00	
BOUCHER, DEBORAH P	SCHOOL	TEACHER - CHAFFEE	\$67,026.00	
BOULAY, BARBARA J	SCHOOL	SUBSTITUTE TEACHER	\$1,050.00	
BOULAY, ROBERT	TOWN	BOH MEMBER	\$500.00	
BOURQUE, SUZANNE	TOWN	ANIMAL CONTROL PT CLERK	\$653.31	
BOWES, SEAN T	TOWN	CALL EMT	\$1,741.12	
BRADISH-GRIECO, HOLLY L	SCHOOL	IA LIBRARY- BARTON	\$23,634.48	
BRASSARD, DEBORA L	SCHOOL	TECHNOLOGY ASST.	\$37,933.74	
BRAY, SUSAN	SCHOOL	SUBSTITUTE TEACHER	\$2,940.00	
BREEDEN, KELLI	SCHOOL	COACH	\$2,300.00	
BREEN, KRISTIN	SCHOOL	PSYCHOLOGIST	\$51,661.40	
BRENNAN, MICHAELA	SCHOOL	TEACHER	\$25,236.32	
BRESCIA, JOYCE	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$17,195.88	
BROOKS, LEAH S	TOWN	LIBRARY PAGE	\$6,843.75	
BROWN, STEPHANIE	SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$1,096.23	
BRUDEREK, KAMIL	SCHOOL	SUBSTITUTE	\$630.00	
BRUNELL, SUSAN	TOWN	COUNCIL ON AGING OUTREACH PT	\$6,204.00	
BRYN, RICHARD P	*	TOWN	PATROL OFFICER	\$81,734.53
BUCCICO, EVELYN	SCHOOL	CROSSING GUARD	\$8,354.46	
BURCH, JASON A	SCHOOL	SPECIAL EDUCATION TEACHER	\$71,190.50	
BURDETT, JASON E	*	TOWN	PATROL OFFICER	\$116,311.08
BURKE, JOHANNA	SCHOOL	SUBSTITUTE CUSTODIAN	\$11,341.44	
BURKE, MARY-JANE	SCHOOL	TEACHER - BARTON	\$72,063.75	
BURLOCK, LAURIE A	TOWN	ADMINISTRATIVE ASSISTANT	\$47,783.91	
BURLOCK, WAYNE F	TOWN	DPW-TREE WARDEN	\$69,581.78	
BURSELL, JANICE C	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$27,299.39	
BUTLER, DONALD R	SCHOOL	BARTON - CUSTODIAN	\$36,517.56	
BUTZKE, KRISTEN	SCHOOL	SUBSTITUTE TEACHER	\$872.44	
CADY, MARTHA A	TOWN	ELECTION WORKER	\$178.22	
CALIRI, SARAH	SCHOOL	SPEECH PATHOLOGIST	\$49,592.80	
CAMERON, JAMES L	TOWN	SKILLED SEASONAL LABORER-DPW	\$69,944.04	
CAMPBELL, DEBORAH J	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$1,891.44	
CARLSON, ABBY L	SCHOOL	INSTRUCTIONAL AIDE	\$14,035.68	
CARON, DENA	SCHOOL	LIBRARIAN - OHS	\$9,572.26	
CARPENTER, CRAIG B	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$48,373.66	
CARRINGTON, PAIGE	TOWN	STUDENT INTERN ACCOUNTING	\$2,697.75	
CARROLL, ALEX T	SCHOOL	TEACHER - OHS	\$47,943.30	
CASAGRANDA, RICHARD	*	TOWN	OPD-TRAFFIC CONTROLLER	\$25,706.25

CASAVANT, KATHLEEN A	SCHOOL	TEACHER - OHS	\$2,500.00
CASTELL, DEBORAH A	TOWN	ASSISTANT TREASURER/COLLECTOR	\$47,045.30
CASTELL, KELLY E	SCHOOL	TEACHER - BARTON	\$66,064.50
CATACCHIO, ANDREW T	TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$6,996.47
CAVANAUGH, BRENNA E	TOWN	ASSISTANT LIBRARY DIRECTOR	\$28,441.91
CELONA, AMY	SCHOOL	COMM OUTREACH FACILITATOR	\$7,182.00
CENEDELLA, THERESA E	TOWN	ASSISTANT TOWN ACCOUNTANT	\$60,871.30
CHAMBERS, LESLIE A	SCHOOL	TEACHER - OHS	\$65,898.42
CHAUVIN, KATHERINE E	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$9,328.06
CHENEY, JESSICA L	SCHOOL	BUS MONITOR	\$15,832.13
CHENEY, LAUREN M	SCHOOL	SUBSTITUTE BUS MONITOR	\$5,667.52
CHENEY, LINDA A	SCHOOL	TRANS COORD/DRIVER	\$37,608.43
CHENEY, SCOTT M	SCHOOL	OMS CUSTODIAN	\$38,189.34
CHRISLER, MARY L	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$28,592.02
CHURCH, RICHARD	SCHOOL	COACH	\$2,985.00
CICERO, JOSEPH	SCHOOL	COACH	\$3,500.00
CIULLO, CYNTHIA	SCHOOL	TEACHER ASST.	\$8,122.74
CLARKSON, JEFFREY	SCHOOL	COACH	\$4,925.00
CLEM, JOSEPH D	*	TOWN CALL EMT	\$3,052.72
CLEVELAND, ROSELYNN	SCHOOL	SUBSTITUTE BUS MONITOR	\$1,455.81
CLIFFORD, KATHLEEN	SCHOOL	DRIVER - SPECIAL EDUCATION	\$29,239.50
COFSKY, JILL M	SCHOOL	TEACHER - CHAFFEE	\$71,690.29
COGHLAN, MARK	SCHOOL	SUBSTITUTE CUSTODIAN	\$7,788.16
COLLETTE, JENNIFER	SCHOOL	TEACHER ASST.	\$7,963.92
COLONERO, CHRISTINE	SCHOOL	TEACHER ASST.	\$15,271.79
CONNER, ROSEMARY	TOWN	ANIMAL CONTROL PART TIME OFFIC	\$3,000.00
CONNERY, SCOTT	SCHOOL	ASST. PRINCIPAL - OHS	\$45,000.05
CONNOLLY, LORI M	SCHOOL	OCCUPATIONAL THERAPIST	\$63,988.50
COONAN, DANIEL	SCHOOL	SCHOOL COMMITTEE MEMBER	\$700.00
COPPER, TAMMY	SCHOOL	FOOD SERVICE SUBSTITUTE	\$912.97
COREY, AMY B	SCHOOL	TEACHER - OHS	\$63,222.90
CORFEY, EMILY	SCHOOL	EDUCARE AIDE	\$2,775.88
CORMIER, JOANNE	SCHOOL	TEACHER - OMS	\$66,064.50
CORNACCHIOLI, DAVID P	SCHOOL	PRINCIPAL - OMS	\$94,600.87
CORRIGAN, JENNIFER	SCHOOL	SUBSTITUTE TEACHER	\$4,725.00
CORTES, DARLENE	SCHOOL	SUPERINTENDENT SECRETARY	\$48,601.47
COSWAY JR, EDWARD	TOWN	COUNCIL ON AGING VAN DRIVER	\$13,485.03
COTTIN, NANCY P	SCHOOL	TEACHER - CHAFFEE	\$69,198.50
COULSON, JOSHUA	SCHOOL	TEACHER - OMS	\$46,003.30
COURNOYER, KIMBERLY A	SCHOOL	PLAYGROUND/CAFE AIDE	\$1,303.02
CRAIG, TIMOTHY L	SCHOOL	TEACHER - OHS	\$74,498.50
CRANDELL, KAREN A	TOWN	ADMINISTRATIVE ASSISTANT - BOS	\$49,611.87
CROSSMAN, CRYSTAL	SCHOOL	SUBSTITUTE TEACHER	\$991.47
CROWLEY, TYLER	SCHOOL	EDUCARE AIDE	\$808.92
CRUTCHER, KARALYN	SCHOOL	TEACHER - OMS	\$14,195.43
CUNNINGHAM, PHYLLIS M	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$25,528.84
CUNSOLO, MATTHEW	SCHOOL	SUBSTITUTE TEACHER	\$980.00
CURTIS, KATHI	SCHOOL	TEACHER - PROJECT COFFEE	\$22,588.18
CUSSON, JOSEPH E	TOWN	SEWER ENTERPRISE FOREMAN	\$10,365.89
CUTRONI, CINDI	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$5,289.04
CYR, ZACHARY	SCHOOL	SUBSTITUTE TEACHER	\$7,140.00

DALRYMPLE, LISA M	TOWN	ADMINISTRATIVE ASSISTANT	\$34,261.50
DALY, JOANNE M	SCHOOL	CURRICULUM COORDINATOR	\$69,516.47
DANIELS, SHEILA K	SCHOOL	DRIVER - SPECIAL EDUCATION	\$33,672.77
DANNER-CONNOLY, CATHERINE	SCHOOL	SUBSTITUTE TEACHER	\$4,270.00
DAOUST, JOEL P	TOWN	CALL EMT	\$290.84
DAOUST, VALERIE J	SCHOOL	SECRETARY - OMS	\$42,600.73
DAVENPORT, ELLEN	SCHOOL	TEACHER - CHAFFEE	\$7,209.09
DAVIS, AMANDA	SCHOOL	EDUCARE AIDE	\$8,828.34
DAVIS, CAROL A	SCHOOL	TEACHER - CHAFFEE	\$65,142.25
DAVIS, GAIL T	SCHOOL	TEACHER ASST. - OMS	\$25,453.54
DAVIS, JANE E	TOWN	CEMETERY COMMISSIONER	\$500.00
DAVIS, KIMBERLY A	SCHOOL	TEACHER - CHAFFEE	\$58,378.17
DAVIS, MATTHEW J	SCHOOL	SUBSTITUTE TEACHER	\$6,720.00
DAVIS, SUSAN A	SCHOOL	BUSINESS OFFICE CLERK	\$32,582.85
DECELLES, SARAH A	TOWN	CALL EMT	\$2,287.53
DECKER, STACEY M	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$23,958.99
DELAGORGENDIERE, REBECCA	SCHOOL	TEACHER ASST.	\$9,888.48
DELGADO, KELLY	SCHOOL	TEACHER - BARTON	\$32,082.93
DELL'AQUILA, LYSA V	SCHOOL	SECRETARY- BARTON	\$34,543.22
DELUCA, SHIRLEY	SCHOOL	DRIVER - SPECIAL EDUCATION	\$20,092.28
DEMARCO, HELEN	SCHOOL	SUBSTITUTE TEACHER	\$70.00
DEVLIN, HEATHER	SCHOOL	SUBSTITUTE NURSE - BARTON	\$250.00
DEWEY, CHRISTINE	SCHOOL	TEACHER ASST.	\$17,723.87
DIDONATO, RACHEL L	SCHOOL	SPECIAL EDUCATION TEACHER	\$49,457.71
DIGIOIA, SARAH L	SCHOOL	TEACHER - OMS	\$66,064.50
DILLEY, BRITTANY E	TOWN	LIBRARY PAGE	\$7,457.25
DION, DEBORAH M	SCHOOL	TEACHER - PROJECT COFFEE	\$65,592.25
DIVOLL, SEAN M	TOWN	DPW DIRECTOR	\$93,514.26
DOE, DEBORAH J	SCHOOL	TEACHER - OHS	\$62,362.61
DOIG, CHRISTOPHER W	*	SUBSTITUTE TEACHER	\$2,354.65
DOLDOORIAN, DANYELLE	SCHOOL	SUMMER SPORTS CAMP COACH	\$600.00
DOLDOORIAN, JOHN K	SCHOOL	ATHLETIC DIRECTOR	\$6,700.00
DOLDOORIAN, KERI	SCHOOL	SUMMER SPORTS CAMP COACH	\$575.00
DOMIAN, RITA R	TOWN	ELECTION WORKER	\$140.98
DOMINY, NICOLE E	TOWN	CAMP COUNSELOR	\$3,081.76
DONAIS, RICHARD A	TOWN	FACILITIES MAINTENANCE DIRECTOR	\$72,318.65
DONEY, RHONDA L	SCHOOL	FOOD SERVICE - HELPER	\$21,193.38
DONNELLY, KENNETH B	TOWN	HEAD CUSTODIAN/MAINTENANCE	\$50,912.28
DONNELLY, STEPHANIE C	SCHOOL	DRIVER - SPECIAL EDUCATION	\$18,731.38
DONOHUE, NICHOLAS S	TOWN	CALL EMT	\$1,684.63
DONOVAN, BARBARA A	SCHOOL	DRIVER - SPECIAL EDUCATION	\$21,965.25
DORAY, LOIS M	SCHOOL	TEACHER - OMS	\$72,514.50
DOUKA, BARBARA	SCHOOL	TEACHER - OMS	\$59,720.63
DOWD, STEPHEN P	TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$43,682.32
DOWNING, DEENA	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$2,114.55
DREW, LAUREN	SCHOOL	TEACHER - OMS	\$15,057.00
DRISCOLL, BARBARA J	SCHOOL	FOOD SERVICE SUBSTITUTE	\$2,598.61
DUBE, RICHARD	SCHOOL	TEACHER - PROJECT COFFEE	\$63,951.55
DUBOIS, CHERYL A	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$28,044.86
DUMAS, SHERI	SCHOOL	TEACHER - CHAFFEE	\$24,657.62
DURWARD, KERRYANN	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$1,375.88

DUSSAULT, LISA	SCHOOL	TEACHER - CHAFFEE	\$18,858.21
DUVAL, JARED M	TOWN	CIVIL ENGINEER - DPW	\$50,578.73
EDWARDS, AUSTIN M	SCHOOL	EDUCARE AIDE	\$154.08
ELWOOD, KRISTI	SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$6,428.52
ENNIS, BRENDA	SCHOOL	SCHOOL COMMITTEE MEMBER	\$650.00
ENOS, KEITH M	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$17,854.00
ERSKINE, THOMAS E	TOWN	SKILLED SEASONAL LABORER-DPW	\$2,064.30
ESPOSITO, JAMES G	TOWN	DPW - WORKING FOREMAN	\$66,313.89
ESPOSITO, STEPHEN F	TOWN	DPW-OPERATIONS MANAGER	\$85,325.67
ESTREMERA, KAREN	SCHOOL	FOOD SERVICE SUBSTITUTE	\$1,922.17
ETHIER, THOMAS M	SCHOOL	TEACHER - OHS	\$69,402.96
FAHY, SUSAN	SCHOOL	SUBSTITUTE NURSE - CHAFFEE	\$3,750.00
FAIRBANKS, RICHARD H	*	TOWN PERMANENT INTERMITTENT	\$24,954.10
FALLAVOLLITA, JOSEPH V	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$51,315.99
FALLAVOLLITA, VINCENT T	TOWN	FACILITIES MAINTENANCE TECH	\$58,898.84
FEGREUS, CAROLE A	TOWN	ELECTION WORKER	\$167.58
FEINGOLD, DEBORAH R	SCHOOL	TEACHER	\$8,401.95
FERDELLA, PATRICIA L	TOWN	ELECTION WORKER	\$26.60
FERLAND, FAY Y	TOWN	ADULT SERVICES LIBRARIAN	\$26,605.50
FIKE, ROBERT W	TOWN	BOARD OF ASSESSORS	\$500.00
FIKE, TERRY M	TOWN	BOH ADMIN ASSISTANT	\$50,067.55
FINIZZA, KELLY C	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$6,446.01
FISHER, DONNA M	TOWN	ELECTION WORKER	\$140.98
FITZGIBBONS, DENNIS L	*	TOWN FIREFIGHTER/PARAMEDIC	\$63,276.26
FLATTERY, JOHN H	*	TOWN BOARD OF REGISTRARS	\$500.00
FLORES, CLAUDETTE M	TOWN	ELECTION WORKER	\$159.60
FLYNN, KATHLEEN	TOWN	ANIMAL CONTROL OFFICER	\$31,200.00
FOGLIO, DANIELLE Y	TOWN	STUDENT INTERN ACCOUNTING	\$1,791.00
FOGLIO, DONNA L	TOWN	TOWN ACCOUNTANT/BUDGET DIRECT.	\$113,252.35
FONTAINE, KAYLA A	TOWN	OPD-P/T RADIO DISPATCHER	\$1,602.30
FONTAINE, STEPHANIE	SCHOOL	TEACHER - OMS	\$28,380.97
FORESTEIRE, JANE	SCHOOL	TEACHER ASST.	\$15,935.43
FORTE, LINDA J	SCHOOL	GUIDANCE COUNSELOR - CHAFFEE	\$71,375.00
FOURNIER, JOSEPH G	TOWN	OPD-P/T RADIO DISPATCHER	\$3,283.41
FOURNIER, MEAGHIN M	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$14,606.60
FOURNIER, MICHAEL R	*	TOWN OPD-RADIO DISPATCHER	\$49,572.40
FOURNIER, TAMMY L	SCHOOL	TEACHER - CHAFFEE	\$60,615.54
FREEDMAN, SHARON A	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$26,157.98
FREUDENTHAL, MARY L	SCHOOL	TEACHER - BARTON	\$71,526.43
FRYKBERG, PAUL	SCHOOL	TEACHER - OHS	\$50,198.30
FUQUA, ROBERT	SCHOOL	COACH	\$7,300.00
GALLAGHER, COLLEEN	SCHOOL	TEACHER ASST.	\$38,714.08
GAMACHE, TINA V	SCHOOL	DRIVER - SPECIAL EDUCATION	\$22,288.55
GANGAI, LEAH N	SCHOOL	TUTOR	\$600.00
GARCEAU, MARK	SCHOOL	SUPERINTENDENT OF SCHOOLS	\$147,762.56
GAUDETTE, MICHAEL A	TOWN	CALL/STAND BY FIRE	\$1,688.53
GAWRONSKI, TERRYANN	SCHOOL	LICENSED SOCIAL WORKER	\$40,078.38
GEDDES, KAREN	SCHOOL	TEACHER ASST.	\$10,234.76
GELINEAU, DAVID	TOWN	CUSTODIAN/MAINTENANCE	\$1,671.45
GENATOSSIO, ANTHONY C	SCHOOL	TEACHER - OMS	\$70,228.92
GERING, CHRISTINA	SCHOOL	TEACHER ASST.	\$29,491.36

GIANGREGORIO, DONNA	SCHOOL	SPED DIRECTOR	\$48,100.05
GIARD, KEITH J	TOWN	OCC - SR. ACTIVITY COORDINATOR	\$5,074.59
GIFFORD, MICHAEL A	*	PATROL OFFICER	\$75,015.60
GILES, MARK D	SCHOOL	OHS CUSTODIAN	\$37,413.73
GILLIGAN, BONNIE A	SCHOOL	TEACHER - BARTON	\$64,757.75
GIROUX, CHELSEA	SCHOOL	TEACHER	\$27,686.24
GIROUX, MARK S	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$30,580.96
GIVNER, BRYAN J	TOWN	CALL/STAND BY FIRE	\$833.87
GIVNER, EVA	TOWN	CALL EMT	\$2,882.60
GIVNER, KATHLEEN	SCHOOL	PLAYGROUND/CAFE AIDE - OMS	\$4,851.18
GLOSHINSKI, JEFFREY	SCHOOL	COACH	\$2,600.00
GOMES, JAMES L	SCHOOL	COACH	\$4,400.00
GONYEA, JACQUELYN	SCHOOL	TEACHER - BARTON	\$50,766.04
GOODMAN, JAMIE I	TOWN	OPD-RADIO DISPATCHER	\$48,094.59
GOULAS, ELAINE M	SCHOOL	TEACHER - OMS	\$71,198.18
GRADY, PAMELA H	SCHOOL	SECRETARY-CHAFFEE	\$11,681.42
GRANAHAN, SANDRA S	SCHOOL	TEACHER - CHAFFEE	\$72,417.75
GRANGER, COURTNEY	SCHOOL	TEACHER ASST. - OMS	\$28,085.75
GRASSESCI, TAMMY M	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$5,089.87
GRAVES, CAROL J	TOWN	BOARD OF REGISTRARS	\$500.00
GRAVES, NANCY D	SCHOOL	BUS MONITOR	\$16,458.91
GRAY, ANDREW	SCHOOL	COACH	\$2,550.00
GRAY, MATTHEW G	*	PATROL OFFICER	\$33,351.16
GREEN, ROBERT M	TOWN	POLICE SERGEANT	\$96,221.87
GREENE, LISA J	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$30,982.55
GREENE, STEPHEN C	SCHOOL	TEACHER	\$45,441.60
GREENOUGH, DONNA M	SCHOOL	TEACHER - OMS	\$67,218.25
GRENIER, PATRICIA	SCHOOL	OCCUPATIONAL THERAPIST	\$66,064.50
GRENIER, SUSAN M	SCHOOL	SECRETARY-CHAFFEE	\$39,244.38
GRIMSHAW, JESSICA	SCHOOL	FOOD SERVICE SUBSTITUTE	\$2,601.00
GRNIET, AMY	SCHOOL	NURSE - OMS	\$51,561.00
GRNIET, JEROMY	SCHOOL	RESOURCE OFFICER	\$7,290.21
GRNIET, JEROMY T	*	POLICE SERGEANT	\$115,733.98
GRYNCEWICZ, ROBERT A	TOWN	CALL/STAND BY FIRE	\$74.86
GRZEMBSKI, JOANNE B	SCHOOL	TEACHER - OMS	\$54,254.37
GUNDERMAN, BRIAN	SCHOOL	OHS CUSTODIAN	\$39,561.49
GUNDERMAN, JULIA E	SCHOOL	FOOD SERVICE SECRETARY	\$33,837.59
GURNEY, JAQUI	SCHOOL	SUBSTITUTE TEACHER	\$7,910.00
HACKETT, KATHERINE E	SCHOOL	PRINCIPAL - OMS	\$49,440.69
HALEY, RITA	SCHOOL	ADJUSTMENT COUNSELOR	\$34,080.64
HALL JR, RICCI W	*	OPD-P/T RADIO DISPATCHER	\$7,670.59
HALL, JENNIFER M	*	TEACHER	\$30,900.32
HAMEL, STACEY M	TOWN	ELECTION WORKER	\$140.98
HAMMOND, NORA A	SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$36,765.79
HANKEY, ROBERT C	SCHOOL	SPECIAL EDUCATION TEACHER	\$64,033.50
HANSEN, SEAN	SCHOOL	TEACHER ASST.	\$15,230.52
HARANAS, KATHERINE	SCHOOL	TEACHER ASST.	\$15,423.18
HARRIMAN, HEATHER M	SCHOOL	TEACHER	\$54,534.52
HARRINGTON, CLAIRE J	SCHOOL	FOOD SERVICE - BAKER	\$24,502.49
HASSETT, MICHAEL C	TOWN	CHIEF OF POLICE	\$120,267.73
HEALY, JILL C	SCHOOL	TEACHER - CHAFFEE	\$67,582.82

HELLER, LINDA	SCHOOL	SUBSTITUTE INSTRUC AIDE/TA	\$3,710.98	
HENNESSEY, IAN T	SCHOOL	TEACHER - OMS	\$57,128.17	
HERRIAGE, MARY F	TOWN	PLANNING BOARD CLERK	\$34,459.97	
HERRICK, CATHERINE J	SCHOOL	TEACHER - CHAFFEE	\$47,686.27	
HERSEY, SCOTT W	SCHOOL	TEACHER - OMS	\$66,698.50	
HESSELTON, ABIGAIL	TOWN	CAMP COUNSELOR	\$2,625.00	
HETHERMAN, CHERYL A	SCHOOL	SPECIAL EDUCATION TEACHER	\$75,993.25	
HETHERMAN, JAMES M	SCHOOL	HEAD CUSTODIAN - OHS	\$62,107.83	
HIGGINS, BRIANNA	SCHOOL	EDUCARE AIDE	\$3,226.06	
HIGGINS, JAMES	SCHOOL	EDUCARE AIDE	\$1,348.20	
HIGGINS, STEPHANIE M	SCHOOL	TEACHER - CHAFFEE	\$46,692.79	
HILL, STEPHANIE	SCHOOL	TEACHER - OHS	\$50,171.82	
HITCHINGS, LISA M	TOWN	OCC - PROGRAM MANAGER	\$21,901.84	
HODGERNEY, JUDY A	SCHOOL	TEACHER	\$50,197.68	
HOKANSON, PATRICIA A	SCHOOL	FOOD SERVICE DIRECTOR	\$53,061.30	
HOLMBERG, AARON F	TOWN	LIFEGUARD	\$2,585.65	
HOPE, REBECCA	SCHOOL	EDUCARE AIDE	\$4,762.71	
HORNBAKER, ROBIN	SCHOOL	TEACHER - OMS	\$46,692.79	
HORTANCE, STEDROY	SCHOOL	SUBSTITUTE TEACHER	\$630.00	
HOULE, RHONDA L	TOWN	HUMAN RESOURCES ASSISTANT	\$19,951.37	
HOWARD, GARY P	*	TOWN	OPD-TRAFFIC CONTROLLER	\$22,968.75
HUDON, MICHAEL P	*	TOWN	FIREFIGHTER/PARAMEDIC	\$62,304.12
HUDSON, RICHARD	SCHOOL	FOOD SERVICE COURIER	\$676.15	
HULTQUIST, JILL	SCHOOL	SUBSTITUTE BUS MONITOR	\$3,176.30	
IBRAHIM, BISHOY R	TOWN	PERMANENT INTERMITTENT	\$1,740.52	
IWANSKI, KAREN M	SCHOOL	SPECIAL EDUCATION TEACHER	\$46,692.88	
JACKSON, SANDRA M	SCHOOL	TEACHER - BARTON	\$64,018.50	
JAMES, MICHAEL	SCHOOL	SUMMER SPORTS CAMP COACH	\$225.00	
JANERICO, JOSEPH D	SCHOOL	TEACHER - OHS	\$64,757.75	
JENKINS, ERIC D	SCHOOL	TEACHER - OHS	\$66,833.75	
JOHNS, JULIE A	SCHOOL	SPECIAL EDUCATION TEACHER	\$66,941.43	
JOHNSON, CHELSEA	SCHOOL	TEACHER ASST.	\$14,189.16	
JOLIN, DEBBIE	SCHOOL	FOOD SERVICE - BAKER	\$23,654.60	
JOUBERT, SCOTT	SCHOOL	COACH	\$800.00	
JOYCE, PAUL W	SCHOOL	EDUCARE AIDE - SUPERVISOR	\$11,907.00	
KABALA, MARIA	SCHOOL	SPECIAL EDUCATION TEACHER	\$41,326.54	
KAHN, JARED	SCHOOL	TEACHER - OMS	\$56,225.75	
KARNES, KIMBERLY A	TOWN	COUNCIL ON AGING VAN DRIVER	\$1,823.37	
KARSKO, MARYBETH	SCHOOL	GUIDANCE COUNSELOR - OMS	\$76,696.25	
KEELER, BARBARA J	SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$3,123.27	
KELLER, JILLIAN N	SCHOOL	TEACHER - CHAFFEE	\$62,183.68	
KELLEY, LORI A	TOWN	TOWN CLERK	\$84,327.21	
KELLEY, TIMOTHY A	TOWN	LIBRARY DIRECTOR	\$72,520.16	
KELLY, JASON J	*	TOWN	FIREFIGHTER/BASIC	\$37,119.18
KENNEDY, AMY	SCHOOL	TEACHER - CHAFFEE	\$33,581.76	
KENNEN, AUDREY L	SCHOOL	LIBRARY INSTRUCT. AIDE - OMS	\$28,001.51	
KENNEN, JOSHUA E	SCHOOL	EDUCARE AIDE - SUPERVISOR	\$9,551.70	
KEOHANE, HOLLY L	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$23,871.70	
KEOHANE, SARAH	SCHOOL	EDUCARE AIDE	\$938.93	
KIM, MATTHEW	SCHOOL	TEACHER - OMS	\$20,184.81	
KING, MIRIAM T	SCHOOL	TEACHER - OMS	\$62,635.54	

KLIMCZUK, CASSANDRA	SCHOOL	TEACHER - OHS	\$57,742.92	
KNAPP, BRIAN M	TOWN	CALL EMT	\$1,399.96	
KNAPP, CAROL A	TOWN	PATROL OFFICER	\$17,343.54	
KNEELAND, RICHARD M	*	TOWN	OPD-TRAFFIC CONTROLLER	\$33,071.46
KNISKERN, ASHLIE	SCHOOL	TEACHER - OMS	\$42,719.78	
KNOTT, APRIL	SCHOOL	TEACHER	\$42,312.05	
KOSEL, PETER	SCHOOL	TECHNOLOGY ASST.	\$20,882.76	
KOSS, ELIZABETH	SCHOOL	SPECIAL EDUCATION TEACHER	\$29,124.97	
KOZLOWSKI, KELLY A	TOWN	CAMP COUNSELOR	\$2,647.50	
KRANTZ, MARCIA A	SCHOOL	TEACHER - OHS	\$67,026.00	
KRASINSKAS, ROBERT W	TOWN	ELECTION WORKER	\$143.64	
KREVOSKY, MIKHAIL M	TOWN	CAMP COUNSELOR	\$2,774.64	
LABELLE, APRIL A	TOWN	BUILDING MAINTENANCE CLERK	\$27,630.45	
LACKI, MARY ANN	SCHOOL	TEACHER - OHS	\$69,106.75	
LAFLASH, ADAM P	TOWN	CALL - FF/EMT-PARAMEDIC	\$1,637.17	
LAL, PATRICIA H	SCHOOL	TEACHER - OHS	\$70,221.25	
LAMARCHE, DENNIS E	TOWN	BOARD OF SELECTMEN CHAIR	\$1,058.27	
LAMBERT, NICHOLAS J	*	TOWN	FIREFIGHTER/PARAMEDIC	\$67,945.17
LAMBERT, ROGER D	*	TOWN	CAPTAIN/PARAMEDIC	\$93,635.00
LAMBERT, RUESS R	*	TOWN	FIREFIGHTER/BASIC	\$47,535.07
LAMBERT, SHELLEY L	TOWN	OCC - PROGRAM MANAGER	\$12,796.48	
LAREAU, PATRICIA C	TOWN	ADULT CIRCULATION CLERK	\$32,487.00	
LARGESSE, DONNA	SCHOOL	DRIVER - SPECIAL EDUCATION	\$19,914.40	
LAROSE, MARY V	SCHOOL	BUSINESS OFFICE CLERK	\$6,690.00	
LARSON, KIMBERLY H	SCHOOL	TEACHER - CHAFFEE	\$69,106.75	
LATIMER, RACHEL	TOWN	CAMP COUNSELOR	\$2,005.00	
LATINO, SHEILA A	TOWN	ELECTION WORKER	\$140.98	
LATUGA, STEPHANIE	SCHOOL	FOOD SERVICE SUBSTITUTE	\$2,195.54	
LAVIGNE, STACEY	SCHOOL	TEACHER - CHAFFEE	\$36,391.33	
LAVOIE, CHRISTINE	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$14,992.27	
LEANNA, STEPHEN D	TOWN	PATROL OFFICER	\$46,929.16	
LEBEAU, GEORGIANNA	SCHOOL	TEACHER ASST.	\$11,707.83	
LEBLANC, DENISE	SCHOOL	SUBSTITUTE BUS MONITOR	\$7,079.16	
LEBLANC, PHILIP	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$13,698.24	
LEBRETON, KEVIN R	*	TOWN	PATROL OFFICER	\$79,428.92
LECHIARA, CAROL	SCHOOL	SUB VAN DRIVER	\$5,363.51	
LEDUC, JUSTIN M	TOWN	ASSISTANT MIS DIRECTOR	\$52,818.00	
LEIGHER, LYNN A	SCHOOL	TEACHER - BARTON	\$66,404.50	
LEMPICKI, MARK J	SCHOOL	TEACHER	\$41,444.96	
LEPORE, NAIDA	SCHOOL	BUDGET SPECIALIST	\$46,050.70	
LETSKY JR, PAUL J	TOWN	LIFEGUARD	\$2,865.50	
LEVIE, LINDA E	SCHOOL	FOOD SERVICE - BAKER	\$24,678.62	
LIBERA, JOHN J	SCHOOL	TEACHER	\$45,851.36	
LIGHT, DEBRA J	TOWN	ADMINISTRATIVE ASSISTANT	\$53,340.90	
LILLEY, VIRGINIA A	SCHOOL	GUIDANCE SECRETARY - OHS	\$45,091.71	
LINFIELD, TARA M	SCHOOL	TEACHER - OHS	\$63,318.79	
LIPPE, JANE	TOWN	CUSTODIAN/MAINTENANCE	\$27,106.52	
LIRANGE, CANDACE L	SCHOOL	TEACHER - OHS	\$68,263.50	
LIRANGE, PAUL M	SCHOOL	TEACHER - OHS	\$68,914.50	
LOCHNER, JUDITH A	TOWN	CONSERVATION AGENT/GIS TECH	\$47,264.10	
LOGAN, CHRISTOPHER	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$26,065.28	

LOMUSCIO-ROSEBROOKS, DEBORAH		SCHOOL	COURIER/FOOD SERVICE/CO	\$6,467.26
LOOBY, EMILY		SCHOOL	TEACHER - OHS	\$18,170.43
LOONEY, CATHERINE L		SCHOOL	TEACHER - OMS	\$70,685.21
LUSK, KERRIANN		SCHOOL	TEACHER ASST.	\$14,083.65
MACGREGOR, DEBRA		SCHOOL	SUBSTITUTE NURSE	\$822.50
MACKOWIAK, JACOB M		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$38,324.08
MAHOTA, JARRED J		TOWN	BOARD OF SELECTMEN	\$999.96
MAKI, NANCY A		TOWN	ELECTION WORKER	\$138.32
MALIFF, RICHARD F		SCHOOL	TEACHER - PROJECT COFFEE	\$67,433.75
MALLEY JR, JAMES F		TOWN	BOARD OF HEALTH INSPECTOR	\$36,559.20
MALLEY, DANIEL E		TOWN	CALL EMT	\$62.20
MALO, APRIL		SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$217.61
MANZELLO, MARK		SCHOOL	SUBSTITUTE	\$210.00
MANZI, SUSAN M		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$13,130.18
MARCELONIS, WILLIAM C	*	TOWN	POLICE SERGEANT	\$89,416.63
MARKOPOULOS, JENNIFER L		SCHOOL	TEACHER - OHS	\$49,266.53
MARTIN, DANIEL		SCHOOL	SUBSTITUTE	\$2,240.00
MARTINELLO, KATHLEEN		SCHOOL	PAYROLL/PERSONNEL DIRECTOR	\$47,017.33
MASCHI, KIMBERLY A		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$2,932.46
MASIELLO, MATTHEW B		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$43,490.82
MASLEY JR, MICHAEL C		SCHOOL	TEACHER - OHS	\$85,731.75
MASON, JAMIE L		TOWN	STUDENT INTERN ACCOUNTING	\$4,131.05
MASTROMATTEO, RYAN R	*	TOWN	CALL EMT	\$13,017.74
MATHIEU, RICHARD J		SCHOOL	BUSINESS MANAGER	\$26,051.67
MAY, KEVIN M		SCHOOL	TEACHER - OHS	\$78,832.75
MAYO, KIMBERLY		SCHOOL	SUBSTITUTE TEACHER	\$800.94
MAYWALT, JOANN		TOWN	ELECTION WORKER	\$151.62
MAZEIKA, PAUL D		TOWN	PLUMBING INSPECTOR	\$10,810.00
MCCAMBRIDGE, KARLI F		SCHOOL	SUBSTITUTE	\$8,784.10
MCCAMBRIDGE, LORI J		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$28,603.88
MCCARTHY, KADYE		SCHOOL	SUMMER SPORTS CAMP COACH	\$4,775.00
MCCARTHY, KELLY L		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$24,690.96
MCCARTHY, LEDA A		SCHOOL	FOOD SERVICE - HELPER	\$16,281.01
MCCARTHY, RANDY L	*	TOWN	PATROL OFFICER	\$86,104.78
MCCARTHY, SHAUN		SCHOOL	EDUCARE AIDE	\$3,339.22
MCCONNELL, MELISSA E		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$25,369.88
MCDONALD, ANTHONY J		SCHOOL	TEACHER ASST. - OHS	\$34,776.74
MCDONALD, DEBRA R		SCHOOL	SECRETARY - OHS	\$45,005.11
MCDONALD, JAMES R	*	TOWN	PATROL OFFICER	\$82,833.99
MCEACHERN, CLAIRE		SCHOOL	SUBSTITUTE	\$1,085.00
MCGAW, PHILIP		SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$23,625.28
MCGEE, THOMAS		SCHOOL	EDUCARE AIDE	\$402.06
MCGOWN, CORINA L		SCHOOL	SECRETARY- BARTON	\$19,847.57
MCKAY, ROBERTA F		SCHOOL	PLAYGROUND/CAFE AIDE - OMS	\$14,298.82
MCKEON, TIMOTHY F		TOWN	COUNCIL ON AGING VAN DRIVER	\$23,848.95
MCLAUGHLIN, VICTORIA R		TOWN	SR. CLERK/ASSESSOR	\$35,203.97
MEAD JR, KENNETH C	*	TOWN	PATROL OFFICER	\$84,359.46
MENARD, DIANE L		SCHOOL	TEACHER - BARTON	\$66,341.43
MENEGUZZO, JULIE M		SCHOOL	SPECIAL EDUCATION TEACHER	\$69,275.25
MICCICHE, SUSAN		SCHOOL	TEACHER	\$23,580.84
MILLER, KRISTIN		SCHOOL	SPEECH PATHOLOGIST	\$25,655.22

MILLER, RALPH W	TOWN	SKILLED SEASONAL LABORER-DPW	\$11,931.64
MILTON, CHRISTOPHER	SCHOOL	TEACHER	\$15,135.63
MOODY, EMILY	SCHOOL	EDUCARE AIDE	\$2,308.83
MOODY, JESSICA	SCHOOL	FOOD SERVICE SUBSTITUTE	\$171.47
MORGAN, ANN D	TOWN	ASSISTANT TOWN CLERK	\$35,168.22
MORGAN, BRITTANY R	TOWN	OPD-RADIO DISPATCHER	\$43,633.21
MORRIS, JEFFREY S	*	CALL - FF/EMT-BASIC	\$22,202.25
MORRISSEY, KYLE E	TOWN	OPD-P/T RADIO DISPATCHER	\$663.54
MORROW, DANIELLE	SCHOOL	CURRICULUM COORDINATOR	\$34,676.33
MOSCOFFIAN, AMANDA	SCHOOL	SPECIAL EDUCATION TEACHER	\$7,597.40
MOSCOFFIAN, SUSAN	SCHOOL	TEACHER	\$46,619.68
MULLAN, JOHN J	SCHOOL	ADVISOR - YRBK, ETC	\$1,975.00
MURPHY, DOROTHY E	TOWN	ELECTION WORKER	\$180.88
MURPHY, KARA J	SCHOOL	TEACHER - OMS	\$61,274.19
MURPHY, LISA M	SCHOOL	SPECIAL EDUCATION TEACHER	\$69,583.80
MURPHY-DOW, ROBIN L	SCHOOL	TEACHER - PROJECT COFFEE	\$68,255.72
MURRAY, JANICE M	SCHOOL	TEACHER - CHAFFEE	\$68,422.18
MYHAVER, DANNY A	TOWN	CALL/STAND BY FIRE	\$840.64
NASH, ADAM	SCHOOL	SUBSTITUTE	\$6,965.00
NASH, CLAUDIA R	SCHOOL	TEACHER - OMS	\$60,615.54
NELSON, JO ANN E	TOWN	ELECTION WORKER	\$140.98
NIKOSEY, CATHLEEN H	SCHOOL	TEACHER - CHAFFEE	\$29,138.87
NOLAN, JAMES F	SCHOOL	COACH	\$5,575.00
NOONE-YVON, KAREN P	SCHOOL	SCHOOL PSYCHOLOGIST	\$49,755.29
NUGENT, COURTNEY	SCHOOL	TEACHER - OHS	\$68,740.42
NUGENT, DAVID M	SCHOOL	PRINCIPAL - PROJECT COFFEE	\$94,708.90
OBRIEN, FRANCIS R	SCHOOL	TEACHER - PROJECT COFFEE	\$62,676.00
OBRIEN, MICHAEL J	SCHOOL	INSTRUC AIDE- PROJECT COFFEE	\$31,861.95
O'BRIEN, SUSAN	SCHOOL	FOOD SERVICE SUBSTITUTE	\$891.57
ODGREN, DEBORAH V	SCHOOL	BUS MONITOR	\$16,718.58
OGLEBAY, MELISSA	SCHOOL	TEACHER ASST.	\$11,817.40
O'HALLORAN, DANIEL G	TOWN	VETERANS AGENT	\$8,838.38
O'HALLORAN, DONNA M	TOWN	MIS DIRECTOR	\$75,135.08
O'LEARY, BONNIE	TOWN	OPD-P/T RADIO DISPATCHER	\$1,635.15
OLLIS, GERALD	SCHOOL	TEACHER - PROJECT COFFEE	\$71,264.50
O'LOUGHLIN, DENISE	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$3,220.00
O'NEIL, HEATHER L	SCHOOL	EVALUATION TEAM LEADER	\$8,973.80
O'NEILL, SHAWN D	*	CALL - FF/EMT-BASIC	\$14,256.54
ORNELL, KRISTIN H	SCHOOL	TEACHER - CHAFFEE	\$66,341.43
PACHECO, KERRY-LEE	SCHOOL	SUBSTITUTE TEACHER	\$9,660.00
PACKARD, NICHOLAS	SCHOOL	EDUCARE AIDE	\$6,917.78
PAINTER, THEODORE	SCHOOL	COACH	\$940.00
PALAI, BRIAN M	TOWN	TOWN MANAGER	\$117,500.00
PAPAGNI, STEVEN	TOWN	FACILITIES MAINTENANCE TECH	\$54,916.19
PARISEAU, JENNIFER L	SCHOOL	TEACHER - OMS	\$58,618.78
PARMLEY, ROBIN	SCHOOL	PRINCIPAL - CHAFFEE	\$87,670.37
PASTIER, VERONICA R	SCHOOL	FOOD SERVICE - BAKER	\$20,314.10
PEEK, EMILY	SCHOOL	TEACHER - CHAFFEE	\$23,284.99
PELOSO, DANA J	*	CALL - FF/EMT-BASIC	\$1,329.75
PELTIER, SUSAN J	SCHOOL	TEACHER - OMS	\$70,617.61
PHILLIPS II, JOHN A	TOWN	SKILLED SEASONAL LABORER-DPW	\$12,749.62

PHILLIPS, KADION	SCHOOL	TECHNOLOGY DIRECTOR	\$88,357.72	
PICARD JR, ROBERT W	*	TOWN	PATROL OFFICER	\$99,387.64
PICARD SR, ROBERT W		TOWN	ELECTION WORKER	\$143.64
PICARD, SUZANNE M		TOWN	ELECTION WORKER	\$143.64
PICKETT, LIAM	SCHOOL	SUMMER SPORTS CAMP COACH	\$200.00	
PIERCE, JENNIFER L	SCHOOL	TEACHER - OMS	\$68,747.44	
PIETREWICZ, AMY	SCHOOL	TEACHER - CHAFFEE	\$58,122.42	
PIETRO, CHRISTOPHER J	SCHOOL	SPECIAL EDUCATION TEACHER	\$72,565.75	
PIETRZAK, JOSEPH	SCHOOL	COACH	\$4,925.00	
PIETTE, RACHEL A	SCHOOL	SPECIAL EDUCATION TEACHER	\$77,819.32	
PIMENTEL, KIMBERLY A	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$26,336.68	
PINHO-PERDIGAO, BRITTANNEY	SCHOOL	FOOD SERVICE SUBSTITUTE	\$201.43	
PLANTE, BEVERLY A	TOWN	ELECTION WORKER	\$140.98	
PLANTE, MICHAEL C	TOWN	CONSTABLE	\$148.96	
PLANTE, STEPHANIE R	*	TOWN	CALL - FF/EMT-BASIC	\$18,330.24
POLETTA, AMANDA L	SCHOOL	SUBSTITUTE NURSE - OHS	\$375.00	
POWER, DENNIS A	TOWN	ACTING TOWN MANAGER	\$15,516.67	
PREFONTAINE, JESSICA M	*	TOWN	FIREFIGHTER/PARAMEDIC	\$64,803.65
PREFONTAINE, REBECCA L	TOWN	OPD-P/T RADIO DISPATCHER	\$1,550.94	
PRESCOTT, ELIZABETH	TOWN	PT CLERK/BOARD OF SELECTMEN	\$9,590.58	
PRUNIER, ELLEN K	SCHOOL	TEACHER - OMS	\$72,226.00	
PUISHYS, LAUREN M	TOWN	CAMP COUNSELOR	\$1,609.14	
PUNISKIS, JOHN G	*	TOWN	PATROL OFFICER	\$102,412.82
PUPKA, CHRISTOPHER T	TOWN	ASSESSOR	\$69,317.34	
PURCELL, KATHLEEN E	TOWN	ELECTION WORKER	\$140.98	
PURCELL, THOMAS P	TOWN	ELECTION WORKER	\$109.06	
PUTIS, JILL M	SCHOOL	DRIVER - SPECIAL EDUCATION	\$18,643.05	
QUIGLEY, NICOLE	SCHOOL	BCBA	\$4,848.76	
RACICOT, JESSICA L	SCHOOL	TEACHER - OMS	\$68,914.50	
RACICOT, MARY JANE	SCHOOL	SECRETARY - OHS	\$40,407.39	
RAND, NANCY C	TOWN	ELECTION WORKER	\$178.22	
RAYMOND, CHRISTOPHER S	*	TOWN	PATROL OFFICER	\$77,093.03
RAYMOND, HILARY	SCHOOL	SUBSTITUTE	\$2,594.62	
RAYMOND, JOSHUA S	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$38,492.42	
RAYMOND, MICHELLE M	SCHOOL	SPECIAL ED SECRETARY	\$42,353.77	
REA, COLLEEN A	SCHOOL	TEACHER - BARTON	\$69,148.25	
REGELE, KATHLEEN M	SCHOOL	OCCUPATIONAL THERAPIST	\$69,661.86	
REYNOLDS, ADELLE M	TOWN	BUILDING COMMISSIONER	\$38,044.50	
REYNOLDS, JOHN	SCHOOL	TECHNOLOGY ASST.	\$39,803.56	
RHEAULT, RUSSELL C	TOWN	MODERATOR	\$200.00	
RICHARDS, JUSTIN	SCHOOL	COACH	\$3,900.00	
RIDER, CAROLE L	TOWN	ELECTION WORKER	\$138.32	
RIDER, MARLENE A	SCHOOL	SUBSTITUTE	\$490.00	
RIVET, MEAGHAN	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$13,462.48	
RIVETT, SANDRA S	SCHOOL	NURSE - CHAFFEE	\$59,892.25	
ROBBINS, MARK D	TOWN	CALL EMT	\$397.51	
ROCHA, NEIDA	SCHOOL	GUIDANCE COUNSELOR - OHS	\$20,524.32	
ROCK, AMBER L	*	TOWN	CALL EMT	\$3,184.36
RODIER, JUDY A	SCHOOL	FOOD SERVICE - BAKER	\$9,779.64	
RODIER, PATRICIA C	SCHOOL	TEACHER - CHAFFEE	\$58,592.83	
ROE, SARA	SCHOOL	TEACHER	\$35,672.64	

ROEMER, MICHELLE E	SCHOOL	TEACHER - CHAFFEE	\$71,669.54
ROLAND, MELODY G	TOWN	COUNCIL ON AGING CLERK	\$11,191.92
ROOS, ALICE J	TOWN	ADMINISTRATIVE ASSISTANT - DPW	\$39,671.40
ROSEBROOKS, NICHOLAS	SCHOOL	EDUCARE AIDE	\$2,217.33
ROSENKRANTZ, JOEL D	* TOWN	FIREFIGHTER/PARAMEDIC	\$64,404.45
ROSS, JEANNINE A	TOWN	SR. CLERK/ASSESSOR	\$49,011.96
ROSSI, CHERYL	SCHOOL	PSYCHOLOGIST	\$23,642.64
ROY, DAVID	TOWN	CALL/STAND BY FIRE	\$357.27
ROYCEWICZ, DANIEL E	TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$39,064.26
RUDMAN, SCOTT P	* TOWN	FIREFIGHTER/INTERMEDIATE	\$54,779.03
RUIZ, KAREN H	SCHOOL	TEACHER - OMS	\$66,993.57
RUSSO, AIMEE L	SCHOOL	TEACHER - OHS	\$51,604.03
RUTKIEWICZ, SARAH L	SCHOOL	TEACHER - OMS	\$67,681.43
SAAD, ANTHONY P	TOWN	POLICE LIEUTENANT	\$100,166.64
SAAD, JOHN G	TOWN	BOARD OF SELECTMEN	\$1,041.61
SAHAGIAN, ASHLEY	SCHOOL	TEACHER ASST.	\$16,078.60
SARGIS, KRISTAL	SCHOOL	FOOD SERVICE SUBSTITUTE	\$230.62
SAUCIER, ELIZABETH M	TOWN	SENIOR LIFEGUARD	\$2,561.64
SCHERER, DONNA A	TOWN	OUTREACH WORKER - COA	\$3,339.00
SCHOEMER, KATHLEEN	SCHOOL	NURSE - BARTON	\$48,522.60
SCHOLL, KRISTEN E	SCHOOL	TEACHER - OMS	\$67,181.43
SCHULLER, MELISSA	SCHOOL	COACH	\$1,000.00
SCHUTRICK, JAROD	SCHOOL	EDUCARE AIDE	\$801.71
SCOTT, JENNIFER M	TOWN	PATROL OFFICER	\$58,029.60
SELLERS, KENNETH J	* TOWN	CAPTAIN/INTERMEDIATE	\$63,182.08
SENIOR JR, MARK V	TOWN	OPD-P/T RADIO DISPATCHER	\$2,707.76
SHANNON, IRENE M	SCHOOL	SPECIAL EDUCATION TEACHER	\$71,953.18
SHEA, ANGELA	SCHOOL	DRIVER - SPECIAL EDUCATION	\$25,618.82
SHEEHAN, KATHERYNE A	SCHOOL	TEACHER	\$44,112.96
SHERIDAN, DAVID M	TOWN	CALL EMT	\$4,803.38
SIKONSKI, EDWARD M	SCHOOL	GUIDANCE COUNSELOR - OHS	\$75,403.30
SIMKUS, JOHANNA Z	SCHOOL	LIBRARY INSTRUCTIONAL AIDE	\$24,460.92
SINGER, KERRIE	TOWN	BOH MEMBER	\$500.00
SKEATES, NANCY J	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$30,661.30
SMEGLIN, CARRIE A	SCHOOL	TEACHER - BARTON	\$66,064.50
SMITH, CYNTHIA	SCHOOL	FOOD SERVICE SUBSTITUTE	\$379.83
SMITH, DAVID S	SCHOOL	TEACHER - OMS	\$61,556.84
SMITH, TIMOTHY	TOWN	CAMP COUNSELOR	\$345.00
SNEED, QUION	SCHOOL	COACH	\$1,200.00
SOMERS, JOANN	* TOWN	OPD-RADIO DISPATCHER/LEAD	\$70,982.96
SPENCE, SYDNEY	SCHOOL	SUBSTITUTE NURSE - OHS	\$1,000.00
SPITZ, ERIK	TOWN	PERMANENT INTERMITTENT	\$1,970.40
SPITZ, PATRICIA I	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,923.63
SPITZ, WILLIAM	SCHOOL	SCHOOL COMMITTEE MEMBER	\$975.00
SPOONER, CAROL A	TOWN	ELECTION WORKER	\$138.32
ST. GERMAIN, DAWN M	SCHOOL	TEACHER - BARTON	\$67,054.69
ST. JOHN, LINDA	SCHOOL	TEACHER	\$42,281.28
STACEY, MARY R	TOWN	ELECTION WORKER	\$170.24
STAPPENBECK, MARY	SCHOOL	PROCTOR	\$1,080.00
START, SARAH E	TOWN	STUDENT INTERN ACCOUNTING	\$3,357.20
STEINER, LISA	SCHOOL	FOOD SERVICE - SUBSTITUTE	\$652.84
STELMACH, ERIN	SCHOOL	TEACHER ASST.	\$15,946.15

STEVENS, D. LYN	SCHOOL	PROCTOR	\$450.00	
STEVENS, RONALD C	TOWN	ASST INSPECTOR OF WIRES	\$7,253.06	
STOCKDALE, LARRY	SCHOOL	TEACHER - PROJECT COFFEE	\$40,862.43	
STOCKHAUS, KARA D	SCHOOL	TEACHER - OHS	\$68,215.07	
STONE, JOHN D	SCHOOL	TEACHER - OHS	\$60,017.26	
STONE, KEVIN P	SCHOOL	BARTON - HEAD CUSTODIAN	\$52,147.81	
STRAUBEL, SOPHIE	SCHOOL	TEACHER ASST. - OHS	\$24,723.39	
STRETTON, LARISSA E	TOWN	LIB/CHILDS SERVICES ASST PT	\$14,411.18	
STREZLECKI, CHRISTINA	SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$2,351.77	
STUART, LAURA	SCHOOL	TEACHER	\$52,353.43	
SULLIVAN, CATHLEEN M	TOWN	LIB/PT CHILDS CIRC CLERK	\$15,379.28	
SULLIVAN, LESLIE	SCHOOL	SECRETARY - PROJECT COFFEE	\$24,311.92	
SULLIVAN, THOMAS	TOWN	SR. CLERK/TOWN CLERK	\$8,472.86	
SUSEN, PATRICIA W	SCHOOL	STUDENT SERVICES DIRECTOR	\$48,255.40	
SUTTON, LINDA J	TOWN	PT CLERK/BOARD OF SELECTMEN	\$6,386.15	
SWEENEY, PAULA J	SCHOOL	CUSTODIAN	\$28,646.92	
SWIFT, NICOLE	SCHOOL	FOOD SERVICE SUBSTITUTE	\$114.12	
SWINDELL, JANICE E	SCHOOL	TEACHER	\$47,824.45	
TABORDA, JAIMEE L	SCHOOL	TEACHER - OHS	\$65,869.01	
TARGOFF, ANDREW H	SCHOOL	TEACHER - CHAFFEE	\$71,366.23	
TARIQ, AMBER	TOWN	STUDENT INTERN POLICE	\$10,993.01	
TATUM, KERRY M	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$29,052.52	
TATUM, MYLENE D	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$23,969.68	
TEBO, EMILY	SCHOOL	TEACHER ASST. - BARTON	\$26,421.38	
TETREAULT, ABBY	SCHOOL	TEACHER ASST.	\$6,895.00	
THIBAULT, ROSS	SCHOOL	PRINCIPAL - OHS	\$106,462.85	
THIBEAULT, HEATHER	TOWN	PAYROLL & BENEFITS ADMIN	\$40,172.22	
THOMPSON, MICHELLE	SCHOOL	SUBSTITUTE	\$1,610.00	
THORNTON, LYNN A	SCHOOL	GUIDANCE COUNSELOR - BARTON	\$71,059.71	
TIBERT, FLETCHER	SCHOOL	TEACHER	\$26,768.00	
TOLMAN, ASHLEY	SCHOOL	TEACHER ASST.	\$10,686.29	
TOLMAN, MARISA A	SCHOOL	TEACHER - OMS	\$17,381.43	
TOOHIL, ERIN E	TOWN	CALL EMT	\$357.76	
TORTESON, JANICE	SCHOOL	FOOD SERVICE - SUBSTITUTE	\$649.06	
TORTESON, JESSICA	SCHOOL	TEACHER - BARTON	\$23,337.30	
TORTI, REBECCA L	SCHOOL	TEACHER - BARTON	\$63,988.50	
TRAN, ANH-DAO	SCHOOL	SUMMER SPORTS CAMP COACH	\$300.00	
TREMBLAY, DEBRA J	SCHOOL	SPECIAL ED SECRETARY	\$52,760.39	
TROIANO, ANDREW R	*	TOWN	FIREFIGHTER/INTERMEDIATE	\$68,845.66
TURNER, DONNA M	SCHOOL	EDUCARE AIDE	\$7,987.55	
TYCK, JAMES J	SCHOOL	DRIVER - SPECIAL EDUCATION	\$33,175.20	
TYRRELL, MATTHEW	SCHOOL	TEACHER - OHS	\$52,815.67	
UGRINOW, JENNIFER M	SCHOOL	TEACHER - CHAFFEE	\$61,906.75	
VALINSKI, RONALD W	TOWN	SEALER OF WEIGHTS & MEASURES	\$3,300.00	
VAN WART, JANET M	SCHOOL	TUTOR	\$10,635.00	
VELEZ, NELSON	SCHOOL	DRIVER - SPECIAL EDUCATION	\$26,419.80	
VIEL, DANIEL J	TOWN	CEMETERY COMMISSIONER	\$500.00	
VIGEANT, LINDA I	TOWN	ELECTION WORKER	\$26.60	
VINCENT, RICHARD J	SCHOOL	OMS CUSTODIAN	\$46,341.11	
VINCENT, TINA	SCHOOL	CUSTODIAN - PROJECT COFFEE	\$16,229.03	
VINCEQUERE, DONNA M	TOWN	BOH MEMBER	\$500.00	
VINZI, R STEVEN	SCHOOL	TEACHER - OMS	\$55,139.31	

VOAS, MICHAEL	TOWN	BOARD OF SELECTMEN	\$999.96	
WAGNER, JENNIFER	SCHOOL	TEACHER - OMS	\$46,812.79	
WALIA, RHEA	SCHOOL	TEACHER - OMS	\$74,983.75	
WALSH, DONNA A	SCHOOL	FOOD SERVICE - HELPER	\$14,675.31	
WALSH, THOMAS F	TOWN	CALL - FF/EMT-BASIC	\$3,618.88	
WARD, THOMAS M	SCHOOL	GUIDANCE COUNSELOR - OHS	\$75,086.71	
WARINSKY, ARDEN M	TOWN	HEAD LIFEGUARD	\$2,618.76	
WARREN III, BRYAN E	TOWN	CUSTODIAN/MAINTENANCE	\$23,389.16	
WATSON, JILLIAN	SCHOOL	SPEECH PATHOLOGIST	\$17,381.43	
WEBSTER JR, DANIEL G	TOWN	OPD-RADIO DISPATCHER	\$51,737.04	
WELLS, KEVIN P	SCHOOL	DIRECTOR - PROJECT COFFEE	\$64,399.88	
WELSH, MATTHEW	SCHOOL	TEACHER - OHS	\$53,819.37	
WHETSTONE, RYAN	SCHOOL	TEACHER - OHS	\$52,562.82	
WHITAKER, JOSHUA M	SCHOOL	TEACHER - OMS	\$66,007.75	
WHITE, DAVID P	SCHOOL	HEAD CUSTODIAN - CHAFFEE	\$52,778.85	
WHITE, JESSICA L	SCHOOL	SPECIAL EDUCATION TEACHER	\$67,990.50	
WHITE, LINDA S	SCHOOL	DRIVER - SPECIAL EDUCATION	\$10,159.89	
WHITE, STACY E	TOWN	OCC - SR. ACTIVITY COORDINATOR	\$8,835.94	
WIELAND, KATHERINE N	SCHOOL	TEACHER - PROJECT COFFEE	\$70,647.43	
WILLIAMS, HAROLD G	SCHOOL	DRIVER - SPECIAL EDUCATION	\$21,584.80	
WILSON, CLAIRE D	TOWN	TOWN TREASURER	\$66,574.10	
WILSON, MARY A	SCHOOL	TEACHER ASST. - OMS	\$26,018.03	
WING, JEFFREY	SCHOOL	SUBSTITUTE TEACHER	\$214.96	
WING, JESSICA	SCHOOL	SUBSTITUTE NURSE	\$1,437.50	
WING, ROSEMARY J	TOWN	OCC - JR. ACTIVITY STAFF	\$3,449.25	
WINSKY, JOHN M	TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$48,085.04	
WOOD-ARSENAULT, MELISSA	SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$25,986.61	
YORK, TARRY A	SCHOOL	FOOD SERVICE - BAKER	\$25,184.44	
YOUNGSMAN, DAVID	SCHOOL	TEACHER - OHS	\$69,259.00	
YURSHA, JONATHAN C	*	TOWN	FIREFIGHTER/BASIC	\$61,212.90
ZIEMBA, ELAINE M	SCHOOL	NURSE - OHS	\$62,331.21	
ZIFCAK, NICOLE R	SCHOOL	TEACHER - BARTON	\$65,962.97	
ZUIDEMA, VALERIE J	SCHOOL	SPEECH PATHOLOGIST	\$71,660.28	

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

COLLECTOR'S RECEIVABLES

	UNCOLLECTED 01/01/2015	COMMITMENTS REFUNDS	ADJUSTMENTS ABATEMENTS	TRANSFERS TT & TAX POSS	LESS COLLECTIONS	UNCOLLECTED 12/31/2015
TAX TITLE	821,320.47	255,291.10	39,551.33	0.00	255,010.89	782,049.35
REAL ESTATE						
2016 RE	0.00	20,755,044.99	145,223.18	0.00	9,410,277.49	11,199,544.32
2015 RE	482,980.04	9,844,373.41	339,058.95	102,184.42	9,886,110.08	0.00
2014 RE	1,393.88	16,018.50	17,386.25	0.00	26.13	0.00
PERSONAL PROPERTY						
2016 PP	0.00	811,206.06	0.00	0.00	396,269.07	414,936.99
2015 PP	4,948.11	402,600.51	3,377.48	0.00	398,431.96	5,739.18
2014 PP	6,182.77	0.00	0.00	0.00	645.00	5,537.77
2013 PP	5,605.83	0.00	0.00	0.00	222.54	5,383.29
2012 PP	6,210.24	0.00	5,910.24	0.00	300.00	0.00
2011 PP	6,004.11	0.00	6,004.11	0.00	0.00	0.00
2010 PP	4,450.18	0.00	4,450.18	0.00	0.00	0.00
2009 PP	3,358.22	0.00	3,261.93	0.00	96.29	0.00
2008 PP	2,840.64	0.00	2,840.64	0.00	0.00	0.00
2007 PP	823.62	0.00	823.62	0.00	0.00	0.00
MOTOR VEHICLE EXCISE						
2015 MVE	0.00	1,845,842.25	68,618.90	0.00	1,717,666.66	59,556.69
2014 MVE	55,661.31	12,877.47	2,998.15	0.00	46,472.98	19,067.65
2013 MVE	20,818.73	80.83	102.91	0.00	10,506.20	10,290.45
2012 MVE	10,787.69	0.00	0.00	0.00	1,730.83	9,056.86
2011 MVE	7,591.26	207.69	6,452.56	0.00	1,346.39	0.00
2010 MVE	0.00	947.61	0.00	0.00	947.61	0.00
2009 MVE	0.00	202.92	0.00	0.00	202.92	0.00
2008 MVE	0.00	224.06	0.00	0.00	224.06	0.00
2007 MVE	0.00	271.25	0.00	0.00	271.25	0.00
2006 MVE	0.00	332.50	0.00	0.00	332.50	0.00
2005 MVE	0.00	65.31	0.00	0.00	65.31	0.00
2003 MVE	0.00	36.25	0.00	0.00	36.25	0.00
2002 MVE	0.00	128.75	0.00	0.00	128.75	0.00
2001 MVE	0.00	13.54	0.00	0.00	13.54	0.00
1996 MVE	0.00	36.46	0.00	0.00	36.46	0.00
1987 MVE	0.00	8.33	0.00	0.00	8.33	0.00
SEWER & WATER						
Water Betterment 15 RE	0.00	34,956.91	0.00	0.00	34,956.91	0.00
Water Comm Int 15 RE	0.00	22,721.99	0.00	0.00	22,721.99	0.00
Water Betterment 16 RE	0.00	34,956.91	0.00	0.00	0.00	34,956.91
Water Comm Int 16 RE	0.00	20,974.14	0.00	0.00	0.00	20,974.14
Utility Billing	12,199.83	317,116.00	19,301.20	0.00	305,440.17	4,574.46
Utility Billing 15 RE	0.00	15,389.20	300.80	0.00	15,088.40	0.00
Utility Billing 16 RE	0.00	5,640.00	0.00	0.00	0.00	5,640.00
Oxford-Rochdale 15 RE	0.00	10,988.00	3,335.00	0.00	7,653.00	0.00
Oxford-Rochdale 16 RE	0.00	17,497.44	1,255.00	0.00	0.00	16,242.44
Cherry Valley 16 RE	0.00	399.00	0.00	0.00	0.00	399.00
Beverly Betterment 15 RE	0.00	6,135.68	175.00	0.00	5,960.68	0.00
Beverly Comm Int 15 RE	0.00	4,295.04	0.00	0.00	4,295.04	0.00
Beverly Betterment 16 RE	0.00	5,739.70	0.00	0.00	0.00	5,739.70
Beverly Comm Int 16 RE	0.00	3,730.85	0.00	0.00	0.00	3,730.85
Leicester Betterment 16 RE	0.00	25,369.43	0.00	0.00	15,145.90	10,223.53
Leicester Comm Int 16 RE	0.00	8,016.82	0.00	0.00	0.00	8,016.82
MISCELLANEOUS COLLECTIONS						
PENALTIES & INTEREST			201,652.46			
CERTIFICATE OF MUNICIPAL LIENS			10,325.00			
PARKING TICKETS			3,130.00			

TRUST FUND REPORT

as of December 31, 2015

Cemetery Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. L. Newcomb	2,956.09
Wilmarth Fund	3,871.77
Gore Cemetery	2,009.94
J. Larned Combined	16,209.92
Gore/Phalen Cemetery	1,948.69
Clara Barton	4,026.16
Carleton Lot	2,608.54
Mary A. Carlton	3,128.83
Solty's Fund	942.11
Glass & Appleby	1,413.79
S. M. Lilley	2,961.62
M. A. Carlton/Gore	3,910.59
J. Learned	6,623.20
Harlan Kidder	7,909.81
Perpetual Care	64,578.26
G. W. Edwards	1,870.86
Joslin Family	995.77
Pottle Lot Trust	78.24
A. Moffit	1,828.07
South Cemetery	2,251.41
TOTAL	\$132,123.67

Cemetery Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. L. Newcomb	1,000.00
Wilmarth Fund	1,165.00
Gore Cemetery	600.00
J. Larned Combined	19,511.74
Gore/Phalen Cemetery	700.00
Clara Barton	1,500.00
Carleton Lot	500.00
Mary A. Carlton	1,000.00
Solty's Fund	250.00
Glass & Appleby	400.00
S. M. Lilley	1,000.00
M. A. Carlton/Gore	2,000.00
J. Learned	2,000.00
Harlan Kidder	5,447.97
Perpetual Care	273,491.23
G. W. Edwards	1,577.17
Joslin Family	2,350.00
Pottle Lot Trust	400.00
TOTAL	\$314,893.11
TOTAL CEMETERY FUNDS	\$447,016.78

Library Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. L. Newcomb	2,127.29
M. Sawtelle	1,073.30
W. Olney	872.89
Col. N. Davis	403.49
J. Larned Combined	6,799.17
A. L. Joslin	2,076.94
M. R. Taft	645.78
Sarah Joslin	975.69
Nettie Chaffee	714.86
Louis Mayall	1,922.50
Oxford Lions Club	678.83
D. R. Taft	3,238.98
R. Daigneau	1,303.01
Oxford Rotary Club	2,216.17
Eleanor C. Walker	1,050.07
M. Buffum	4,731.30
Patrons of the Library	2,199.64
James F. Butler	382.87
Grace Flynn	1,482.97
Marie T. Wessell	501.90
TOTAL	\$35,397.65

Library Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. L. Newcomb	5,000.00
M. Sawtelle	2,200.00
W. Olney	2,250.00
Col. N. Davis	750.00
J. Larned Combined	21,511.74
A. L. Joslin	2,500.00
M. R. Taft	1,500.00
Sarah Joslin	1,500.00
Nettie Chaffee	1,500.00
Louis Mayall	1,500.00
Oxford Lions Club	3,203.02
D. R. Taft	3,000.00
R. Daigneau	5,500.00
Oxford Rotary Club	2,400.00
Eleanor C. Walker	3,503.08
James F. Butler	2,420.00
M. Buffum	2,500.00
Marie Wessell	4,500.00
TOTAL	\$67,237.84
TOTAL LIBRARY FUNDS	\$102,635.49

TRUST FUND REPORT

as of December 31, 2015

Scholarship Expendable Balances

ACCOUNT <u>Assets</u>	BALANCE
Cash and Bank Accounts	
James Eastman	25.60
Chaffee Brothers	454.40
Oxford District Nurse	9,938.76
F. Duncan Wilson	2,483.83
Glenn Pottle	26.26
Eugene McKenney	69.99
Cathy Evans	22.48
Frank Sanella	89.96
H. Ellsworth Hobbs	18.49
Laura Shepardson	27.10
Walter Dimock	25.52
Lynne Reilly	192.20
Doris Boyle	5.42
L.J. & E.H. Chaffee	130.50
Steven Hull Memorial	25.98
Irwin Pottle	63.93
Jean Shea	51.55
Wayne Westall	514.23
David J. Richards	182.16
Mark Carey	480.68
Freeman Rosebrooks	38.14
D. Schofield	55.73
J. Moffit	640.10
J. Fallavollita	395.49
E.A. Gomes	183.49
N.J. Bennett	119.04
John Chaffee	518.11
Lyman & Violet Rosebrooks	1,253.56
Lillian Pottle	29,066.81
Mary Dewitt	520.73
Webster Spring	850.81
Elsie Moscoffian	805.50
Lisa Yucatonis	679.42
Victoria Rose Walsh	166.74
Daniel Clem	5,839.63
Susan Kirk	4,719.21
OHS Scholarship	292.00
Jared Dubsky	0.10
TOTAL	\$60,973.65

Scholarship Non-Expendable Balances

ACCOUNT <u>Assets</u>	BALANCE
Cash and Bank Accounts	
James Eastman	3,065.00
Chaffee Brothers	4,000.00
Oxford District Nurse	3,861.98
Glenn Pottle	3,650.00
Eugene McKenney	5,000.00
Cathy Evans	2,030.00
Frank Sanella	2,350.00
H. Ellsworth Hobbs	3,138.67
Laura Shepardson	2,500.00
Walter Dimock	3,000.00
Lynne Reilly	1,855.00
Doris Boyle	910.00
L.J. & E.H. Chaffee	13,400.00
Steven Hull Memorial	4,500.00
Irwin Pottle	4,815.00
Jean Shea	1,400.00
Wayne Westall	9,725.00
David J. Richards	3,190.00
Mark Carey	3,000.00
Freeman Rosebrooks	4,750.00
D. Schofield	1,817.82
J. Moffit	25,000.00
J. Fallavollita	3,384.40
E.A. Gomes	1,479.50
N.J. Bennett	3,050.00
John Chaffee	1,050.00
Lyman & Violet Rosebrooks	23,852.97
Lillian Pottle	32,891.54
TOTAL	\$172,666.88

TOTAL SCHOLARSHIP FUNDS

\$233,640.53

TRUST FUND REPORT as of December 31, 2015

Miscellaneous Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. Larned Entertainment	47.58
Elizabeth Copp	4,470.86
C. Wellington	18,773.30
Celebration Stabilization	24,056.25
American Revolution	1,299.87
Law Enforcement	6,793.75
OPEB Liability Trust	348,108.70
Stabilization High School	537,882.10
Stabilization Fund	162,268.38
Hannah Harwood	21,440.61
R. G. Alverson	803.92
Oxford H.A.P.	29,229.46
Retirement Fund	352,066.56
Conservation Fund	18,907.46
Mun. Bldg. Insur. T. F.	78,869.61
Trust Fund Group	6,134.04
TOTAL	\$1,611,152.45

Miscellaneous Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. Larned Entertainment	10,000.00
Elizabeth Copp	2,000.00
Hannah Harwood	3,000.00
R. G. Alverson	300.00
Oxford H.A.P.	98,755.75
TOTAL	\$114,055.75

TOTAL MISCELLANEOUS FUNDS

TOTAL	\$1,611,152.45	TOTAL MISCELLANEOUS FUNDS	\$1,725,208.20
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Ending Market Values as of December 31, 2015:

	BALANCE
Cecilia J. Smolenski/Millette Charitable Trust Fund I	\$2,072,024.26
Cecilia J. Smolenski/Millette Charitable Trust Fund II	\$1,470,127.87
Gahagan Family Scholarship Fund	\$607,882.43
George A. Pytko And Paul P. Pytko Scholarship Fund	\$56,656.91
Founders Day	\$5,773.77
George A. Morin Library Trust	\$158,356.89
Irwin And Lillian Pottle Scholarship	\$228,010.10
OPEB Liability Trust	
Invested	\$2,955,152.88
TOTAL SPECIALIZED TRUST FUNDS	\$7,553,985.11

PUBLIC SAFETY

ANIMAL CONTROL

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

This year Animal Control inspected 36 barns and 14 kennels and responded to 1,486 animal-related calls. Animal Control also investigated 20 bites to humans and issued 42 quarantines. The Town of Oxford has a 24-hour leash law in its by-laws for dogs and also requires owners of dogs and cats to license their pets on an annual basis. Cat and Dog licenses are available in the Town Clerk's Office beginning in January. To avoid a late fee of \$10.00, please obtain your dog licenses by April 30th and cat licenses by February 28th; both are valid for one year. This pertains to all dogs and cats that reside in the Town of Oxford that are six months or older. If you no longer have your pet, please contact the Town Clerk's Office so they can adjust their records. All dog and cat licenses that are issued require valid proof of a current rabies vaccination from a licensed veterinarian.

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

The new Shelter opened in March, 2012 and has provided a safe, clean place for the stray animals of Oxford until they are adopted to a suitable home. In 2015, 1,713 dogs were



licensed and 524 cats. Receipts for fines, fees for adoptions and other fees turned in by the Department totaled \$2,300.50. All monies collected from fees and fines are submitted to Town Hall and are deposited into the "Dog Fund."

We welcomed our new Assistant Animal Control Officer, Rosie Conner, and Sue Bourque, the Departments part time clerk. With their help, as well as Lori Kelley, the Town Clerk, we licensed more dogs in 2015 than ever before. We have a few new developments at Animal Control this year:

- This year we expanded our disaster training with several large animal emergency response training sessions. Thank you to Fire Chief Sheri Bemis and Police Chief Michael Hassett for making this happen.



- Nick Rosebrooks and his Boy Scout Troop constructed a walking trail through the woods around the kennel as his Eagle Scout project. This is a beautiful trail and a wonderful enrichment activity for the dogs that are locked up in the kennel 24/7.

- Access Oxford has done a fantastic job putting lost animals and adoptable animals on the local access channel.

In closing, I would like to thank our dedicated volunteers, Jane Lippe, Jack Carroll, Sue Bourque, Charlotte Boutillette, Ali Poutre, and Ken and Robin Tebo for everything they do for the animals! A special thanks to Fran Kowalcky, who finally retired after many years of dedicated service to the Animal Shelter!

*Respectfully Submitted,
Kathleen Flynn, Animal Control Officer*

BOARD OF HEALTH

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

Kerrie Singer	Chairman
Robert Boulay	Vice Chairman
Donna Vincequere	Member
Terry M. Fike	Clerk
James F. Malley	Board of Health Inspector
Paul D. Mazeika	Plumbing/Gas Inspector
Steven Garabedian	Food Inspector

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

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

Permits Issued

Percolation Tests and	
Deep Hole Observations:	47
Septic Permits	49
Wells	11
Food Permits	69
Installer's Licenses	28
Hauler's Permits	56
Plumbing Permits	153
Gas Permits	74
Body Art Practitioners Permits	6
Body Art Facility Permits	1
Tobacco Permits	18

The Clerk maintains the Board of Health office on a daily basis. The Board of Health staff works in close cooperation with Building, Gas, Electrical and Plumbing Inspectors, the DPW, Planning Board, Conservation Commission, Fire Department, Police Department and 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.

BUILDING DEPARTMENT

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

Following is the list indicating the number of permits issued by the office of the Building Commissioner during 2015:

Above Ground Pools	14
Additions	5
Barn	2
Chimney	3
Commercial – New Building	6
Commercial – Remodel/Addition	11
Demolition	3
Dormer	4
Enclosed Porch	2
Garage	3
In-ground Pool	3
Miscellaneous – Residential & Commercial	21
New House Single Family	12
New Duplex	1
New Triplex	1
Pellet Stove	46
Porch	4
Public Utility Facility	3
Remodel – Residential	39
Roof – Residential & Commercial	68
Shed	10
Sheetmetal – Residential & Commercial	14
Siding	20
Sign	16
Solar Panels – Residential & Commercial	156
Weatherization	5
Window	29
Wood Deck	8
Wood Stove	7
TOTAL PERMITS ISSUED	516

The total value of building construction for 2015 is estimated to be \$17,045,000.00 and fees collected were approximately \$98,000.00.

Noteworthy building permits issued were for the interior fit-ups of the new retail stores at the Oxford Crossing Plaza, the gas station and convenience store at the Oxford Crossing Plaza, the remodel and new convenience store at the Sunoco Gas Station on Main Street, the concession stand at Ruel Field, and additions to buildings at IPG Photonics Corp.

In 2015, the Building Department, along with reviewing the applications for the above listed building permits and conducting inspections for the same, responded to more than 90 requests for zoning approval or determination and responded to numerous complaints and violations.

There were 450 electrical permits issued in 2015 and the fees collected totaled \$59,182.01.

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

*Respectfully Submitted,
Adelle Reynolds, Building Commissioner
Wesley Mroczka, Assistant Building Inspector
Alfred Banfill, Electrical Inspector
Ronald Stevens, Asst. Electrical Inspector*

FIRE DEPARTMENT/EMS



In 2015, the Department continued its rapid pace of improving training, focusing on safety and being a respected leader in the Fire and EMS community. Great things have been and continue to be accomplished by a dedicated and passionate staff of professionals. New and improved programs have been implemented, while safety and training remain the biggest priority. The intense training and experience of the Staff has been proven by the decrease in property damage from structure fires and the increase in positive outcomes for the sick and injured that are treated and transported.

Staff members continue to expand upon their skills and knowledge by attending outside trainings and bringing these new skills back to the Department to be shared with and taught to others. In 2015 the department, as a whole, logged almost 10,000 total training hours inclusive of department training, conferences, specialty teams requirements, Mass Fire Academy and outside agencies sponsored. This is a staggering number of training hours that are reflective in the efficiency and excellence of the staff and how incidents are handled. Because of this emphasis on training, education and safety, many members have been recruited to teach specialized programs at local colleges, other

area departments, international conferences and the Massachusetts Fire Academy.



Emergency Management and preparedness remains a priority. An on line survey was offered to citizens of the community for input on what the community sees as issues to be addressed with Emergency and Preparedness funds. The EOC is staffed with department heads during large scale events. Many of the EOC staff attended incident management trainings throughout the year. Several grants were written and awarded for emergency management and preparedness supplies. In 2015, these grant funds totaled \$18,015 and included specialty team equipment, EOC supplies, security camera for Fire Headquarters and CERT equipment.

The Department wrote and received several Homeland Security grants on behalf of the 27 communities of Fire District 7. Oxford Fire-EMS Department leads the regional Technical Rescue Team which consists of over 60 members from across the fire district trained in ropes, high angle, confined space, trench rescue, water rescue, ice rescue and swift water rescue. Homeland Security grant funds were used to purchase and equip two trailers for transport and storage of specialty equipment for the district. Homeland Security funds covered all expenses necessary for Operation Buzzer, a full scale drill of technical rescue skills held at Millennium Power in Charlton. As a result of the success of this drill, the District 7 Regional Technical Rescue Team is now a resource for the district and the state. By the sharing of resources and personnel we all now can ensure a properly outfitted, and trained staff to respond to these resource and labor intensive events.

At the special town meeting of October 2013 funds were approved for the refurbishment of the 1988 KME pumper. The bid was awarded to Bull Dog Fire Apparatus for \$286,517.48 to complete the refurbishment to include a new pump and custom chassis. The original 1988

body and tank were moved to the new chassis. This was the most fiscally responsible way to replace an aging piece of apparatus that was no longer road worthy or safe for crews. A new comparable pumper would of cost the community over \$450,000. The addition of \$48,000 in Homeland Security grant funds completely equipped the apparatus with new tools, breathing apparatus and ladders.

Public education programs have increased with additional Staff being certified and trained as Public Fire Educators. Programs are held throughout the year for schools, scouting troops, day care centers and local businesses. These programs are funded through Student Awareness of Fire Education (SAFE) Grants that members of the Department write and submit annually. The 2015 SAFE award was \$7,218 with \$2,795 of those funds designated for Senior Citizen Fire Safety Education.

The Senior Outreach programs continued with its activities for senior citizens. These activities are staffed by department volunteers, including CERT members, and are funded through SAFE grants written by department staff. Programs held included a pancake breakfast and education sessions.



The Department continues to work on recruiting new call/per diem Staff, as well as increasing the full-time Staff. Despite the addition of several new call/per diem EMTs and firefighters, we continue to struggle with safe staffing levels on the overnights and weekends. State mandates for training are a challenge for many to maintain while trying to work and have a healthy family life, making it difficult for the on call/per diem Staff to meet these obligations. Many well intentioned members of the community were interviewed and hired for call/per diem positions, only to find that the call

volume and training requirements were too much for them when trying to maintain a stable home and work life also.

Two career Firefighter/EMTs were hired in 2015. Firefighter/EMT Ruess Lambert was hired from the part time/call staff with over 5 years experience. Firefighter/EMT Jason Kelly was hired from outside, from a pool of candidates. Both Firefighter Lambert and Kelly have completed the Massachusetts Fire Academy Recruit training program and are now on shifts and have shown themselves be well trained, valuable additions to the career staff.

2015 saw an increase in our use of mutual aid for both fire and EMS responses. In 2012, 48 EMS calls were referred to mutual aid agencies; in 2013 this number increased to 78. In 2014 increased to 81 and 2015 that number has jumped to 104. These are due to the lack of available staff, that is often the result of multiple simultaneous calls.

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

The Department wishes to thank the family members of the dedicated staff who suffer the absence of a loved one at family meals and functions so that they may serve their community.



The Department also wishes to thank the community for its support of the members. Thank you to the Board of Selectmen, Town Manager, Police Department, DPW and all the Departments at the Town Hall, who ensure a smooth and efficient daily operation.



FY 2015 Department Statistics

Fire Responses:	671
EMS Responses:	1695
Total Emergency Incidents: (+12%)	2366
Inspections/Complaints	550
Permits:*	555
Total Fire Prevention: (+14%)*	1105
Safety/Education Programs:	2,400+students
Senior Education:	350+ seniors
Total Students Reached:	2750+
EMS Revenue: (-4.5%)	\$626,152
Permit/Inspections Revenue: (+14%)*	\$ 25,812
Total grant funds:	\$103,033
Total Revenue:	\$754,997

*Increase in permits and fees collected is not truly reflected due to regulation effective 1/1/15, requiring all new construction fire alarm, sprinklers and smoke detector permits to be paid to and issued through the building department as part of the building permit, but still requires inspection by the Fire Department.

*Respectfully submitted,
Sheri R. Bemis, Chief, MPA*

POLICE DEPARTMENT

2015 has been a year of changes within the Oxford Police Department. Officer Carol Knapp and Officer Stephen Leanna retired this year. Both Officer Knapp and Officer Leanna served with the Oxford Police Department for twenty-eight years, most recently Officer Knapp was our department's Arson Investigator and Officer Leanna our Firearms Instructor. We thank them for their many years of service and wish them the very best in their future endeavors. As a result of the above departures, Officer Daniel Ausmus and Officer Matthew Gray were appointed to full-time patrol positions. Officer Ausmus graduated from the Boylston Police Academy this past June and is currently working as a patrolman on the third shift. Officer Gray is currently in the Boylston Academy and will be graduating on January 15, 2016. He will then be assigned to patrol. This past August, the Town appointed five individuals as Permanent-Intermittent Officers. Craig Gagner, Erik Spitz, Bishoy Ibrahim, David Peck and Tuan Nguyen-Le were conditionally appointed. Several of the above individuals are attending the Reserve Academy, while two of the above have already completed the academy and our now in training with our department Field Training Officers. With the anticipated retirements of several of our full-time officers in the next few years, these recent appointments should allow for the void to be filled when there is an open position for a full-time officer.

This past year, Officer LeBreton was assigned to the position of Detective. He has training in several areas relative to investigations, and has done an excellent job since being assigned as a detective. Our K-9 Unit, led by Officer Burdett and his partner Jago (Yago), has now been in operation for over two years. The K-9 Unit assists in locating missing persons, suspects, as well as searching areas for drugs and other contraband. Our department is a member of the Central Mass. Law Enforcement Council and our K-9 Unit continues to train with other communities on a regular basis. This past year, a K-9 Benefit was held at J. Anthony's Restaurant, in which funds were raised for the K-9 Unit. The police department is grateful for such generosity. This, along with the original grant awarded two years ago and the donation of a vehicle by IPG,

have been instrumental in allowing our K-9 operations to continue.

This past year our department was fortunate enough to add an evidence processing area to our facility. We are grateful to Mr. Fran O'Brien and Project Coffee for the excellent labor they provided in allowing this room to come to fruition. As a result, our department now has an area in our facility dedicated to processing different types of property and evidence. Our training room, as mentioned in past annual reports, continues to be utilized by the community and residents for their specific functions. The department continues to host different disciplines of training involving area departments, as well as utilize this training area for certain aspects of our own training (CPR, First Aid, Defensive Tactics, etc.). The training room is also the location of the town's Emergency Operations Center (EOC), and is represented by Oxford Town Departments. In December, the department once again held the Secret Santa party at the Community Center. The event was well received and attended by over 160 children. Several members of the department volunteer their time to this event, and their participation, which is paramount to allow this important function to continue, is very much appreciated. Once again in December, our department, represented by Lieutenant Saad, participated in the Goods for Guns Buyback Program. This year, 16 communities participated in this program, and it was very successful. Our department collected 27 firearms, and citizens turning in unwanted firearms were provided with Market Basket gift certificates. Since this program's inception, over 2,500 firearms have been removed from the streets of Central Mass. communities. Our department continues to explore the idea of participation in regional dispatch with surrounding communities. With the continued increase in training requirements and associated costs, the concept of regional dispatch is an eventuality. One of the areas related to dispatch centers in Massachusetts is Next Generation 911 Deployment (NG911). This 911 system, which is scheduled to be implemented in the near future (year or two), will allow individuals to communicate with dispatch using smart phones, tablets and PCs. This new system will bring in technology that allows the 249 Public Safety answering Points in the Commonwealth to serve as the first point of reception of 911 calls from any voice, text, telemetry or image based

services. It will also improve interoperability of first responders as well as providing the foundation for future public safety communications.

This year, the police department was fortunate to be awarded several grants. These include the State E911 Supplemental and Training Grant, MIIA Grant (through the town) and a Grant through Wal-Mart. The state supplemental grant (\$39,000), as well as training grant (\$10,000) provides support for our dispatch center and required dispatcher training. The MIIA grant (\$5,000) allowed for the installation of two cameras in the center of town and allows our department to view them in real time. Wal-Mart awarded a \$2500 grant to our department, which was utilized to purchase equipment which will assist our officers with investigations. The police department is grateful for the grants provided, which continue to assist our department in different areas (training, technology, equipment). The Oxford Police Department is currently staffed with 20 Full-Time Officers, 8 Permanent-Intermittent Officers, 5 Full-Time Dispatchers, 6 Part-Time Dispatchers and an Administrative Assistant. This past year, the police department responded to over 31,000 calls (including officer initiated, as well as walk-ins), 310 accidents, 562 criminal complaints or on the spot arrests and over 600 incidents and offenses. Thank you to all of the employees and residents of the town for your continued support, which continues to allow us to better serve the community.



2015 Statistics

Murder	0
Traffic Offenses	1053
Forcible Sex Offense	8
Robbery	8
Asslt/A&B/Agg. Asslt.	100
Burglary/B&E	44
Purse Snatching	1
Shoplifting	63
All Other Larcenies	87
MV Theft	9
Theft from MV/Bldg.	33
Drug Offenses	16
Impersonation/ID Fraud	11
Counterfeit/Forgery	5
Intimidation	6
OUI	40
Vandalism	77
Weapon Law Violations	2
Liquor Law Violations	2
Other Offenses	76
Juv. Arrests/Summons	34

*Respectfully Submitted,
Michael C. Hassett, Chief of Police*

PUBLIC SERVICE

BANDSTAND COMMITTEE

The Bandstand Committee started out on a positive note in 2015, with four concerts booked; but, alas, the last concert was canceled due to inclement weather. The three concerts featured were: August 2-- *The Throwback Band*; August 9--*Dan Gabel and the Abletones* and August 16--*Cold Train*. All the concerts were great during the season.

This year's activities were sponsored by the Janet Malser Humanities Trust, the Oxford Cultural Council and the Cecelia J. Smolenski-Millette Charitable Trust, in addition to the Oxford Lion's Club.

During the concert season, the Bandstand Committee also held a *Children's Day* on August 15, 2015. Many Children attended and enjoyed pony rides, train rides, games, face painting, balloons and creating projects at the Home Depot table. This event was sponsored by the Cecelia J. Smoleski-Millette Charitable Trust.

The *Christmas Lighting Ceremony* was held on Sunday, December 6, 2015. Many people were involved in sponsoring this event. They were as follows: Troop 147 Boy Scouts, who decorated the Bandstand; Santa Claus (Dan Bonnette); Naval Junior R.O.T.C. members, who were actors in the live Nativity pageant, the Oxford Fire Department, who supplied the hot chocolate, the Choirs from Oxford High School and the Middle School, under the direction of Sarah Rutkiewicz and Robbins Garden Center, who supplied the beautiful tree. The attendance at the Tree Lighting was the largest crowd ever. Everyone enjoyed the horse and buggy rides, as well as the hot chocolate and cookies in the tent. The children loved sitting on Santa's lap to express their Christmas wishes. It was truly a wonderful night!

This year, 2015, will be my final year of being the Chairman of the Bandstand Committee. After serving as the Chairman for 28 years, I think it's time for someone else to take over. I'm hoping that somebody will step up, so that the townspeople will have a place to relax and

gather during the concerts and a place to bring their children and grandchildren to enjoy the family-oriented events.

The Bandstand Committee was formed in October, 1986. The goal was to build a Bandstand on Joslin Park, which is Oxford's Town Common. Many residents came to the first meeting and a Committee was formed. Loretta Johnson and I were the Co-chairmen. With help from many people, the Bandstand was finished by Founder's Day in July, 1987. At that time, the Bandstand was officially dedicated to the Town of Oxford.

I would like to send out a special thank you to those individuals, who helped with in-kind services and donations of money in those early days, including Larry Crowley, who drew up the blueprints for the Bandstand.

Activities throughout the years have included a February Winter Carnival, Concerts in June and August, the arrival of the Easter Bunny, a car show, several craft fairs, the Christmas Lighting Ceremony, Children's Day and Teen Night, which featured teen bands. In addition, a Newsletter was sent out for about two years. And now, here it is, December 31, 2015—the journey has been wonderful! With fondness for my birthplace and as a life-long resident of the Town of Oxford, I will say good-bye for now.

*Joyce Sirard,
Chairman, Oxford Bandstand Committee*

COMMUNITY CENTER

The Oxford Community Center had a great year bringing in many new programs. A Musical Theater Program was added this year for children Pre-K through grade 6. The program entailed Actor's Workshops, Music Exploration for Mommy & Me, and Broadway Babies for those in Pre-School. During the summer we held a two week Summer Star Theater Workshop where the children were able to try out for a small part in a one act play version of *The Lion, the Witch and the Wardrobe*. Children helped create props and sets as well as help design simple costumes. This past fall the

children enrolled in the Theater group rehearsed and put on the play “A Christmas Carol”. The theater group was well received and we had over **900 program visits** throughout the year. We continue to offer Babysitting 101 and added a new program, Safe Kids 101. Babysitting 101 courses certify preteens/teens to be babysitters and Safe Kids 101 taught age –ready individuals how to stay home alone while giving the parents that confidence that they can leave them. Staff training was also completed so we can start to teach Polite Kids 101 from the same programs as Babysitting 101 and Safe kids 101. We also introduced new specialty classes to the children’s programs; Halloween and Christmas Lollipop Making classes were offered to the school aged children as well as Holiday Gift Making classes and a Fairy Garden class.

In the spring of 2015 we offered a new pilot program where we transported children in our OCC van (donated by the Oxford Senior Center) from either Chaffee or Clara Barton Schools and brought them to the Oxford Community Center for a gymnasium sports program and alternating weekly cooking class or craft classes. This program was received well we have parents asking if we will be holding it again this year. We also had the opportunity this past fall to work with a College Volleyball coach to start Volleyball at the OCC. Volleyball was offered to boys and girls ages 4-13 yrs old. During the holiday break we offered a Winter Break Sports Time for boys and girls ages 6-13. Each day a different sport was offered from Basketball to a day of multiple sports.

This summer we offered a Kid Zone Summer program for children ages 3-6 year old that consisted of five themed weeks, four days a week, and two hours per day. Our full-day and half day summer program for children in grades 1 through 6 remained popular, too. Swimming lessons were also traditionally offered at Carbuncle Pond this summer to children ages 3, as well as, lessons offered to all children enrolled through our full and half day summer programs. We offered 5 field trips this past summer for children enrolled in our full-day summer program. A summer Basketball program was held for both boys and girls ages 6-12, and the Field Hockey Clinic was a success again this summer for boys and girls in

grades 5-12. We are proud to say that our summer programs continue to grow and we saw over **2,800 visits** by children this summer.



Other regular programs included offering Aspiring Chefs for preschoolers and Young Chefs classes for school- aged children. They are both cooking classes. Our Flag Football and Floor Hockey have also been successful and popular again. We also offer Baseball and Softball Pitching Clinics and Hitting & Fielding Clinics. Winter and Fall “In-house” Basketball Leagues remained popular and in the winter months OCC offered the very first OCC all girls basketball league. The gymnasium is booked every night of the week and 9:00 a.m. to 8:00 p.m. both weekend days. During the last year in sports alone we had over **3,400 visits** by children.

Our **Group Fitness Center** continues to offer great programming to our very loyal members. Our Group Fitness schedule offers morning and evening classes to all ages – teenaged through our eldest class participant who is currently 89 years young! Classes include Group Power® (full body weight lifting), Group Fight®, Zumba®, Zumba®Gold, PIYO, 3 varieties of Yoga, Tabata (high intensity intervals for short durations), Step, Pilates and SilverSneakers Classic, CardioCircuit, and YogaStretch. The cardio room is enjoyed by members ranging in age from 13 to 89! In that room we have treadmills, elliptical and elliptimill machines, a recumbent bike, as well as weight machines and a free weight room.



Tai Chi continues to be very popular, some have said, “life-changing.” This class is martial arts in slow motion, to improve balance, flexibility, range of motion, and inner peace. We have also added Pilates, another core strength/conditioning class, which assists in all areas of fitness – balance, strength, body awareness and mind/body connection. The Fitness Manager and Instructor Team would like the local community to know we truly care for your health and wellness, and program our classes to help you maximize both. We thank you for continuing to support our program throughout the year, and look forward to serving you for years to come.

Overall, we enjoyed over 15,600 visits to our Fitness Program in 2015!

Rentals continue within the center, such as, Access Oxford and Oxford School Department. We also have the boy’s basketball team from St Joseph’s School in Webster using our gym two days per week. The Community Center also provides local non-profits such as the Cub Scouts, Girl Scouts, Oxford Youth Soccer, Oxford Little League, Oxford Youth Football & Cheer League, and Operation Graduation with meeting space. We house the Oxford Food Shelf, the Oxford Schools /Superintendent offices and provide space to a foster parent support group that meets monthly. We are grateful for the fundraising efforts of the “Friends of the Oxford Community Center” who are saving to upgrade the downstairs handicap bathroom and offered a great Halloween Haunted House and children’s party. They have also donated a wet/dry vac and heating/air conditioning units. The Oxford Community Center would also like to thank the Department of Public Works and the Public Buildings/Facilities Maintenance Department for their supportive municipal services.

We look forward to the building of the splash pad at Carbuncle Pond and want to thank the Smolenski/Millette Trust Funds for supplementing our many children’s programs so we may continue to offer programs at affordable costs. The Community Center also received a Janet Malser Humanities Trust Grant this year in the amount of \$7,946.00.

*Respectfully Submitted,
Stacy Barr, Director of Community Programs
Lisa Hitchings, Program Manager
Shelley Lambert, Fitness Manager*

CONSERVATION COMMISSION

The Oxford Conservation Commission remained active throughout 2015 reviewing new development plans and conducting site visits. Three new Solar Generating Facilities' proposals took up a large portion of their time and two previously approved solar projects began site construction. In reviewing these and other project proposals, the Commission ensures that wetland resource areas are protected during and after construction.

In 2015, the Commission issued permits for the following projects: New Houses (4), Septic Systems (4), Commercial Development (1), Solar Array Facility (3), Dam Improvement (1), Bridge/Culvert Improvement (2), Parking Lots (2) and Other Miscellaneous (4). The Commission also issued three Emergency Certifications, 17 Certificates of Compliance and one Enforcement Order. In processing these permits and orders, the Commission held 22 public meetings.

In early Spring 2015, the Osprey camera at Greenbriar Park was turned on for live viewing once activity was noticed in the nest. A pair of osprey visited the nest several times and performed some housekeeping activities, but ultimately did not stay at the nest. The nest will continue to be monitored for future osprey activity when the birds return next spring. The Commission hosted a successful Family Fishing Festival at Carbuncle Pond in June with the help of Mass Wildlife's Angler Education Program. Volunteer fishermen taught basic fishing skills to people of all ages. Over 100 people attended and many fish were caught throughout the day.

At the close of 2015, the Commission consisted of the following members: Robert Manuel (Chairperson), Edward Stuczko (Vice-

Chairperson), George Esteves, Arthur Firl, J. William Zoldak, Albert Shahnarian and Gabrielle Radik. Agent for the Commission is Judy Lochner.

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

COUNCIL ON AGING



Seniors who attend the senior center activities on a regular basis are shown to have better emotional and physical health. Senior centers offer an escape from loneliness and isolation. These efforts make large and lasting impressions within the senior community. Socialization is vastly important for happy senior living. Seniors who participate in senior center activities enjoy being around other seniors, retain their independence longer and participate in more community activities. With the volunteer efforts of community members, seniors who would normally be isolated are offered the chance to maintain friendships and create new ones.



The Oxford Council on Aging offers a wide variety of programs and services, including:

- * Meal and nutrition programs – including home delivered meals to shut-ins
- * Information and assistance – including internet access and computer education
- * Health, fitness, and wellness programs – including access to flu shots
- * Transportation services – local and regional
- * Public benefits counseling – includes our S.H.I.N.E. program

The **SHINE Program** (Serving the Health Insurance Needs of Everyone) is a state health insurance assistance program that provides free health insurance information, counseling and assistance to Massachusetts residents with Medicare and their caregivers. The SHINE Program is administered by the Massachusetts Executive Office of Elder Affairs in partnership with elder service agencies, social service and community based agencies and Councils on Aging. The program is partially funded by the federal agency Centers for Medicare & Medicaid Services and the service is delivered by a trained volunteer.

- * Volunteer and civic engagement opportunities
- * Social and recreational activities
- * Educational and artistic programs
- * Intergenerational programs
- * Assistance with senior housing options including client/family counseling.



Vet's Brunch 11/2015

In 2015, over **13,500** event visits and congregate meal visitors registered with My Senior Center – the computer check-in system available at the Oxford COA. Over **13,000** Meal on Wheels were delivered to senior shut-ins and packed by volunteers at the senior center. The Oxford COA receives state grant money from the Executive Office of Elder Affairs to help defray the cost of its operation. In addition, state and federal money is used to fund Tri-Valley Services. Over **600** additional service contacts occurred as an office or phone consultation provided to either a senior or a family member. Requests for local transportation within the confines of the Town of Oxford numbered **3,739**. Trips included transportation to the Senior Center for meals, exercise, grocery shopping, the bank, the hair dressers, etc. The WRTA van provided regional service throughout Worcester County. The WRTA regional van driver logs in over **2,200** miles per month working a 5 day work week. Town expenses for the van driver and the

cost of operating the van are fully reimbursed by the Worcester Transit Authority.

New programs offered in 2015 include jewelry making, painting classes, various forms of art and crafts venues, a group giant crossword puzzle program, and Aging Backwards exercise classes.

Council on Aging Executive Board Members/Staff:

Chairman Carole Fegreus, Vice Chairman Larry Ackley, Secretary Joyce Nilson and Mary Brodeur (new member), Karen Erickson, Joan Kasabula, Gladys Pacenka, Diane Kaminski, Alice Walker, and Dorothy Ireland. We said good bye to Council member Ann Carter Zadig. Dick Casagranda became a non-voting Associate Member.

We said good-bye to van driver Kim Karnes and Donna Scherer, Outreach Coordinator. We said hello to Susan Brunell, Outreach Coordinator. Other Staff include: Tim McKeon, WRTA van driver; Edward Cosway, COA van driver and Melody Roland, Clerk.

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

CULTURAL COUNCIL



The Oxford Cultural Council (OCC) was allotted funding in the amount of \$7,607 from the Massachusetts Cultural Council (MCC) for FY 2016. Sixteen grant applications were received by the OCC and all received full or partial funding. The Oxford Public Schools were awarded funding for five projects, totaling \$3,748. The projects were field trips or in-house presentations. Four performances at the Senior Center, totaling \$1,150, were also funded. The OCC is thrilled to be able to supplement the activities of the Council on Aging by funding these activities.

The Oxford Public Library was awarded \$710 for three grants for two for museum passes and one program for children. Boy Scout Troop 147 also received funding for a field trip.

As in previous years, funding was granted to support the free Oxford Bandstand Summer Concerts on the Park series. The Annual Picnic at Huguenot Fort also received funding again this grant cycle, as did Audio Journal, Central Massachusetts' radio reading service for individuals who are print disabled. As a Local Cultural Council, the OCC receives its funding from the Massachusetts Cultural Council which is funded by the State Legislature. The OCC directs funds to individuals and organizations that are dedicated to productive and creative efforts in the arts, humanities and interpretive sciences.

OCC guidelines and applications are available online, at the Oxford Free Public Library and the Oxford Town Hall with a due date each year of October 15th. Further information is available at www.massculturalcouncil.org and http://www.town.oxford.ma.us/Pages/OxfordMA_BComm/culture

Six residents serve on the OCC, which meets the minimum membership to continue to receive funding from the Commonwealth. Joining the Council is an easy process and we hold four or fewer meetings per year. **We need additional residents to get involved for the Council to remain active!** Contact the Chairperson, Jennifer Woodward, at oxfordculturalcouncil@gmail.com if you are interested in getting involved with the OCC and promoting cultural events in Oxford.

You can also find us on Facebook, thanks to OCC Member for managing this for our group.

Current members include:

Jennifer Woodward, Chairperson
Rose Wing, Secretary
Kristin MacKay, Treasurer
Lynn Guillotte
Andrew Marsh
Sarah Rulnick

*Respectfully Submitted,
Jennifer Woodward, Chairperson*

FENCE VIEWER

One of the problems of fencing is that it requires a view of the existing markers, if they are available. Using modern means of verifying correct measurements and records, as well as a history of the area, will solve most problems.

Last year, I had to view eighteen (18) requests for new fencing. Properties with no old markers require research at the Town Hall Assessor's Office for a map of the area indicating property lines.

At age 95 and more than 30 years as a volunteer Fence Viewer, I will retire as soon as a replacement is appointed. Alice Walker, a trained Volunteer Mediator, has been my volunteer driver for several years.

Working with hundreds of old and new Oxford residents over the years has given me opportunities to use my Mediation Training to smooth the process.

*Respectfully Submitted
James H. Walker, Fence Viewer*

HISTORICAL COMMISSION

The Settlers of New Oxford were expected to work together for the common good when the Settlement was established on this English Grant by the French Huguenots beginning in 1686. That was the only way the Huguenots who spoke a different language and came from a completely different way of life could have hoped to survive in the wilderness. Everyone was expected to contribute as they were able. So, too, today, a strong community requires that people participate and work together for what is best for all.

How wonderful it was for a local business to offer their expertise to power wash, scrape and paint the District Eight North Gore School House on Joslin Park. Restco completed this work at no cost to the town. At the same time, the DPW, the Maintenance Dept. and the Animal Control Dept. addressed issues with this old structure and the surrounding vegetation. Much can be accomplished when people work together.

The Oxford Historical Commission (OHC) plans to publicly recognize the efforts extended by so many property owners who value preservation, and who demonstrate a pride of ownership of old properties located throughout the town. With this in mind, the OHC has embarked on a project to identify some of those properties each year beginning in 2016. The categories include homes, businesses, town buildings and unique properties.

The OHC is always grateful to people who recognize the value of historical items and donate them to the town for preservation. Whether those items are a single photo or a high school year book or a scrap book, each is an important addition to the town's archival collection. Before discarding items concerning Oxford, please stop, and assess their value to future generations. Even the most insignificant paper or photograph could be very important in documenting a piece of this town's history. Items can be left for the OHC at Memorial Hall. A letter of appreciation from the OHC will be sent to the person making the donation, and a record of that donation will remain in the OHC files. Donations this year included: an extensive collection of Oxford "Cat's Meows," a Game of Oxford which shows businesses at the time of the 275th Anniversary, a variety of school publications, a number of photographs, an especially interesting autograph book, a recently published church history, a box of receipts from a saw mill of more than 100 years ago, old newspaper clippings, obituaries, a street sign of the Oxford Airport when it was located off south Main Street and books significant to Huguenot history.

Photographs are especially significant at this time because they will no longer be available in the same format in the years to come. Photographs of Oxford scenes and town residents are always appreciated. A number of people met several times during the year to identify people and places in photographs already in our collection. This project will continue in 2016.

The process to properly conserve the Civil War Tablets located within the front entrance to Memorial Hall should be completed in early spring 2016. The tablets are a priceless memorial dedicated to the men from this area

who lost their lives in the American Civil War. Cleaning and strengthening the fragile marble tablets and the sandstone frame surrounding them has been a very time consuming process. Insurance and Civil War grant monies are supporting this project.

Membership on the OHC is limited by law to seven town residents who are appointed to the Commission by the Town Manager for a specific term. Other people who attend Commission meetings on a regular basis and work with us on various projects are named associate members by the OHC. When long time OHC member Paul Lariviere resigned, an associate member took his place as that person was already aware of the work of the Commission. In addition, the Commission appreciates the support it receives from town departments and from the community. Meetings are usually, but not always, held on the third Monday of the month with additional meetings held as needed. Meetings are posted at Memorial Hall. Everyone is welcome to not only attend all meetings but to participate in them as well.

The town of Oxford and the Huguenot Memorial Society of Oxford, Inc. were honored by the National Huguenot Society at the Tenth Annual Concert and Picnic at the Huguenot Fort in September. Each year the program at the Fort presents a different aspect of the story of the Huguenot Settlement. The next Concert and Picnic at the Huguenot Fort is scheduled for Sunday, September 11, with a rain date of September 18, 2016. Come and enjoy this community celebration.

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

REPORT OF THE LIBRARY DIRECTOR

The year 2015 was my thirtieth year here as your Library Director. I have enjoyed working for the people of Oxford.

Library use continues to be strong. Public access computers continue to be heavily used.

The full funding of the Library budget has allowed us to present some very interesting and

informative programs for adults including a very informative Lyme Disease program, Haunted Lighthouses of New England, and Irish Music. As well as a few local authors.

There are a variety of Amazon Kindles for people to try out and a very comprehensive e-book collection that is shared state-wide and may be accessed through the library website.

We said goodbye this year to our long time Assistant Director Brenna Cavanaugh, as she has retired. Internet computers remain a very popular service, and we continue to offer computer-training classes.

In the Children's Room Librarian Deborah Bilis and programming assistant Larissa Stretton, continue to present a staggering array of programs for the young people of Oxford.

I would like to thank the Oxford Lions Club for their continued support of the JAWS program, which provides computer access to the blind and visually impaired.

I would like to thank the Taft Fund for providing museum passes to the Ecotarium in Worcester and the New England Aquarium. Thank you to the Friends of the Library for passes to the Davis Farmland and Roger Williams Park Zoo, The Smolenski-Millette Trust for the Science Museum and the Discovery Museums. Thank you to the Oxford Woman's Club and Friends for jointly providing a pass 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 for the Tower Hill Botanical Garden, and the Worcester Art Museum. The pass programs are very popular with our patrons.

The Friends of the Library with new President Jan Chesties and her faithful side kick Treasurer Laura Kneeland have kept the Friends of the Library active and strong as they continue to provide funding for entertainers and other programs during school vacations for our young patrons. They also provide funding for all of the little extras that are used in presenting story-hours and the many other programs for the children of Oxford. The Friends have arranged with Amazon.com to be a designated non-profit that will receive a portion of your purchase if

you proceed through Amazonsmile.com as you order. It does not affect your order and the Friends make some money!

I would also like to thank all the people who have volunteered some of their time to help us out here at the library. I am especially grateful to those who do so, on a regular basis, particularly Sarah Mills.

Thank you to my hardworking staff, our always genial Trustees, our many faithful borrowers, and especially those who have given gift books and donations in memory of loved ones.

See you at the library!
Timothy A. Kelley, Library Director

LIBRARY TRUSTEES' REPORT

The year 2015 has some repairs and renovation being done to the Library. The 2000 building had some leaks around gutters and the Children's Room picture window. The 1903 building had some brick replacement on the front portico and a small leak in the roof repaired.

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

This year when long time Town employee Marie T. Wessell passed, her family and in particular her son Jim Wessell came forward to donate in her memory. Jim Wessell's donation has established a Trust that will be used to supply the newly named 'Marie T. Wessell Discovery Room' with new materials, for the children of Oxford to experience and learn from.

Jim then went on to donate three especially nice benches facing Main St. by the Library sidewalk, in memory of Ernest & Marie T. Wessell

The Children's room continues to offer a wide array of wonderful services. We offer story hours and such for the very young, and continue right on up through young adults with entertaining and educational programs and

presentations.

In tough economic times the Library is your place to find the information you need to persevere, and the recreational reading, listening and viewing that you enjoy, all for free!

We thank the Town Administration for working with us to see that the Library has been brought back to a level the people of Oxford deserve, well above the state minimums. This allows us to keep our state accreditation and opens up all of the resources of all of the libraries across the state to the people of Oxford. Stop in the Library and the staff will work to get you anything you want.

The Board would like to express their gratitude to all of the area artists who so graciously exhibited their work at the Library to the enjoyment of our patrons.

The Board is grateful to Director Timothy Kelley and all of our staff, pages, and volunteers, who keep the Library running so smoothly, providing excellent day-to-day services to our patrons, as well as offering special events for that "something extra" reason to return to the Library.

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

The Library can help you, for free. Your imagination is the only limit to how high you can set your goals!

Thank you for your patronage and support!

Respectfully Submitted,
John J. Bowes, Chair
John Flynn and Carole A. Steina

OPEN SPACE COMMITTEE

The Open Space Committee continues to work on the Goals and Objectives set forth in

Section 8 of the Open Space and Recreation Plan. A copy of the plan is on file in the Oxford Free Public Library. These goals and objectives were formulated from the over 1,200 citizen responses to a town-wide survey.

Overwhelmingly, the top priority of the respondents was to "Preserve Oxford's Small Town Character by Managing New Growth."

The current Open Space and Recreation Plan expired in October, 2013. The Committee did not meet in 2015.

OXFORD HOUSING AUTHORITY

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

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

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

Office: 23 Wheelock Street, Oxford, MA 01540

BOARD MEMBERS

Ernest A. White, Jr.	Chairman
Arthur C. Degon, Jr.	Vice Chairman
Patricia Ferdella	Treasurer
Karen Erickson	Assistant Treasurer
Carolyn Merson	Member

TERMS

Ernest A. White, Jr.	5/2019
Arthur C. Degon, Jr.	5/2018
Patricia Ferdella	5/2020
Karen Erickson	12/2014
Carolyn Merson	5/2016

PERSONNEL

Elisabeth E. Earle	Executive Director
Ruth V. Benoit	Administrative Assistant
Cathleen M. Donovan	Tenant Coordinator
Ronald Dranginis	Maintenance Supervisor
James Niedzialkowski	Maintenance Mechanic
Craig Erickson	Maintenance Laborer
Karen Ahlers	Attorney
Howard Gordon	CPA, Accountant

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

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

*Submitted by,
Elisabeth E. Earle, Executive Director*

PLANNING BOARD

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

Planning Board membership at the end of the year consisted of: Chairman Richard A. Escolas, Jr., Vice Chairman Jeffrey Stafford, Clerk Norman LeBlanc, Dale Mahota, Edward Hashey, Thomas Purcell, and Kristine Bird who filled the vacancy left by the resignation of Thomas Sullivan. Additional staff consisted of Town Planner, Nancy Runkle who tendered her resignation in September, and Mary Herriage, Planning Clerk.

The Planning Board held twenty-four (24) meetings during the year 2015. During those meetings, the Board considered Approval Not Required (ANR) plans, site plan approval applications, special permit applications, stormwater management applications, and land disturbance permit applications. No Preliminary or Definitive Subdivision Plans were filed with the Board this year.

The Board endorsed ten (10) ANR plans showing lots with frontage on existing roads,

resulting in ten (10) lot line changes, easements, and/or the creation of new lots.

Nine (9) Special Permit Applications were filed. Six (6) were approved and three (3) were still pending at year's end. The approved special permits included accessory/in-law apartments, a common driveway, and solar farms off Kelley Street in Auburn and Maple Avenue, 191 Old Webster Road, and Howarth Road. The pending special permits include modifications of the approved plans for the solar farms off of Kelley Street and Maple Avenue, and an in-law apartment.

Ten (10) Site Plan Review Applications were received. Nine (9) applications were approved with one (1) pending at year's end. The approved plans included four (4) for new uses on existing sites, three (3) solar farms, and two (2) modifications for solar farms. The pending application is for a proposed urgent care facility at an existing office building at 78 Sutton Avenue.

Five (5) stormwater management permits were received, including a modification of a previously approved project. Four (4) permits were approved including three (3) for single family homes and one (1) for a common driveway. The pending application is for a modification for the construction of a duplex.

During the year the Board considered and made recommendations at Town Meetings on seven (7) warrant articles which included sewer improvements on a portion of Leicester Street and appropriating funds for the purpose of completing a Master Plan Update.

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

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

RECREATION COMMISSION

The year 2015 was a very busy year for the Recreation Commission. Facility updates and construction required much attention from the

Commission. The bathroom and concession project began at Ruel Field with Selectmen Dennis Lamarche leading the charge with the help of volunteers. The infrastructure work consisting of septic, foundation, water and electricity are now all in place. Work on this project will begin in the Spring of 2016 and is expected to be completed sometime during the Summer. Fencing upgrades at Ruel Field, including Softball Field 3 were completed in the fall.



New benches for Softball Field 3 were donated by Wayne McFarland and also installed this Fall. Ruel Field was again host for the Massachusetts Special Olympics regional soccer Olympic qualifying tournament with over 40 teams participating.



Carbuncle Beach continued to have well attended summer programs which included the Oxford Community Center Fun Club and swim programs. Lifeguard services were also available for weekday afternoon and weekend day public swimming activities and funded by the Recreation Commission. Discussion continued regarding the beach house building at Carbuncle Pond. Bay Path Regional Vocational Technical High School is currently working on architectural plans and cost for rebuilding this beach house. The State trout stocking program continued again in the Spring with the assistance from the 8th grade students from Oxford Middle School.

A request was made to the Smolenski-Millette Trust Fund to add more toddler swings, replace a defective special needs swing seat and to add mulch to existing ground mulch for the Church Street Children's Playground was accepted and approved. These new items will be installed this Spring.

Bid proposals for the installation of the splash pad approved for Carbuncle Beach were posted again in January 2016. The previous bid round produced only one bid that was not acceptable with the funds approved for this project. Materials for the park have been purchased and it is expected that the bid process will bring competitive pricing so Oxford can complete this project.

There has been much discussion regarding a dog park and dog trails in Oxford. A volunteer committee was formed and has been working with the Recreation Commission to build this park and trails. Both the volunteer committee and the Recreation Commission have met with different Town Boards and Departments have begun with the hope that this park will be reality in the near future. Any person wishing to help with this project would be welcome and may contact the Recreation Commission for more information.



Recreational properties were used by a very large variety of citizens with activities that included, Fishing, hiking, trail riding, cross country skiing, horseback riding, tennis, soccer, basketball, softball, baseball, volleyball, corporate team building activities, swimming, kayaking, swim classes, summer day programs, tournaments, triathlons, environmental educational experiences for Oxford students and snow shoeing.

The Recreation Committee currently consists of 5 members with Stacy Barr, Director of Community Programs, as an advisor. The boards meets monthly to approve requests to use recreation property, scheduling property use, coordinating annual programs and discussing upkeep and renovations of existing areas.

Respectfully submitted,

*Joel P. Masley, Chairmen
Roger McCarthy, Vice-Chair
Karen Esposito
Daniel Fitzpatrick
John Guillotte
Melody Roland, Clerk*

ZONING BOARD OF APPEALS

The Zoning Board of Appeals meets on Thursday evenings, as needed, to hear and decide on applications for Variances, Special Permits and Appeals of Administrative Zoning actions as prescribed under the Town of Oxford Zoning By-Laws and Massachusetts General Laws. Board members are appointed by the Board of Selectmen. Each application to the Board involves one or more public hearings and in most cases a site visit. During 2015, the Board acted on twelve (12) Special Permit and nine (9) Variance requests.

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

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

*Respectfully Submitted,
Michael F. Leduc, Chairman*

2015 TOWN CLERK STATISTICS & REVENUE

Vital Statistics

	<u>Births</u>	<u>Marriages</u>	<u>Deaths</u>
2014	117	63	113
2015	109*	71	127*

* Incomplete

Birth Certificates	\$ 2,410.00
Marriage Intentions	1,200.00
Marriage Certificates	1,535.00
Death Certificates	<u>3,970.00</u>
Total Vital Statistics Receipts	\$ 9,115.00

Animal Control

Dog & Kennel Licenses & Late Charges	\$ 13,712.00
Cat Licenses & Late Charges	3,840.00
Duplicate Dog/Cat Tags & Transfers	6.50
Fines – Non-criminal Disposition (Animal Control)	<u>230.00</u>
Total Animal Control Receipts	\$17,788.50

Miscellaneous Receipts

Business Certificates	\$ 1,315.00
Miscellaneous	176.29
Photostat Copies	15.50
Raffles and Bazaars	120.00
List of Residents	142.50
Pole Locations	280.00
Registration of Flammables	1,452.50
Certificate of Residency	85.00
General By-Laws	37.00
Zoning By-Laws	305.00
Zoning Maps	12.00
Sub-Division Control Laws	30.00
Charter	.00
Municipal Legislation	.00
Fines – Non-criminal Disposition (Board of Health)	400.00
Notary Fees	60.00
Marijuana Tickets	400.00
Yard Sale Permits	<u>1,130.00</u>
Total Miscellaneous Receipts	\$5,960.79

Receipts by Debit/Credit/Electronic Check

Birth/Marriage/Death Certificates	770.00
Dog Licenses & Late Charges	1,420.00
Cat Licenses & Late Charges	<u>260.00</u>
Total Electronic Receipts	\$2,450.00

Total Receipts by Town Clerk paid to Town Treasurer **\$ 35,314.29**

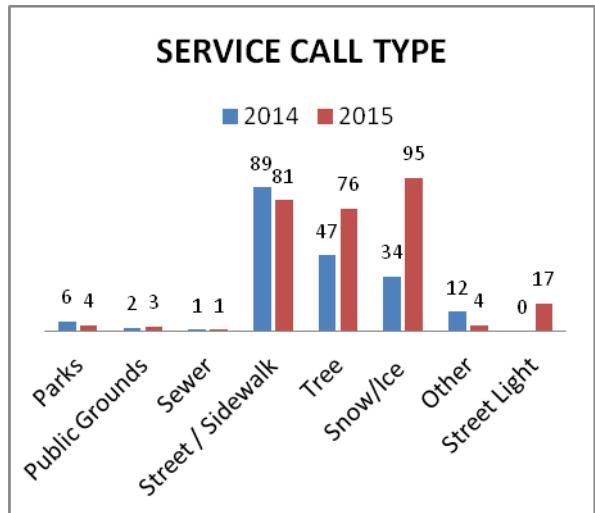
PUBLIC WORKS

DEPARTMENT OF PUBLIC WORKS (D.P.W.)

Oxford DPW Mission Statement,

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

In 2015 we responded to 281 documented calls for service from the public. The 2015 call volume exceeds 2014 by 90 calls. This represents or a 47% increase in documented calls. The leading call type was for snow and ice followed by calls for streets and sidewalk service.



WINTER SNOW & ICE STATISTICS

During the winter of 2014-2015 all Divisions within the DPW responded to a total of 30 snow and/or ice events. The season started on November 26, 2014 with a 3" storm and ended on March 28, 2015 with 0.5 inches. We plowed 16 times and used private contractors 12 of the 16 times. On January 26-28, 2015 Oxford was affected by a massive blizzard named "Juno". Approximately 33 inches of snow fell on Oxford. President Obama issued a Federal disaster declaration through which the Town of Oxford was reimbursed for 75%

of its snow removal cost. During the month of February the Town was affected by multiple back to back snow storms that required a nearly unending response of the DPW.

For the season we unofficially recorded 96 inches of snow.

HIGHWAY

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

Projects:

- Paved Nelson Street, Patton Street, and Bacon Street
- Re-aligned and repaved the Old Worcester Road / Depot Road intersection
- Installed new sidewalks and a retaining wall in the Old Worcester Road / Depot Road intersection
- Closed Sacarrappa Road at a culvert near Sacarrappa Pond (Slater's Pond) due to deteriorating conditions

Maintenance:

- Painted all centerlines and edge lines
- Painted all crosswalks and stop lines
- Swept all streets twice
- Cleaned over 2,000 catch basins
- Rebuilt 12 catch basins

CEMETERY & GROUNDS

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

Division personnel interred a total of 48 in Oxford Cemeteries. Of the total, 19 were full burials and 29 were cremation burials.

Projects:

- Planted 17 new trees at the North Cemetery
- Revised the gravesite map of the North Cemetery
- Repaired overhead lights on Field 2 at Ruel Field
- Replaced the outfield fence on Field 1 at Ruel Field
- Replaced the basketball fence at Ruel Field
- Installed foundation, septic system, water line, and electrical line in advance of construction on a new bathroom / concession stand at Ruel Field
- Installed new benches and fencing on Field 3 at Ruel Field
- Installed two donated benches at the Oxford Public Library
- Planted 10 trees with the help of the Boy Scouts and Oxford Business Association on Maple Road and Wayne Avenue
- Distributed 200 Rose of Sharon seedlings with the help of the Boy Scouts to be planted around Town

Maintenance:

- Responded to 14 emergency tree calls
- Removed 19 trees from public roadways with Contracted help
- Performed town-wide roadside brush mowing including troublesome intersections

FLEET

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

2015 Vehicle Count:

- | | |
|------------------|----|
| • DPW | 33 |
| • Fire | 18 |
| • Police | 12 |
| • Facilities | 3 |
| • Animal Control | 1 |
| • Town Manager | 1 |
| • COA | 2 |
| • Motor Pool | 2 |

The DPW took delivery of a 2015 John Deere 544K wheel loader and traded its 1998 John Deere 624J loader toward the purchase. The purchase was made by using funds available through the Massachusetts Chapter 90 road maintenance reimbursement account. The DPW ordered a Ford F-550 dump truck with front and side (wing) plow. The authority was granted by the May 6, 2015 Annual Town Meeting.

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 2015 annual average daily flow of the North Service Area was 41,600 gallons per day. The 2015 annual average daily flow of the Southwest Service Area was 11,560 gallons per day. The North Service Area usage charge was \$10.98 per 1,000 gallons. The Southwest Service Area usage charge was \$16.86 per 1,000 gallons. The usage charges were set by the Oxford Board of Sewer Commissioners acting through the Board of Selectmen and became effective starting July 1, 2015.

The municipal sewer system was extended on Leicester Street (Route 56) from Route 20 to Pine Hill Drive. Authority to construct the sewer and to recoup the Town's cost through the assessment of betterments to those benefitted by the new sewer was given by the May 7, 2014 Annual Town Meeting.

In closing I want to thank the men and women of the Oxford DPW for their ingenuity, professionalism, and unwavering commitment

to excellence. I also want to thank the families of Oxford DPW who endure the absence of their loved one so they can work the long hours needed to serve the Town. I am honored to be part of a loyal and dedicated team.

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

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

FACILITIES MAINTENANCE DEPARTMENT

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

I'm sad to report that in early March, David Gelineau, one of my part time custodians, tendered his resignation due to a serious health issue. He subsequently passed away in April. David had served as the custodian for the school department's central office since they moved into the renovated space at the Community Center. He had previously served in the same capacity when the offices were located at Sigourney Street. He was a very conscientious employee and is sorely missed.

In early February, the Town welcomed Brian Palaia as its new Town Manager. Brian was sworn in on February 1st fresh on the heels of a major winter snowstorm and stepped into one of the coldest and snowiest winters on record. What had started out with the promise of being a mild winter quickly turned bad in late January. We were socked with a blizzard, Snowstorm Juno, on January 26th and 27th which brought us over three feet of drifting, blowing snow. The threat from the storm was great enough to prompt the activation of the

Town's Emergency Operations Center. Once again, the storm proved to be no match for the DPW crew and by the 28th, all roads were open and passable. The remainder of the winter saw us getting one to two feet of additional snow every week.

The incessant snowstorms were only one thing to worry about. The temperatures plunged into the zeroes and sub-zeroes and did not return to "normal" until late March. The brutal cold coupled with a week of inactivity at the High School during February break resulted in the freezing of a 600 foot forced sewer main. With the help of Matt Frappier of L&H Sewer, the pump chamber at the rear of the school was pumped on a daily basis which allowed the school to remain open with no interruptions. The freeze was finally cleared after 4 weeks.

The gas conversion at four of our buildings prior to the heating season proved to be even more advantageous than had been estimated. The four buildings saved almost \$76,000.00 in heating costs compared to the previous year. The big winner was the Community Center that realized a savings of more than \$43,000.00!

Rehabilitation projects for the former Woodward School were not completed as the Town could not come to terms with WCAC over a new lease. Without the necessary repairs that the building desperately needed, the building's condition deteriorated to the point where the decision was made by the Board of Health and the Building Inspector that it was no longer safe for human habitation and the WCAC program that was using the building was forced to relocate in early February. The building was winterized, water service was disconnected and the building was closed. All that remains are a monitored fire and security alarm system. An RFP for a new tenant was unproductive and the building continues to deteriorate while it awaits its fate.

Spring brought some unexpected repairs with the failure of water heaters at both elementary schools and the Middle School. Total replacement costs exceeded \$30,000.00. Fortunately I was able to arrange for very quick turnarounds on these heaters and as of

result, there was no classroom time lost due to the failures.

In preparation for FY2016 the Town sought to outsource the cleaning of its municipal buildings and an RFP was issued to secure pricing. The decision was finalized in early September and S.J. Services out of Danvers, MA was awarded the contract to provide janitorial services to the 6 buildings that were previously serviced by my staff. Unfortunately this meant that the department had to release three of its remaining four custodians; these three people had a combined 17 years of service to the Town and it was very difficult to see them leave. The remaining custodian was transitioned into the maintenance department to assist with routine repairs and PM services as well as to bridge the gap in the myriad of services beyond simply cleaning that these buildings were used to receiving by their assigned Town custodians. The Town should realize some savings through this move in terms of benefits and future retirement obligations.

I would like to thank the town's many boards and committees as well as the other department heads and building managers for their support of this department throughout the year. Without their cooperation, assistance, guidance and patience, the work of this department would be much more difficult. I would also like to thank my staff for their hard work, perseverance and dedication to the department and to the Town of Oxford.

*Respectfully submitted,
Richard A. Donais
Facilities Maintenance Director*

**FACILITIES DEPARTMENT
STATISTICS
CALENDAR YEAR 2015**

Municipal Building PM Orders	640
Municipal Building Repair Orders	530
School Building PM Orders	313
School Building Repair Orders	528
Total Completed Work Orders	1,985
Work Orders added to Backlog	26
Total Work Orders in Backlog	91
 Municipal Buildings Annual Maintenance Costs – FY15	 \$122,420.00
 School Buildings Annual Maintenance Costs – FY15	 \$246,320.00
 Municipal Buildings Annual Custodial Costs – FY15	 \$152,100.00

Repair Orders

January	101
February	82
March	114
April	71
May	58
June	70
July	48
August	99
September	81
October	119
November	105
December	110

Preventative Maintenance Orders

January	69
February	55
March	63
April	78
May	75
June	92
July	78
August	103
September	78
October	90
November	100
December	72

SCHOOLS

SCHOOL DEPARTMENT 2015

SUPERINTENDENT'S OFFICE

Mark Garceau Superintendent of Schools
Donna Foglio Business Manager
Kadion Phillips Director of Technology
Donna Giangregorio Special Services and Title I Director

OXFORD HIGH SCHOOL

Ross Thibault Principal
Scott Connery Assistant Principal

PROJECT COFFEE

David Nugent Coordinator of Alternative Education

OXFORD MIDDLE SCHOOL

David Cornacchioli Principal
Amy Belhumeur Assistant Principal

CLARA BARTON ELEMENTARY SCHOOL

Michele Sharpe Principal

ALFRED M. CHAFFEE ELEMENTARY SCHOOL

Robin Parmley Principal

A complete list of school department employees can be found on our website at www.oxps.org.

SCHOOL COMMITTEE

It is with pleasure that I respectfully submit the 2015 Annual School Committee Report to the Town of Oxford.

The Oxford School Committee consists of five elected members of your community. Chairman Samir Bitar; Vice Chairman, William Spitz; Secretary, Daniel Coonan; members Brenda A. Ennis and Palmina Griffin. The role of your school committee members is unique. We approve and oversee the budget, participate in contract negotiations with the district's collective

bargain units, and most importantly, establish educational goals and policies for the district.

2015 was an exciting year for the Oxford Public Schools. We are grateful for the support of the voters who gave their approval for a capital exclusion. The exclusion allowed the district to invest in much needed technology improvements, including the purchase of security cameras, networking and wireless systems upgrades, telephone upgrades, smart projectors, and desktop and notebook computers. The Superintendent of Schools, Dr. Mark Garceau, has continued implementing the "Big 3 of District Improvement":

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

Dr. Garceau, with his strong background in education and leadership, coupled with his **#WeSoCanDoThis** attitude, is leading the district to higher levels. Already we have seen results in each of the “Big 3”. The committee looks forward to continuing to work with him in facilitating the emergence of the Oxford Public Schools as the premier school district in the region.

As the school year drew to an end in June, the committee recognized retiring staff who served the district for a combined total of over 200 years. Notably, two of those retirees accounted for nearly half of those years. Thank you to Judy Hodgerney and Susan Moscoffian for your dedication to our community and our students.

The safety of our students and staff is paramount. That is why we require our Superintendent to work in collaboration with our Police and Fire Chiefs, Town Manager, as well as all town departments and school administrators, to ensure that no child, teacher or employee will fear entering their school. Each of our school buildings conduct safety training and drills which includes staff and students.

We accept the challenges of an ever-changing educational approach to daily learning. The Massachusetts Department of Education and Secondary Education (DESE) is continually adding layers of mandated reporting, more specialized testing, and specific review standards for our educators and Superintendent. We continue to rely upon the leadership of our Superintendent as he carves a path for the district to follow. As a committee, we understand the importance of evaluations of both the Superintendent and the faculty. The Superintendent’s evaluation is the only review that is held publicly. Your school committee follows the DESE guidelines to

evaluate the Superintendent annually. MCAS scores in our district have improved in many areas but there is still additional work to be done. The relationship between school and home will continue to impact our scores. The support that students receive from home will resonate in the classroom thus encouraging students to have an enthusiasm for learning.

Parents are encouraged to become involved in their child’s education. Superintendent Listening Tours have been created and occur monthly. These afford the opportunity for families and educators who are interested in the future of education in Oxford to meet with the Superintendent to share their thoughts and concerns. All families and town residents are invited to attend. As we continue to build on the relationship between school and family, we expand on positive learning.

School Committee meetings are generally held on the second and fourth Monday of the month, and are broadcast live via Access Oxford from the High School Community Room. The live broadcast and re-airings are available on Charter Cable Channel 194 and online at www.accessoxfordinc.com. All meetings are posted in accordance with the Massachusetts Open Meeting Law, and we dedicate a portion of the meeting for public comment. Please visit www.oxps.org for additional information. The School Committee also holds Forums and Public Hearings periodically. These meetings are a time for parents, residents, and educators to come together where everyone is encouraged to speak openly as we seek a better way to support, finance, and encourage a community partnership with all of our schools.

The Oxford School Committee celebrates learning, standing with those who achieve their personal best, and encourages students to excel in every aspect of their educational careers. This cannot be done without the daily support of all of our staff and volunteers. We recognize the effort of all staff, both in and out of the classroom, who put our children first. It takes all of us to believe in the future of our children. We ask the community for continued support of our future generations.

*Respectfully Submitted,
Samir Bitar, Chairman, Oxford School Committee*

OXFORD HIGH SCHOOL

The Commencement Exercises for the Class of 2015 took place June 5, 2015 on a perfectly sunny and very comfortable evening before a capacity crowd of town dignitaries, faculty, family and friends, including first year Superintendent of Schools Dr. Mark Garceau and first year Principal Mr. Ross A. Thibault. In keeping with tradition, the Class of 2015 President, Ms. Callie Andrews as well as outstanding senior, Ms. Cassie Ford, Salutatorian, Ms. Nicole Daury, and Valedictorian, Ms. Sarah Palmer addressed the class for the final time delivering memorable commencement speeches with one conclusion, that “the Class of 2015 DID it!”

Selected by the Class of 2015, the Keynote Speakers for the Commencement Exercises were both long-time Oxford Educators retiring at the conclusion of the 2014-2015 school year, Mrs. Judy Hodgerney and Mrs. Susan Moscoffian who both encouraged the graduates to continue their journeys with “...vim, vigor and vitality.”

The Class of 2015 without doubt will represent the high school and community well as they continue their journey across the nation being accepted to more than 80 different colleges, universities and/or technical schools with 90% of our graduates planning to continue their education. A breakdown of the future plans of the Class of 2015 revealed that approximately 60% of our graduates will attend a four year college or university while 30% planned to attend a two year college or technical school. The

remaining 10% of our graduates opted to seek employment opportunities.

Oxford High School is proud of the efforts of our graduating class and of all our students, faculty and staff. We extend our gratitude and sincere thanks to all parents, students, faculty, staff, and members of the community for their continued support!

Oxford High School Athletics Highlights

Calendar Year 2015

Winter 2015

The Oxford High School Boys basketball team qualified for the MIAA Central Mass District Tournament for the seventh year in a row.

Spring 2015

The Oxford High School softball team qualified for the MIAA Central Mass District Tournament for the sixth year in a row.

The Oxford High School Baseball team won the SWCL-East Conference Championship for the second year in row and advanced to the MIAA Division 4 Central Mass District Tournament Championship Game for the fourth consecutive year, losing to Hopedale 3 to 2.

Fall 2015

The Oxford High School Boys Cross Country team won their second consecutive SWCL -East Conference Championship by finishing the season with an 11 win and 1 loss record. They also captured the SWCL overall championship by winning the League Meet in November.

The Oxford High School Golf team qualified for the MIAA Central Mass District Tournament for the first time in over twenty years. The team finished with a record of 11 wins and 6 losses.

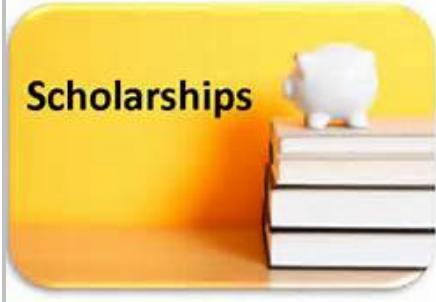
2015 GRADUATES

William Raymond Ahearn Jr.
Joshua Thomas Alves*
Callie Alea Andrews
Colby Dwayne Andrews
Jillian Lynn Apher
Nicholas Gordon Arcouette
Stormy Shay Bailey
Haley Marie Constance Banfill
George Baraklilis
Cameron Sergius Barre
Leila Alexandra Beret
Jessica Lynn Bourassa
Kylie Catherine Theresa
Brenneman
Gianna Irene Buffone
Daniel Clarke Caissie
Amber Calcano*
Riley James Patrick Callahan
Andrew Joseph Campbell
Raeghan Alyse Carty
Lauren Charlotte Caporale
Gabryanna Elisse Cardenas
Madison Taylor Cardoni
Damian Castillo Perez
Joseph Armand Charron
Jared Stephen Chisholm
Christopher Michael Constantine*
Felicia Monique Cooney*
Cameron Paul Costello
Alexandria Inman Cournoyer*
Ross Albert Cournoyer
Adam Robert Courtemanche
Nicole Erin Daury*
Brianna Adelia DeMartino
Marissa Cherolyn Denham
Stephanie Ann Denning
Tianna Neree Diaz
Cody James Dionne
Cory Paul Dolbec
Rylee Ann Donovan
Kathryn Eileen DuBois
Joshua Wayne Dumphy
Steven Tyler James Ebacher
Haley Elizabeth Fish
Cassie Rae Ford*
Erika Lynn Fradsham
Zachary Ryan Gagnon
Aiden Christopher Gallivan
Sean Mitchell Gaucher
Casey Ryan Germain
Holly Marie Gignilliat
Jeremy Joel Gonzalez

Jacob William Goyette*
Michael John Guertin*
Emily Jean Guinee
Jennifer Leigh Gum
Emma Lyse Hale
Madison Christine Heerdt
Diana Stephanie Hinojosa
Shane Craig Howard
Megan Deneen Howe
Bethanie Marie Keefe
Kayla Jean Kintchen
Ross Allen Krusas*
Sabrina Louise LaMountain*
Kyra Lynn Landgren*
Jessica Ann Landry*
Michael Carlyl Langway
Dylan Jacob Lavalley
Melanie Lynn LeBlanc*
Stephen Joseph Lemieux
Logan Dean MacManus*
Evelyn Betty Marquis*
Jonathan Charles Maynard
Tyler Dennis McCarthy*
Morgan Marie Mitchell*
Jexavier Morales
Patrick Joseph Morin
Sarah Joan Palmer*
Jacob Michael Pare
Jake Taylor Parmenter
Taylor Marie Picard
Deon Thang Poth
Thomas Joseph Pupka
Jacob Shane Putis
Zurwa Razaq
Abbey Morgan Rheault*
Leah Marie Riley
Tristan Freedom Rogers
Emily Rachel Rowell
Davis Gregory Shaw*
James Roy Sheehan
Nathan Buddy Shultz*
Curtis Robert Snyder
Danielle Ann Sosvielle
Brielle Elizabeth Sposato
Connor Aris St. Germain
John Robert St. Germain
Carol Nancy Stateham*
Quinn McGrath Stauffer
Michael John Strom
Kelsey Marie Stuart

Jasmine Rose Suarez
Jeffrey Robert Thibault
Jenna Louise Thomas
Shakira Amanda Torres
Amber Judy Trybalski
Elise Adrian Urella
Michael Scott Valentino
Stefanie Shaw Weaver
Gabrielle Hannah White
Samantha Lynn Wightman
Michael Winzer Wilbur
Cassandra Michelle Willey
Trisstina Renee Wyrick

*National Honor Society



Scholarships

OXFORD HIGH SCHOOL SCHOLARSHIP RECIPIENTS 2015

CALLIE ANDREWS

Amy LeFleche Memorial Scholarship

JESSICA BOURASSA

Mark Carey Scholarship

DANIEL CAISSIE

Danny Clem Scholarship,
Wayne Westall Scholarship

AMBER CALCANO

Oxford District Nursing Association
Scholarship

LAUREN CAPORALE

Jared Dubsky Scholarship

GABRYANNA CARDENAS

Oxford High School Faculty Scholarship,
Jeremiah Moffit Scholarship,
Duncan Wilson Scholarship

FELICIA COONEY

Oxford Lion's Club Scholarship
Dr. Walter Schur Scholarship

CHRISTOPHER CONSTANTINE

IPG Photonics Tech Scholarship

ALEXANDRIA COURNOYER

Oxford High School Service Award,
IPG Photonics Tech Scholarship

NICOLE DAURY

Leo A. Ayotte Class of 66 Memorial
Scholarship

KATIE DUBOIS

Marion Lazaro Scholarship

CASSIE FORD

Oxford High School Booster Club Scholarship,
Mary Olive Wood Scholarship,
Oxford Women's Club Josie Tyler Scholarship,
Oxford High School Booster Club Scholarship

CASEY GERMAIN

Oxford High School Faculty Scholarship,
Mary Olive Wood Scholarship

JACOB GOYETTE

Oxford Education Association Scholarship,
Gahagan Family Scholarship

MICHAEL GUERTIN

Oxford High School Booster Club Scholarship,
Gahagan Family Trust Scholarship

EMILY GUINEE

Oxford Education Association Scholarship,
Lisa Yucatonis Scholarship,
Jeffrey Fallavollitta Scholarship,
Marc & Ernest Pallotta Foundation Scholarship

DIANA HINOJOSA

Oxford Lion's Club Scholarship

MEGAN HOWE

Oxford High School Booster Club Scholarship,
Oxford Women's Club Clara Barton Scholarship,
Danny Clem Scholarship

ROSS KRUSAS

Mary Olive Wood Scholarship

JESSICA LANDRY

Webster/Dudley/Oxford Chamber of Commerce

KARA LANDGREN

Irwin & Lillian Pottle Scholarship

TYLER MCCARTHY

Oxford High School Booster Club Scholarship
John S. Lane Scholarship

LOGAN MCMANUS

IPG Photonics Tech Scholarship

SARAH PALMER

William Taft Trust Fund Scholarship,
Southbridge Savings Bank Scholarship

TAYLOR PICARD

Oxford Police Association Scholarship

ABBEY RHEAULT
William Taft Trust Fund Scholarship

NATHAN SCHULTZ
Irwin & Lillian Pottle Scholarship

JASMINE SUAREZ
Alpha Delta Kappa Scholarship,
Mary Olive Wood Scholarship,
Susan Kirk Teacher Scholarship

**2015 John and Abigail Adams
Scholarship recipients**

Joshua Alves
Jessica Bourassa
Madison Cardoni
Jared Chisholm
Christopher Constantine
Alexandria Cournoyer
Nicole Daury
Haley Fish
Cassie Ford
Erika Fradsham
Aidan Gallivan
Sean Gaucher
Casey Germain
Michael Guertin
Jennifer Gum
Kayla Kintchen
Ross Krusas
Sabrina LaMountain
Kyra Landgren
Jessica Landry
Melanie LeBlanc
Logan MacManus
Evelyn Marquis
Tyler McCarthy
Sarah Palmer
Abbey Rheault
Davis Shaw
James Sheehan
Nathan Shultz
Danielle Sosville
John St.Germain
Carol Stateham
Jenna Thomas
Stefanie Weaver
Michael Wilbur
Trisstina Wyrick

NAVAL JUNIOR ROTC UNIT

The Naval Junior ROTC Unit of Oxford High School continued operating through its nineteenth highly successful year of operations. An average of 58 students were enrolled across

the four year long academic electives in this special program for School Year 2014-2015. School Year 2015-2016 saw 34 new freshmen join the nationally recognized unit in September 2014 - the second straight year of 30+ students enrolling in the special program. Oxford cadets again compiled an impressive list of activities, trips, competitions and community service projects encompassing the calendar year 2015 which covered halves of two successive school years.

The NJROTC Drill Team and Color Guard continued its record of excellence in multiple regional competitions. Despite having over 66% of the Drill Team comprised of 1st year cadets, Oxford's Pirates again earned Best School of League Season 1st Place Overall Honors in the Southern New England Drill League (SNEDL) in the Unarmed Division and 2nd place Overall in the Armed Division continuing their top performances for the thirteenth straight year since league awards began. OHS teams earned four Best School of League Season awards among eight individual events routinely entered in four meets during the 2013-2014 season. These included four Best School of League Season finishes in 1st place as best school in the drill league for Armed Team Inspection, Armed Regulation Drill, Unarmed Color Guard and Armed Color Guard. They finished 2nd in two additional events, 3rd in another two to cap another highly successful campaign in the SNEDL. At the 4th and final league meet of the Southern New England Drill League, with well over 100 family, friends and past drill alumni cheering them on, the OHS Pirate Cadets returned home with top three finishes in 18 out of a possible 19 available categories. OHS senior captain and drill team commander John St. Germain (2), sophomore Tyler Provencher (2), juniors Connor Harnois and Josh Kichar, senior and Unarmed Color Guard Commander Amber Calcano, and sophomore Bobby Gonzalez all earned individual medals for the season. Drill Team members were tutored throughout the season by Master Chief David E. Youngsman, USNR (Ret) in his fifth year as a Naval Science Instructor and Drill Team Coach aided by Assistant Drill Team Coaches and former NJROTC Drill Team Championship Team members like Manjeet Gill. Color Guard members continued to train and perform under

the supervision of twenty year veteran Commander Michael C. Masley, Jr., US Navy (Ret). The 2015-2016 Drill League Season opened on November 15th 2015 and will be summarized in the 2015 annual report. Of note, after two meets in the new season in Nov/Dec 2015, Oxford's Drill Teams and Color Guard are once again off to another outstanding start!

Oxford's NJROTC Color Guard and Honor Guard represented the school and town at over sixty high visibility events in 2016, including leading the Town of Oxford's Veterans Day, Memorial Day and Little League Opening Day parades. Opening ceremonies were plentiful including the inaugural Little League Game, the annual Veterans Day Brunch, the formal Navy Off-Site Inspection in November, as well as memorable performances at multiple home games for OHS sports teams, the OHS Best Buddies Game, Induction Ceremonies for the National Honor Society, all Town Meetings, the Class of 2015 Graduation Ceremonies, Oxford Middle School Memorial Day ceremonies, and a second straight appearance for Oxford School District Faculty Convocation, five appearances at homecoming in one day, and many more new events at the high school. Cadets also appeared at the Auburn-Webster Elks for their annual Flag Day Ritual / Fathers Day Breakfast and the unit's annual Military Ball, End of Year Awards banquet. Cadets made their fifth appearance leading the massive "Celebrate Massachusetts" Parade at the Eastern States Exhibition in September with over 100 participating groups where Oxford cadets again took top honors, the lead position and an award from Big "E" officials. Color Guard support from the Executive Board of the American Legion of Massachusetts resulted in continued Mass American Legion and Mass Legion Auxiliary Officials support of \$350.00 tuition for two Oxford High junior, Desiree M. Anderson and Molly Ennis, to attend the 2015 American Legion Girls State Program, and three Oxford High junior, Stephen Bouchard, Connor Harnois and Janson Boroko to attend the 2015 American Legion Boys State Program. Both were conducted concurrently at Stonehill College in Easton Mass. The Senior NJROTC Instructor continued coordination of the school's participants and tuition sponsorship so Oxford students are screened, selected and attend free of charge. Tuitions were again

earned by cadets for OHS peers by opening Massachusetts American Legion events in the local area and direct liaison of the Coordinator with the State American Legion Foundation and Boys State Program Director. A generous donation from the Oxford Legion Auxiliary Unit #58 once again provided student tuitions to permit a non-NJROTC Oxford female student to attend the 2015 Girls State. NJROTC additionally provided tuitions for an additional Oxford male and female cadet to attend in 2016. At the 2015 St Patrick's Day Parade, a sixteen member cadet Honor Guard and Color Guard earned OHS top parade Color Guard honors through award of the unit's inaugural Mayo Award (18th consecutive award) from among over 240 participating groups and over 85 Color Guards in the three division Worcester parade recognized as the second largest in the Commonwealth of Massachusetts.

Oxford's Precision and Sporter Class Marksmanship Shooting Teams competed in at least four national postal competitions as well as in the annual Secretary of the Navy and Civilian Marksmanship Program (CMP) National Navy JROTC Air Rifle National Championship Shootout. Master Chief Youngsman continued honing the skills of new shooting team members with significant progress made for new cadets in the 2015 Secretary of the Navy JROTC National Air Rifle Postal Competition, as well as the three postal competitions which included competing against peers in NJROTC Area FOUR – a region which includes fifty eight NJROTC schools in a 14 state region and all units in Europe. Amongst Area 4 Teams, Oxford Cadets finished 15th of 198 total teams in Air Rifle. Five Oxford NJROTC Academic Teams (25 cadets total – over 45% of the unit) competed against over 1700 teams nation-wide in the annual NJROTC National Academic Exam in March 2015. One Oxford team placed in the top 8% of teams (8th percentile) while capturing top honors among all Oxford cadet groups.

Captain Vernon P. Kemper, USN, Commanding Officer of Naval ROTC Unit College of the Holy Cross, conducted the rigorous and formal biennial Area Manager's Inspection and Pass in Review Ceremony of the Oxford Unit on November 4th , 2015. Despite only having

three weeks confirmation notice, intense cadet preparations for the demanding evolution resulted in the unit earning highest grades of “outstanding” in all eight primary inspection areas – the highest grades a unit can earn under the tiered grading system inaugurated by the Navy in 2012. Singularly noteworthy comments each highlighted superb parental, school and community support, very active cadet involvement in community service and cadet achievements on a year-round basis were entered by the inspecting officer throughout the detailed inspection report. Senior and Company Commander Stephen Bouchard assumed the top leadership role for the cadets in June 2015 at the End Of Year Banquet at the Auburn Elks and was relieved by peer Senior Desiree M. Anderson at the November 4th formal inspection done at Oxford High School with over 500 people in attendance for the Pass In Review in the Roger Bacon Gym at OHS.

In addition to the four drill league competition trips and multiple Color Guard appearances mentioned earlier, cadets enjoyed several major field trips throughout the year. For the eighth year, special arrangements were made and approved for cadets to participate in two of the four annual three day Green Mountain Youth Leadership Conferences (YLC) sponsored by the national Military Orders of World Wars (MOWW) and offered / hosted by Norwich University in Northfield, Vermont. Seven cadets were selected to attend from 26-29 March 2015 – including juniors Connor Harnois, Joshua Kichar and Will McGee, sophomore Nicholas Rosebrooks, and freshmen Diane Palmer, Jillian Tully, Dienna Gleason and Zachary Westbrook. A second group of eight attended the 4-6 December 2015 Camp including senior Jillian Hicks, sophomores Taylor Nguyen, Riley Moen and Catherine Moineau and freshmen Alyssa Singer, Bailey Brescia and Jacquelyn Curving. All made the 250+ mile trek to attend the nationally recognized leadership development camp. Cadets spent an overnight in Burlington, Vermont and made stops to take in the history the basin region around Montpelier, Waterbury and Burlington. Enroute the groups visited the unique Vermont Vietnam Memorial with its special monument central spire listing all who served, its amphitheater created from stones donated by every town in Vermont, and it’s

unique self-contained hydroponic water recycling greenhouse. Although normally closed from October through April each year, special arrangements were coordinated with the Ethan Allen Homestead Museum Curator to tour the original grounds, farm and Ethan Allen’s actual home. On- site with discussions on early settlers’ living conditions and efforts to sustain themselves drew much attention from participating cadets who quickly realized many facts on how well organized, educated and self-sufficient early colonial settlers were in the wilderness. Cadets toured Burlington’s famous Battery Park overlooking Lake Champlain and learned about Vermont citizen’s roles in the American Revolution, the War of 1812, the Civil War and even World War I and II. Cadets continued to the downtown waterfront area and conducted advancement and special observances at the Lone Sailor Navy Memorial overlooking Lake Champlain in plain sight of the Revolutionary War naval Battle of Valcour Island (turned back the first British invasion of the colonies on October 11th, 1776) and the Battle of Plattsburgh (which turned back a British land and water invasion from Canada during the War of 1812 in December 1814). Cadets continued their travels to visit with the General Manager, Media Coordinator and Public Relations Coordinator for the Vermont Teddy Bear (VTB) factory to renew communication and support for future charity fundraising efforts by NJROTC to support the Oxford Food Shelf. VTB officials committed to continuing support of OHS NJROTC Charity Auctions by offering steep discounts on all future purchases used to support the Oxford Food Shelf and local families. Oxford’s cadets visited the Old Red Mill in Jericho, VT – home of the Snowflake Bentley Museum (gentleman who discovered through photography that no two snowflake crystalline patterns are the same) for science applications. Students also toured the original Ben and Jerry’s Ice Cream Factory, the Cold Hollow Cider Mill, the Von Trapp Family Lodge and Mount Mansfield Ski Complex in Stowe to expand their knowledge of the area. They capped their travels with an extended tour of the Vermont Statehouse in Montpelier, walking through the acoustically amazing House and Senate chambers where cadets heard themselves whisper along the walls of the huge room just as legislators do. Cadets viewed exceptional oil painting and

sculpture galleries of famous Vermont residents, including originals of Montpelier resident Admiral George Dewey, hero of the Battle of Manila Bay in the Spanish American War. That same picture cadets see the Naval Science II textbooks used at OHS. Several other famous Vermont attractions, like a visit to the downtown Church Market Place in Burlington, Stowe center, the Cabot Cheese Co-Op, the Dakin Farms Cheese and Meats Smokehouse and, for the March group, the Morse Maple Sugar Farm where they witnessed sap flowing, collection and processing to make real maple syrup. Every tour stops helps expand the educational experiences for eligible and participating OHS cadets. Annually, the Worcester Chapter of the MOWW graciously sponsors a \$100.00 tuition for an Oxford NJROTC cadets while the OHS NJROTC Unit itself assumes full sponsorship of all remaining YLC tuitions and offers expanded opportunities for OHS cadets by coordinating “two for one” tuition rates with Norwich University.

Additionally, Oxford NJROTC continued sponsorship of all Leadership Academy – Sail Training Program Tuitions (\$250.00 each), shares costs of the \$75 tuition for Basic Leadership Camp for each and every new first year and returning cadet, and coordinates or covers all unfunded American Legion Boys and Girls State tuitions (and many other training costs for OHS cadets) thanks in part to generous grants received from the Cecelia Smolenski-Millette Trust Fund and donations from a number of sources. Oxford cadets conducted their 13th formal Navy Military Ball at the Wachusett Country Club in February 2015, with another new record crowd of over 150 in attendance which included eligible cadets, parents, family members, invited dignitaries, school administrators, select NJROTC alumni and select senior members of the National Honor Society. Additional field trips for Oxford Naval Science students were made to several of the US Navy Submarine Force Training facilities at Naval Submarine Base in Groton, Conn and college visits to US Coast Guard Academy at New London, Connecticut and Holy Cross, WPI, and Clark University in Worcester in May, as well as the two visits to Norwich University associated with the YLC conferences. 30 cadets were treated to their inaugural trip to experience the Wings of Victory Exhibition of vintage World War II

aircraft at Worcester Regional Airport. Cadets experienced great opportunities to see over 12 static displays of vintage aircraft, including walkthroughs of a B-17, B-24 and B-27 bombers, and watching P-51 and B-24 aircraft flying about – a true exposure to living history they study at school.

The four day Basic Leadership Training (BLT) experience remained a cornerstone to new cadet development and Oxford had the good fortune of again participating with Quabbin Regional NJROTC Unit who hosted their camp in early October 2015 shortly after the new school year opened. Twenty eight cadets, 66% first year freshmen, travelled to Naval Station Newport RI to join over 80 cadets from Quabbin for a most challenging camp. Oxford NJROTC enjoyed a 100% graduation rate and saw several cadets earn individual medals for top performances. These included physical fitness medals (scores of excellent or better – freshmen Alyssa Singer and Amber Belanger), Iron Woman Award for Top Female Physical Fitness Score (freshman Bailey Brescia), Most Improved Cadet (sophomore Madyson Harnois), and Gung Ho Award – Top Male Platoon Performer (freshman Patryk Bielski) - all observed over an intense four day course operated by volunteer Navy and Marine Corps drill instructors. The nineteenth annual End of Year Awards Banquet was conducted in June at the Auburn-Webster Lodge of Elks with over 255 people in attendance including cadets, proud family members and over 40 representatives of local and regional civic and veteran's organizations, including the Commonwealth of Massachusetts American Legion Executive Board in Boston and other major veterans group representatives who sponsor special awards to supplement national recognition earned by Oxford cadets.

In July 2015 over 45 family members and cadets, as well as Superintendent Dr. Mark Garceau and OHS Principal Ross Thibault, traveled to Naval Station Newport to participate in the graduation ceremonies at the NJROTC Area FOUR Leadership Academy and Sail Training Program conducted over two weeks from 25 June - 13 July 2015. Oxford Cadets Tyler Provencher and Robert Gonzalez earned the distinguishing silver chord awarded to all graduates. Only 1% of all cadets in the nation

are picked to attend and actually graduate from the intensive camp. Master Chief Youngsman returned for a fourth consecutive year to Leadership Academy as Blue Platoon Instructor for over 36 top ranked cadets representing over 54 schools across the Northeast Region dedicating over 265 hours of effort to the 2 week LA-ST experience. His Blue Platoon captured runner up 2nd being 0.01th of a point behind 1st place in the Honor Platoon Competition in an unbelievable competition among the four platoons at the academy where two points separated all four platoons amongst over 130,000 total available points earned in academics, drill, sailing, uniform and room inspections, physical fitness, STEM Projects, formal dining, navigation, nutrition and leadership and character development classes and tests. Needless to say the competition was tight and remarkable that one of the OHS Faculty members was in the thick of that great experience.

Less than three weeks later at the end of July Master Chief Youngsman represented OHS at the annual three day Navy Area FOUR In-Service Conference for naval science instructors at Joint Base McGuire in New Jersey. A multi-day Freshman Introduction Camp was two weeks later back at OHS for new incoming cadets the first week in August which included a day trip back to Newport, Rhode Island. Over 65 cadets, family members and special guests, including School Committee members and cadets from NJROTC Unit North High School at Quabbin Regional, were provided a free two hour Sea Cruise around Narragansett Bay aboard Newport's largest tall ship – the 145 foot long schooner SS Aurora. For the seventeenth consecutive year, IDC Corporation of Newport sponsored NJROTC Unit Oxford for this spectacular day cruise in recognition of the OHS Cadets' community service and exceptional achievements in drill competitions and receipt of national recognition from the Navy.

In May near the end of school year 2014-2015, Navy Program Offices in Pensacola, Florida announced that Oxford had earned a record 15th Naval Service Training Command (NSTC) Distinguished Unit Award – Oxford High's 15th such top national award in the 16 years of the award's existence. Receipt of this award

marked Oxford's twenty-fourth successive national program recognition earned by active Oxford High School students enrolled in this special college credit producing elective.

Oxford cadets remained very active in special community service works. For the 6th time, they conducted a Charity Auction at the annual Military Ball Charity Auction raising over \$975 for the Oxford Ecumenical Food Shelf to support local families. Those funds were added to funds earned during, the fall OHS Homecoming special charity drawings around Christmas and at the Pass In Review Ceremony as part of last November's formal Navy Inspection. Ultimately, on 17 December 2015, with over 26 OHS cadets helping the Oxford Ecumenical Council at their annual holiday food basket distribution, Cadet Company Commander Desiree Anderson and Company Executive Officer Stephen Bouchard presented Mr. John Kneeland, chairman of the Oxford Ecumenical Council, a check in the amount of \$2000.00 to use in Oxford Food Shelf operations. Cadets and instructors also joined in OHS Student Council and National Honor Society sponsored food drives, Thanksgiving basket drives, socks and gloves drives and other special events. At the end of school year 2014-2015 – continuing a nineteen year tradition – the unit reported exceeding 3307 hours of documented service conducted in over 25 recurring and emergent projects each calendar year. As the August 2015 NJROTC Instructor In-Service Conference at McGuire AFB, the Area Manager for Area FOUR cited the Area FOUR Average for community Service at about 18 hours per cadet. Oxford cadets once were rated the top performing cadets in AREA FOUR by averaging over 55 hours per student – tops amongst the 56 NJROTC schools in Area FOUR! The OHS NJROTC Unit and cadets have found that they simply cannot respond to all community service requests in a calendar year whether the calls came from groups or individuals. It should be noted that in 2014 cadet responses to solicitations for help included helping Oxford veterans decorate all Oxford cemeteries for Memorial Day with over 1200 new American Flags, conducting at least eight monthly sweeps of a two mile stretch of Route 12 for the Massachusetts Adopt A Highway program, assisting with the Oxford Food Shelf's holiday food distribution efforts of

over 10 tons of food to over 185 families, performing annual appearances for local groups such as Town of Oxford Veterans Brunch at the Senior Center, assisting with weekly Bingo concession operations and the Annual Veterans Day and Flag Day / Father's Day Dinners at the Auburn-Webster Lodge of Elks, helping Operation Graduation events like Breakfast with the Easter Bunny in March and Breakfast with Santa Clause in December, babysitting for parents on four separate occasions at the four district schools in support of special events, assisting with coordination of the OHS National Honor Society Induction Ceremonies and reception, purchasing recognition flowers for presentation to Oxford Veterans during the annual Veterans Day and Memorial Day Parades, assisting staff with game operations at the annual Chaffee Fun Night and helping with the moving and very complex Oxford Middle School Memorial Day ceremonies. Cadets likewise fulfilled the roles of ten members of a Living Nativity Pageant and the pageant narrator at the annual Oxford Bandstand Tree Lighting Ceremony on December 6th for the twentieth year. Cadets continued a nineteen year tradition of collecting clothing, gloves and toiletries to deliver to the Worcester Homeless Veterans Shelter on Grove Street as part of their Christmas holiday outreach program - done since 1996 to provide Christmas help to nearly 180 residents and over 300 walk-ins. In the first four months of the new 2014-2015 School Year, Oxford cadets continued a very fast paced schedule bolstered by another large group of first year cadets, infusing more community service hours into the OHS NJROTC efforts. Navy inspectors confirmed on 4 November 2015 that Oxford cadets amassed over 1950 hours in the first three months of school and research through December 31, 2015 highlighted that they completed over 2550 hours through the end of calendar year for SY 2015-2016, breaking a 62,500 hour threshold of achievement of documented community service covering the unit's first 19.5 years of operations. Research also reminded us of another distinguishing point - that for Sept 28th, 1999 Naval Junior ROTC Unit Oxford High was selected as the very first Junior ROTC unit in the nation among any of the four sponsoring JROTC services to be named a White House National Daily Point of Light among over 3500 total JROTC units globally. That recognition is

similar to the Most Outstanding Unit in the Nation that Oxford High School cadets earned in 2000 at the five year old mark in that it can only be earned once. Oxford NJROTC is again very grateful for all the levels of outstanding community support it continues to receive and the unit is very proud to report that all of its teams, activities, trips, equipment support and special operations were supported in 2015 by another very generous grant provided by the trustees of the Cecelia Smolenski-Millette Trust Fund and the unit received donations from local and regional sources and capitalized on end of year 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. These include new textbooks, new computer technology upgrades for the NJROTC classrooms, purchase of equipment for any of over 16 NJROTC academic, athletic or sport teams, or providing for classroom supplies, material support, classroom consumables, team equipment replacements and upgrades, all activity transportation costs, continuation of the Senior STEM Capstone in Sailing (19th year) and the Submersible Sea Perch STEM program and shared costs for special events. All are provided to the OHS students volunteering to enroll in the unique NJROTC program. The cadets and instructors are most appreciative for the ongoing grant support from the Cecelia Smolenski-Millette Trust Fund since its inception to help the Oxford NJROTC Unit be as self-sufficient as possible while minimizing school district support. Simply put - 2015 was another year of expectations greatly exceeded with high cadet achievement within the NJROTC Program hosted at Oxford High.



Here, 16 of 30 Oxford Cadets show their excitement after a rare student experience of climbing through every section of a fully functional B-17 Bomber in the "Wings of Victory" World War II Aircraft Exhibition conducted at the Worcester Regional Airport in late September 2015.



(Above) Unique summer vacation travel opportunities continued for the seventeenth year in August 2014 as Oxford Naval Junior ROTC (NJROTC) cadets participated in a free sea cruise donated by the IDC Corporation of Newport. The multi-hour cruise around Narragansett Bay was conducted aboard Newport Rhode Island's largest tall ship, the 145 foot schooner SS Aurora shown above. While aboard, each cadet experienced basic seamanship, discussed STEM and the physics aspects of steering and sail power generation, helped hoist massive sails and even got a chance to steer the vessel with its wooden wheel while discussing navigation and using sailing and leadership skills learned in the NJROTC Program at Oxford High School.



Oxford High's NJROTC Cadets capped their volunteer efforts by presenting a check for \$2000.00 generated over 14 months of charity auctions and raffles, many supported by Vermont Teddy Bears. Oxford Ecumenical Council President John Kneeland and Co-Chair Christina St. Martin accepted the check from Oxford Cadet Company Commander Desiree Anderson and Company Executive Officer Stephen Bouchard with many cadet volunteers in attendance. Mr. Kneeland praised cadet efforts in the large donation and stated the Food Shelf potentially benefits from \$5.00 worth of purchasing power for every \$1.00 donated – which made the Oxford Cadet's annual charity project even that more impressive.



Oxford's Naval Junior ROTC Unit Drill Teams and Color Guard were presented with 18 top honors in 19 possible areas following the fourth and final Southern New England Drill League Meet of the season at Central High School in Springfield MA. Oxford's cadets earned Best School of League Season Honors (1st Places) in both the Armed and Unarmed Color Guard with their 9th dual sweep since 2003 and the Armed Inspection Events – their sixth consecutive first place finish. Oxford students also placed second in four and then third in one additional event batting a 1.000 by earning trophy finishes in all 8 events they routinely enter at each meet. Oxford's cadets were then named Best School of Season Overall 1st Place in the Unarmed Division among 8 schools and Best School of Season Overall 2nd place in the Armed Division for the season. Three additional Individual Drill Regulation (IDR) Medals were also earned that day bringing Oxford's season total to nine. Team members presented flowers and thank you gifts to seniors at their final competition for their leadership to help the young teams (made up of 65% first year students), to do so well. Excited and proud Oxford Pirate cadets are shown here with Drill Team Coach Master Chief David E. Youngsman, USNR (Ret). Oxford Naval Junior ROTC provides full support for equipment, transportation, meals, uniforms and accessories for six competitive drill teams and two competitive Color Guards to compete at every league meet and at other special invitationals.

PROJECT COFFEE

COFFEE (Cooperative Federation for Educational Experiences) was established in 1979 to provide an alternative educational program for students in grades 7-12 who are at-risk of dropping out. The program provides academic, vocational and social-emotional support to students.

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

COFFEE services students from Oxford and surrounding communities. This tuition-based program is financially self-sufficient.

COFFEE was selected as a model program for the 2015 At-Risk Youth National Forum. COFFEE was invited to present our Program at the Forum which is sponsored by the National Dropout Prevention Center Network.

Four students earned high school diplomas in June 2015. We are very proud of these students and their accomplishments!

David M. Nugent, Director

MIDDLE SCHOOL

The Oxford Middle School (OMS) enrollment as of October 1, 2014, totaled 601 students. Of this number, 144 are in grade 5, 153 in grade 6, 144 in grade 7 and 160 in grade 8.

The mission of Oxford Middle School is to form an academic and social bridge connecting the elementary and high school levels. We are a student-centered school and we provide a dynamic and safe environment that ensures learning for all students. We are dedicated to continuous growth and improvement of existing programs and curriculum. In our middle school concept, each grade level is 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. Students follow a four-day rotating block schedule. This means that a letter will represent every day and classes will rotate so that the same class will not be taught at the same time every day.

With the Massachusetts Tiered System of Support (MTSS), we were able to provide additional assistance to students struggling with a specific standard or strand in math or ELA/reading. Through this program, teaching assistants provide supports and interventions in literacy and in math. We will continue to collect data to ensure the program's effectiveness as well as looking for ways to improve and adjust our model. Our program of study for students includes core curriculum classes and unified arts classes. Our core courses include: English Language Arts, mathematics, science, social studies, and literacy. Our Unified Arts Program consists of general music, physical education, health, Math ASSISTments, and STEM.

We are continuing the development and alignment of our math curriculum to the Common Core State Standards. We entered year two with the EnVision Math program for our students in grades 5 and 6. As the program relies heavily on technology to effectively implement the direct instruction, all grade 5 and grade 6 math classrooms are equipped with an interactive Smart Board. We continued with the Holt Math in grades 7 and 8 but started to look at new text books to align our Math program

with OHS. We continued to support our Math program with Math ASSISTments facilitated by Mrs. Catherine Looney. STEM (Science Technology Engineering and Math) lead by Jared Kahn continued to thrive and grow with a goal in 2015/2016 to offer it to all students 5-8 at OMS.

We continue to use Measures of Academic Progress (MAP), which is a computer-generated test in math and ELA that is linked to the Common Core State Standards, to assess students in grades 5, 6, 7 and 8 to identify areas of concern and can be used as a predictor of success on MCAS. Administrators, teachers and guidance staff use the collected data to plan curriculum, schedule groups of students, differentiate instruction and provide tiered support to students in need of interventions. Mrs. Susan Peltier, our Reading Specialist and Wilson teacher, continued to provide Tier 3 support in Literacy to those students in need.

There are a number of after-school programs and extracurricular activities that take place at the middle school throughout the school year. They included after-school tutoring, morning math, homework center, student council, National Junior Honor Society, band, jazz band, games club, ski club, chorus, chamber choir, yearbook, basketball, field hockey and peer buddies. Our music department sponsored two concerts this year. The generosity of the Friends of the Oxford Middle School (FOMS) has made it possible to offer many of our after-school programs and activities.

In March of 2015, our theatre department presented three performances of Dear Edwina to sold-out audiences.

The Student Council, with adviser Ms. Amy Belhumeur, conducted another very successful food drive for Thanksgiving, donating all collected food items to the Oxford Ecumenical Council. The National Junior Honor Society and Adviser Mrs. Joanne Grzembski collected for the food drive, as well. Additionally, NJHS also sponsored a toy drive in conjunction with the Oxford Police Department and the Oxford Woman's Club.

In June of 2015, we bid farewell to several OMS faculty members. They were: Katherine

Hackett Principal, Judy Hodgerney, longtime English teacher, Sue Moscoffian, long time History teacher, John Libera, Music and Band Director, Linda St. John, Special Education Teacher, Steve Greene, Science Teacher and Paula Sweeney, Custodian. We truly appreciated all their efforts, commitment and passion they brought to OMS daily. They will be missed.

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

The Oxford Middle School Building Project was completed after a three year, three phased project that resulted in new windows and exterior doors, a new heating system, a new roof and some additional updates inside the building. These long-awaited improvements to OMS will allow the building to serve us well into the 21st century.

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

ELEMENTARY SCHOOLS

The A.M. Chaffee and Clara Barton Elementary Schools have high expectations for the children of Oxford. We continue to work toward meeting our goals at the elementary level. We attribute our success directly to the dedication of our teachers and the support and cooperation of our students, their families and the community.

The Chaffee School serves all of the Kindergarten, First, and Second Grade students of Oxford, while Clara Barton School serves all students in Pre-K, Grade 3, and Grade 4.

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

We conduct MAP (Measures of Academic Progress) testing for all of our students, in Kindergarten through grade four, in both Reading and Mathematics three times per year. This is a computer-based test keyed into the Massachusetts Curriculum Frameworks. Our students are also assessed three times a year using the DIBELS (Dynamic Indicators of Basic Early Literacy Skills) test. Teachers are using the results of these tests to focus instruction on areas of need for both individual students and the classroom. Data from these important tests are also used to help determine groupings for our IMPACT blocks. IMPACT blocks are designed to support small groups of students in specific skill areas. We continue to utilize the John Collins Writing

program throughout the district as we weave it within all areas of the curriculum. Keys to Literacy and Close Reading are important strategies teachers are implementing across the curriculum to support student learning. Technology and S.T.E.M. (science, technology, math, and engineering) are newly adopted specials we are offering this year which will enhance the overall quality of our students' overall educational experience.

Positive behaviors are encouraged and recognized through Chaffee Champs, Barton Bucks, character education focus traits, and "Bucket Filling". Both Chaffee and Barton have also implemented the Morning Meeting element of Responsive Classroom. Responsive Classroom is a research-and-evidence based approach that gives teachers the tools they need to be highly effective instructors; drawing on best practices while recognizing that academic and social learning go hand in hand.

Our students demonstrate their influence outside of our school community through Pennies for Patients, collections for the Oxford Food Bank, Community Clothing Drive, Toys-for-Tots and other community service activities.

We thank and recognize both of the Elementary School PTOs for their tireless efforts on behalf of our students. We thank the faculty and staff of both Elementary Schools for their dedication to the success of all of our young learners. The support of the Oxford School Committee, Superintendent Dr. Mark Garceau and community members is also greatly appreciated.

STUDENT SERVICES DEPARTMENT

The Oxford Public Schools Department of Special Services serves students from age 3 to 22, as required by State regulation 603CMR 28.00 and Federal regulation 603 CFR 300. We support the vision of special education which is to minimize the impact of disability and maximize opportunities and achievement for all of our students.

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

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

Oxford Public Schools currently provides a variety of special education services to approximately 300 students. The nature of these services is dependent on the child's Individualized Education Program (IEP) and takes place in the least restrictive environment. Services can include specialized instruction, occupational therapy, physical therapy, speech/language therapies, functional academics and life skills development/training, and other therapeutic benefits. Educational environments range from inclusive classrooms to alternative settings for students at risk of failing and/or dropping out of school.

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

Special Education

There were positive staffing changes in the Special Education Department in 2015. These changes were the result of the district's adoption of building based special education liaisons to meet the changing needs of our students and families. Evaluation Team Leaders were added to the Special Education staff at A.M. Chaffee, Clara Barton, COFFEE, Oxford Middle, and Oxford High Schools District Homeless Education Liaison The McKinney-Vento Homeless Assistance Act, reauthorized in December, 2001 as part of the No Child Left Behind Act, 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 Special Services Director, who can be reached through the Special Services Department at 508-987-6050 x1115.

*Mrs. Donna Giangregorio
Director of Student Services
4 Maple Road
Oxford, MA 01540*

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.

The Oxford Public Schools is a targeted-assistance Title I program. Therefore, the amount of money the district receives is determined by the number of low-income students who attend school. Students do not have to be from low-income families to receive Title I services. Title I services those students most at risk of failing to meet the state's requirements.

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

Teachers gather data for students in grades 1 through 5 to determine their needs for academic assistance at the start of school year 2015-16. The results of that data analysis and teacher recommendations determined Title I eligible students. Data collection and testing in September was added to the previous data to determine supplemental education. Student progress was monitored throughout.

New Title I teachers were hired at Chaffee, Barton, and Oxford Middle School for the start of school year 2015-2016. These highly qualified certified teachers provide in class supplemental education. Title I teachers participated in family engagement throughout the school year. The Title I Ecotarium trip included 150 family members and was the most attended event sponsored by Title I in the Oxford Public Schools.



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

OXFORD 2015 Annual Report

Bay Path Regional Vocational Technical High School graduated a class of 260 students in June of 2015, and accepted a class of 326 freshmen in September of 2015. Our current enrollment has reached 1,189 students.

Of the 29 Oxford seniors who graduated, 17 are now gainfully employed in an occupation related to their training and 3 are now attending College. Currently, 166 students from Oxford are enrolled in one of our 21 vocational areas.

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

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profit organizations and residents from any of our ten district towns. During the 2014-2015 school year, our 21 vocational programs completed 1,024 work orders, of which, 70 were for residents of the Town of Oxford. Each school year, our construction trades work together to build a house, on a rotating basis, in one of our ten district towns. Last year's home was built in the town of Webster.

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

Our Evening School Program continues to serve the adult needs of our 10 town district, as well as an additional 20 surrounding towns. Our Spring and Fall programs had a combined enrollment of 1,219, in programs ranging from Business & Finance, Career/ Licensing; Computers; Cooking; Entertainment; Health & Fitness; Hobbies & Crafts; Home & Job; Language & Art; and Sports & Leisure. The program also offered a wide variety of over 400 online courses, including career certificate programs and courses to satisfy professional development requirements for teachers.

During Fiscal Year 2015, construction continued on the Bay Path addition/renovation project. Subsequently, on December 4, 2015, we celebrated our ribbon-cutting signifying the completion of our project on-time and under budget. The district expects to issue a small bond in 2016 to finalize the financing of the project once we receive the final reimbursement amount from MSBA. We are very pleased that low interest rates and construction budget savings resulted in assessments to the towns that are significantly lower than we projected in the summer of 2012. We thank the town for their support of our construction project and look forward to serving your students for many years in the future.

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read "John A. Lafleche".

John A. Lafleche
Superintendent-Director

2015 BAY PATH GRADUATES FROM OXFORD

Sean Battista
Danyell Bellows
Adrianna Bent
Troy Cane
Alec Capstick
John Carmody III (NHS)
Michael Donnelly
Kaila Duarte
Brandon Gagliastro
Benjamin Gordon
Carl Gustafson
Kaylah Hewett
Michael Hicks
Colin Levicki
Eric Nieves
Nicole Nolan-Toukonen
Thomas Poulin
Nicholas Reid
Alexander Shadis
Zachary Smith
Adam Stidsen
Samantha Sullivan
Courtney Thacker
Laura Tolic (NHS)
Christopher Walne
Harleigh West

Award Receiving Graduates from Oxford:

Sean Battista

John and Abigail Adams Scholarship
Tech Prep Articulation Certificate
President's Award for Academic Excellence

Troy Cane

John and Abigail Adams Scholarship

John Carmody III

John and Abigail Adams Scholarship
Bay Path Educational Foundation Scholarship
MAVA Sponsored Machine Tool Technology
Apprenticeship Award
Tech Prep Articulation Certificate
President's Award for Academic Excellence

Michael Donnelly

John and Abigail Adams Scholarship

Benjamin Gordon

John and Abigail Adams Scholarship
Extra Achiever Senior in Programming & Web Development
New England Institute of Technology Senior Scholarship
IPG Photonics Corporation Academic Scholarship
Tech Prep Articulation Certificate
President's Award for Academic Excellence

Eric Nieves

John and Abigail Adams Scholarship
Tech Prep Articulation Certificate
President's Award for Academic Excellence

Alexander Shadis

John and Abigail Adams Scholarship
President's Award for Academic Achievement

Adam Stidsen

John and Abigail Adams Scholarship
Tech Prep Articulation Certificate

Courtney Thacker

John and Abigail Adams Scholarship

Laura Tolic

Bay Path Educational Foundation Scholarship
Senior Achiever in Business Technology
Heidi Perry Memorial Basketball Scholarship

Harleigh West

John and Abigail Adams Scholarship
President's Award for Academic Excellence

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

WORCESTER, SS.

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

ANNUAL TOWN MEETING WARRANT

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Town affairs to meet at the Oxford High School, 495 Main Street in said Oxford on **Wednesday, the Sixth day of May 2015** at 7:00 o'clock in the afternoon, then and there to act on the following articles:

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

ARTICLE 2. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money for a Reserve Fund pursuant to the provisions of Massachusetts General Laws, Chapter 40, Section 6, for Fiscal Year 2016, or act thereon.
Sponsored by the Town Manager

ARTICLE 3. To see if the Town will vote to transfer a sum of money from available funds and appropriate said amount to the Stabilization Fund, any vote under this article to take effect forthwith upon its adoption, for Fiscal Year **2015**, or act thereon.
Sponsored by the Town Manager

ARTICLE 4. To see if the Town will vote to transfer a sum of money from available funds and appropriate said amount to the Stabilization Fund, any vote under this article to take effect for Fiscal Year **2016**, or act thereon.
Sponsored by the Town Manager

ARTICLE 5. To see if the Town will vote to transfer a sum of money from available funds and appropriate said amount to the OPEB Liability Trust Fund, any vote under this article to take effect forthwith upon its adoption, for Fiscal Year **2015**, or act thereon.
Sponsored by the Town Manager

ARTICLE 6. To see if the Town will vote to transfer a sum of money from available funds and appropriate said amount to the OPEB Liability Trust Fund, for Fiscal Year **2016**, or act thereon.
Sponsored by the Town Manager

ARTICLE 7. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money for Roadway Repair and Restoration, or act thereon.
Sponsored by the Town Manager and DPW Director

ARTICLE 8. To see if the Town will vote to appropriate a sum of money to pay costs of making repairs to the Memorial Hall Tower and Civil War Plaques, including the payment of all costs associated therewith and incidental thereto, and to determine whether this amount

shall be raised by taxation, by transfer from available funds, by borrowing or otherwise, or act thereon.

Sponsored by the Town Manager

ARTICLE 9. To see if the Town will vote to transfer a sum of money from the Ambulance Receipts Reserved for Appropriation Account and appropriate said amount to the Fire/EMS Fiscal Year 2015 Operational Budget; any vote under this article to take effect forthwith upon its adoption, or act thereon.

Sponsored by the Town Manager

ARTICLE 10. To see if the Town will vote to transfer from available funds and appropriate to the Fiscal 2015 Operational Budgets to fund the deficits caused by the excessive Winter Snow and Ice related expenses, any vote adopted under this article to take effect forthwith upon its adoption, or act thereon.

Sponsored by the Town Manager and Finance Director

ARTICLE 11. 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 consent 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 2016, or act thereon.

Sponsored by the Town Manager

ARTICLE 12. To see if the Town will vote to raise by taxation and appropriate a sum of money for the purchase of Technology Equipment for the School Department, provided, however, that, any amount appropriated here under shall be expressly contingent upon the successful passage of a Capital Outlay Exclusion ballot question pursuant to Chapter 59, Section 21C (i 1/2) of the General Laws, or act thereon.

Sponsored by the School Committee

ARTICLE 13. To see if the Town will vote to transfer from the Stabilization Fund for the High School Debt and appropriate a sum of money to the Fiscal Year 2016 Debt Service Account, or act thereon.

Sponsored by the Town Manager

ARTICLE 14. To see if the Town will vote to fix the salary and compensation of School Committee members in accordance with the provisions of Massachusetts General Laws, Chapter 71, Section 52, or act thereon.

Sponsored by the School Committee

ARTICLE 15. To see if the Town will vote to fix the salary and compensation of elected officials of the Town as provided by Massachusetts General Laws, Chapter 41, Section 108, or act thereon.

Sponsored by the Finance Committee

ARTICLE 16. To see if the Town will vote to authorize the Treasurer, with the approval of the Board of Selectmen, to temporarily borrow a note or notes or to make an inter-fund advance from available funds in anticipation of revenue from taxation, bonds, or grants, and to repay said sums within the current fiscal cycle, or act thereon.

Sponsored by the Town Manager

ARTICLE 17. 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, 2015 (Fiscal Year 2016), or act thereon.

Sponsored by the Finance Committee

ARTICLE 18. 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; said sum shall be considered additional to the sum appropriated in Article 12 of the May 7, 2014 Annual Town Meeting; any vote under this article to take effect forthwith upon its adoption, for Fiscal Year 2015, or act thereon. The total amount which may be expended from said fund in Fiscal Year 2015, is Two Hundred Fifty-Five Thousand, Two Hundred Fifteen Dollars (\$255,215.00).

Sponsored by the Town Manager and DPW Director

ARTICLE 19. To see if the Town will vote to transfer a sum of money from Sewer Retained Earnings and appropriate said amount to meet the expense of sewer trench pavement restoration in the Town of Dudley; any vote under this article to take effect forthwith upon its adoption, for Fiscal Year 2015, or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 20. To see if the Town will vote to transfer a sum of money from the Sewer Retained Earnings and appropriate said amount to the Sewer Enterprise Fiscal Year 2015 Operational Budget; any vote under this article to take effect forthwith upon its adoption, for Fiscal Year 2015, or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 21. To see if the Town will vote to transfer a sum of money from Sewer Retained Earnings and appropriate said amount to the Leicester Street Sewer Extension Project; said sum shall be considered additional to the sum appropriated in Article 24 of the May 7, 2014 Annual Town Meeting; any vote under this article to take effect forthwith upon its adoption, for Fiscal Year 2015, or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 22. To see if the Town will vote to appropriate a sum of money to pay costs of making Library repairs, including but not limited to design and construction costs, as well as the payment of all costs associated therewith or incidental thereto, and to determine whether this amount shall be raised by taxation, by transfer from available funds, by borrowing or otherwise, or act thereon.

Sponsored by the Town Manager

ARTICLE 23. To see if the Town will vote to accept the provisions of Massachusetts General Law Chapter 64L, Section 2, Local Options Meals Excise, to impose a local meals excise, any vote under this article to take effect on the first day of the calendar Quarter following 30 days after statutory acceptance by the Town, or act thereon.

Sponsored by the Town Manager

ARTICLE 24. To see if the Town will vote to authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to the "Regulations Pertaining to Cats." Said funds may be expended by the Town Clerk for costs incurred for cat licensing as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The

total amount which may be expended from said fund in Fiscal Year 2016 is Fifteen Thousand Dollars (\$15,000.00), or act thereon.

Sponsored by the Town Manager

ARTICLE 25. To see if the Town will vote to authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Twenty-One of the Town of Oxford General By-Laws “Wiring Inspectors.” Said funds may be expended by the Wiring Inspector for costs incurred for wiring inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Sixty Thousand Dollars (\$60,000.00), or act thereon.

Sponsored by the Town Manager

ARTICLE 26. To see if the Town will vote to authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Sixteen of the Town of Oxford General By-Laws “Board of Health.” Said funds may be expended by the Plumbing Inspector for costs incurred for plumbing inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Sixty Thousand Dollars (\$60,000.00), or act thereon.

Sponsored by the Town Manager

ARTICLE 27. To see if the Town will vote to authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Sixteen of the Town of Oxford General By-Laws “Board of Health.” Said funds may be expended by the Gas Inspector for costs incurred for gas inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Fifteen Thousand Dollars (\$15,000.00), or act thereon.

Sponsored by the Town Manager

ARTICLE 28. To see if the Town will vote to authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Fifty of the Town of Oxford General By-Laws “Building Inspector Fees.” Said funds may be expended by the Building Inspector for costs incurred for building inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is One Hundred Thousand Dollars (\$100,000.00), or act thereon.

Sponsored by the Town Manager

ARTICLE 29. To see if the Town will vote to authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Nineteen of the Town of Oxford General By-Laws “Sealer of Weights and Measures.” Said funds may be expended by the Sealer of Weights and Measures for costs incurred for inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Ten Thousand Dollars (\$10,000.00), or act thereon.

Sponsored by the Town Manager

ARTICLE 30. To see whether the Town will vote to approve the following Resolution to Seek Lower Electric Rates in a Competitive Market, or act thereon:

Resolution to Seek Lower Electric Rates in a Competitive Market

Whereas, the Commonwealth of Massachusetts, by enacting Chapter 164 of the Acts of 1997, has established a competitive marketplace through deregulation and restructuring of the electric utility industry; and

Whereas, the citizens of the Town of Oxford in Worcester County have substantial economic, environmental, and social interests at stake; and

Whereas, Oxford's residential and business consumers are interested in reducing their electricity rates;

Be it therefore resolved, that the Town Meeting of Oxford grant the Board of Selectmen authority to develop and participate in any municipal electric aggregation plan and to amend, restructure or reconstitute such plan as may be necessary and appropriate so as to execute a contract, or contracts, for power supply and other related services, independently, or in joint action with other municipalities through the Hampshire Council of Governments. If such contracts are to be approved, individual consumers would retain the option not to participate and to choose any alternative service they desire; and

Be it further resolved, that the Board of Selectmen may appoint a representative for a committee to oversee such joint action.

Sponsored by the Town Manager

ARTICLE 31. To see if the Town will vote to authorize the Board of Selectmen to study, develop and participate in a municipal aggregation program. Such aggregation program will provide the lowest possible reasonable rate for the sale of electricity to the town and its residents. The rate shall in any event be equal to the lowest rate directly afforded by the electricity supplier to any municipal utility or municipal aggregator for comparable services.

Sponsored by Petition

ANNUAL TOWN ELECTION WARRANT

And, you are further directed to notify and warn the inhabitants of said Town, qualified to vote in ELECTIONS and in Town affairs, to vote at: Chaffee School, 9 Clover Street, Precinct One & Precinct Four; and Oxford Middle School, 497 Main Street, Precinct Two & Precinct Three in said Oxford on **Tuesday the Nineteenth day of May 2015**, to cast their votes for the following Town offices:

One Selectman for three years
Two School Committee Members for three years
One Library Trustee for three years
One Southern Worcester County Regional Vocational School District Committee Member for three years
One Housing Authority Member for five years

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

BALLOT QUESTIONS

QUESTION 1

Shall the Town of Oxford be allowed to exempt from the provisions of proposition two and one half, so-called, the amounts required to pay for the bond issued in order to pay costs of making repairs to the Memorial Hall Tower, including the payment of all costs associated therewith?

YES **NO**

QUESTION 2

Shall the Town of Oxford be allowed to assess an additional Eight Hundred Ten Thousand Dollars (\$810,000.00) in real estate and personal property taxes for the purposes of purchasing Technology Equipment for the School Department for the fiscal year beginning July first, two thousand and fifteen?

YES **NO**

QUESTION 3

Shall the Town of Oxford be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Southern Worcester County Regional Vocational School District (Bay Path) for the purpose of paying costs of designing, constructing, originally equipping and furnishing an addition to and renovation of the Bay Path Regional Vocational Technical High School, located at 57 Old Muggett Hill Road, Charlton, including the payment of all costs incidental or related thereto.

YES **NO**

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

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

Given under our hands this 7th day of April 2015.

John G. Saad, Chairman)

Dennis E. Lamarche, Vice-Chairman)

Michael Voas, Secretary)

Alan R. Berthiaume, Member)

Jarred J. Mahota, Member)

SELECTMEN OF OXFORD

WORCESTER, SS.

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

Albert M. Adams
Constable of Oxford

A true copy, ATTEST:

Date: April 10, 2015

**ANNUAL TOWN MEETING
MAY 6, 2015**

The meeting was called to order by Town Moderator Russell C. Rheault at 7:00 in the afternoon in the Oxford High School. The Moderator announced that a quorum had been attained. There were One Hundred Fifty-eight (158) voters and Eighteen (18) non-voters present.

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

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

The audience was advised of the fire evacuation routes. The NJROTC presented the colors and Veteran Commander Michael Masley led the voters in the Pledge of Allegiance. A moment of silence was observed for the departed townspeople.

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

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

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

Article 1. REPORTS – NONE

Article 2. RESERVE FUND

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

VOTED: That the sum of One Hundred Thousand Dollars (\$100,000.00) be transferred from Free Cash and appropriated for a Reserve Fund for Fiscal Year 2016.

A Unanimous Vote.

Article 3. STABILIZATION FUND FY15

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

VOTED: That the sum of Fifteen Thousand Dollars (\$15,000.00) be transferred from Free Cash and appropriated to the Stabilization Fund to take effect forthwith upon adoption.

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

Carried.

Article 4. STABILIZATION FUND FY16

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

VOTED: That Article 4 be postponed indefinitely.

A Unanimous Vote.

Article 5. OPEB LIABILITY TRUST FUND FY15

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Fifteen Thousand Dollars (\$15,000.00) be transferred from Free Cash and appropriated to the OPEB Liability Trust Fund, any vote under this article to take effect forthwith upon its adoption.

A Unanimous Vote.

Article 6. OPEB LIABILITY TRUST FUND FY16

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That Article 6 be postponed indefinitely.

Carried.

Article 7. ROADWAY REPAIR AND RESTORATION

A motion was moved and seconded, recommended by the Finance Committee, recommended by the Planning Board, and **VOTED:** That the sum of One Hundred Fifty Thousand Dollars (\$150,000.00) be raised by taxation and appropriated to the Roadway Repair and Restoration Account for the purpose of making repairs and restorations to the roads within Town.

Carried.

Article 8. MEMORIAL HALL TOWER & CIVIL WAR PLAQUES

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the Town appropriate Three Hundred Twenty-Seven Thousand Dollars (\$327,000.00) to pay costs of making repairs to the Memorial Hall Clock Tower, including the payment of all costs associated therewith and incidental thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3A) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore. No funds shall be borrowed or expended pursuant to this vote unless and until the Town shall have voted to exclude the amounts required to repay any borrowing hereunder from the limitations on total property Taxes contained in Chapter 59, Section 21C of the General Laws (also known as Proposition 2 1/2).

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

Carried.

Article 9. FIRE/EMS FY15 OPERATIONAL BUDGET

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That Article 9 be postponed indefinitely.

Carried.

Article 10. WINTER SNOW & ICE EXPENSES – FY15 OPERATIONAL BUDGETS

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Two Hundred Twenty-Eight Thousand Dollars (\$228,000.00) be transferred from Free Cash for the Winter Snow and Ice related expenses and of that amount

Seventy Thousand Dollars (\$70,000.00) be appropriated to the Fiscal Year 2015 EMS/Fire Operational Budget and One Hundred Fifty-Eight Thousand Dollars (\$158,000.00) be appropriated to the Fiscal Year 2015 DPW Operational Budget, any vote adopted under this article to take effect forthwith upon its adoption.

A Unanimous Vote.

Article 11. CAPITAL OUTLAY FY16

ITEM 1. A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That Eighty-Seven Thousand Eight Hundred Seventy-Four Dollars (\$87,874.00) be raised by taxation and appropriated for the Purchase of Three (3) Cruisers with Accessories for the Police Department.

Carried.

ITEM 2. A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That Forty-Five Thousand One Hundred Eighty-One Dollars (\$45,181.00) be raised by taxation and appropriated for the Purchase of a Ford F250 with Plow for the Fire/EMS Department.

A Unanimous Vote.

ITEM 3. A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That One Hundred Twelve Thousand Five Hundred Thirty Dollars (\$112,530.00) be raised by taxation and appropriated for the Purchase of a One Ton Dump Truck for the DPW.

Carried.

Article 12. SCHOOL DEPARTMENT - CAPITAL OUTLAY EXCLUSION – TECHNOLOGY EQUIPMENT

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the Town raise by taxation and appropriate Eight Hundred Ten Thousand Dollars (\$810,000.00) to pay costs of purchasing Technology Equipment for the School Department. No funds shall be expended pursuant to this vote unless and until the Town shall have voted to exclude the amount as a capital outlay exclusion from the limitations on total property taxes contained in Chapter 59, Section 21C (i ½) of the General Laws.

Carried.

Article 13. STABILIZATION FUND FOR HIGH SCHOOL DEBT TO FY 2016 DEBT SERVICE ACCOUNT

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Two Hundred Seventy Thousand Dollars (\$270,000.00) be transferred from the Stabilization Fund Reserved for the High School Debt and appropriated to the Fiscal 2016 Debt Service Accounts.

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

A Unanimous Vote.

Article 14. SALARY AND COMPENSATION OF SCHOOL COMMITTEE

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

VOTED: That the salary and compensation of the School Committee members be fixed at the following amounts for the Fiscal Year 2016:

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

Article 15. SALARY AND COMPENSATION OF ELECTED OFFICIALS

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

VOTED: That the salary and compensation of the elected officials of the Town be fixed at the following amounts for the Fiscal Year 2016:

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

Carried.

Article 16. BORROWING – INTER-FUND ADVANCE

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

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

Carried.

Article 17. BUDGET FY 2016

The Moderator explained the procedure for voting on the Town Departmental Budgets under Article 17 of the warrant. The procedure was used to expedite the action of the Fiscal Year (July 1, 2015 - June 30, 2016) Budget, which was read and the following items were held:

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

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

VOTED: That the amounts of money set forth in the Finance Committee recommendation column of the printed budget which begins on page 7 of your budget book, except for the amounts of money for those items which have been set aside for discussion, be raised by taxation and appropriated for the several purposes therein itemized, each item marked with an asterisk being considered a separate appropriation.

A Unanimous Vote.

GENERAL GOVERNMENT	
Moderator	300
Selectmen	74,894
Town Manager	207,413
Finance Committee	675
Finance Department	1,417,696

Legal Services	90,000
Personnel Board	2,530
Town Clerk	188,575
*Land Management	*
Memorial Hall	106,181
Facilities Maintenance	548,599
PUBLIC SAFETY	
Police	2,087,397
*EMS/Fire	*
EOC	28,371
Sealer of Weights	4,200
*Animal Control	*
PUBLIC WORKS	
*DPW	*
Municipal Utilities	618,473
HUMAN SERVICES	
*Council on Aging	*
Veteran's Services	182,551
CULTURE AND RECREATION	
*Library	*
Historical Commission	550
Celebrations	7,100
DEBT SERVICE	
Debt Financing	1,193,537
EMPLOYEE BENEFITS	
*Retirement & Insurance	*
SEWER	
*Sewer Enterprise	*
COMMUNITY CENTER	
*Community Center Enterprise	*
WATER	
*Water Enterprise	*
EDUCATION	
*School General	*
School Bus Transportation	1,210,544
School Community Services	25,000
Medicaid Billing	7,500
SWCRVSD (Bay Path)	1,231,675
SWCRVSD (Bay Path-Debt)	183,945

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

LAND MANAGEMENT: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Forty-Five Thousand Eight Hundred Sixty-Four Dollars (\$45,864.00) be raised by taxation; and, Eighty Thousand Dollars (\$80,000.00) be transferred from the Board of Health Receipts Reserved for Appropriation Account; and, Sixty-Four Thousand Dollars (\$64,000.00) be transferred from the Building Inspector Revolving Account; and, that the total amount of One Hundred Eighty-Nine Thousand Eight Hundred Sixty-Four Dollars (\$189,864.00) be appropriated for the FY2016 Land Management Budget.

A Unanimous Vote.

EMS/FIRE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Four Hundred Ninety-Six Thousand Six Hundred Forty-Two Dollars (\$496,642.00) be raised by taxation; and, Six Hundred Thousand Dollars (\$600,000.00) be transferred from the Ambulance Receipts Reserved for Appropriation Account; and, that the total amount of One Million Ninety-Six Thousand Six Hundred Forty-Two Dollars (\$1,096,642.00) be appropriated for the FY2016 EMS/FIRE Budget.

A Unanimous Vote.

ANIMAL CONTROL: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Thirty-Four Thousand Two Hundred Ten Dollars (\$34,210.00) be raised by taxation; and, Eight Thousand Dollars (\$8,000.00) be transferred from the Dog Fund Revolving Account; and, Four Thousand Dollars (\$4,000.00) be transferred from the Cat Fund Revolving Account; and, the total amount of Forty Six Thousand Two Hundred Ten Dollars (\$46,210.00) be appropriated for the FY2016 Animal Control Budget.

A Unanimous Vote.

DEPARTMENT OF PUBLIC WORKS: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of One Million Seven Hundred Seventy-Eight Thousand Two Hundred Twenty-Nine Dollars (\$1,778,229.00) be raised by taxation; and, Sixteen Thousand Dollars (\$16,000.00) be transferred from the Conservation Receipts Reserved for Appropriation Account; and, Four Thousand Dollars (\$4,000.00) be transferred from the Cemetery Perpetual Care Trust Fund; and, the total amount of One Million Seven Hundred Ninety-Eight Thousand Two Hundred Twenty-Nine Dollars (\$1,798,229.00) be appropriated for the FY2016 DPW Budget.

A Unanimous Vote.

COUNCIL ON AGING: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Fifty-Nine Thousand Nine Hundred Forty-Three Dollars (\$59,943.00) be raised by taxation; and, Four Thousand Dollars (\$4,000.00) be transferred from the Oxford Home for the Aged People Trust Fund; and, Twenty-Seven Thousand Dollars (\$27,000.00) be transferred from the WRTA Reserved for Appropriation Account; and, the total amount of Ninety Thousand Nine Hundred Forty-Three Dollars (\$90,943.00) be appropriated for the FY2016 Council on Aging Budget.

A Unanimous Vote.

LIBRARY: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Four Hundred Sixteen Thousand Four Hundred Seventy-Seven Dollars (\$416,477.00) be raised by taxation; and, Twenty-Four Thousand Dollars (\$24,000.00) be transferred from the Library State Aid Fund; and, the total amount of Four Hundred Forty Thousand Four Hundred Seventy Seven Dollars (\$440,477.00) be appropriated for the FY2016 Library Budget.

A Unanimous Vote.

RETIREMENT & INSURANCE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Six Million Eight Hundred Forty-Nine Thousand Eighty Dollars (\$6,849,080.00) be raised by taxation; and, One Hundred Twenty-Nine Thousand Five Hundred Eighty Six Dollars (\$129,586.00) be transferred from the

Retirement Trust Fund Account; and, One Hundred Thousand Dollars (\$100,000.00) be transferred from the OPEB Liability Trust Fund; and, Fifty Thousand Dollars (\$50,000.00) be transferred from the Municipal Building Insurance Trust Fund; and, the total amount of Seven Million One Hundred Twenty-Eight Thousand Six Hundred Sixty-Six Dollars (\$7,128,666.00) be appropriated for the FY2016 Employee Benefits Budget.

A Unanimous Vote.

SEWER ENTERPRISE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Three Hundred Fifty-Two Thousand Seven Hundred Two Dollars (\$352,702.00) be appropriated for the FY2016 Sewer Enterprise Operational Budget said appropriation to be offset by receipts from Sewer betterments and Sewer user fees.

A Unanimous Vote.

COMMUNITY CENTER ENTERPRISE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Three Hundred Fourteen Thousand Eight Hundred Fifty Dollars (\$314,850.00) be appropriated for the FY2016 Community Center Enterprise Operational Budget, said appropriation to be offset by receipts from Community Center users.

A Unanimous Vote.

WATER ENTERPRISE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of One Hundred Seven Thousand One Hundred Thirty-Nine Dollars (\$107,139.00) be appropriated for the FY2016 Water Enterprise Operational Budget, said appropriation to be offset by Water Enterprise receipts.

A Unanimous Vote.

SCHOOL GENERAL: A motion was moved and seconded, recommended by the Finance Committee: That the sum of Fifteen Million Two Hundred Twenty-seven Thousand Seven Hundred Twenty-four Dollars (\$15,227,724.00) be raised by taxation and appropriated for the FY2016 School General Budget.

An amendment was moved and seconded that the School Budget is amended to reflect the monetary figure of \$16,574,217. The number reflecting a true budget of need for the Oxford Public Schools. That the money be raised by taxation and appropriated as an amendment to the dollar figure recommended by the Finance Committee.

Not recommended by the Finance Committee. A lengthy discussion ensued.
A motion was moved and seconded: To move the question.

Voted: To move the question. A Unanimous Vote.

The Moderator called for the vote on the amended motion. The motion was defeated.

The Moderator called for the vote on the main motion.

VOTED: That the sum of Fifteen Million Two Hundred Twenty-seven Thousand Seven Hundred Twenty-four Dollars (\$15,227,724.00) be raised by taxation and appropriated for the FY2016 School General Budget.

Carried.

BUDGET - FISCAL YEAR 2016

July 1, 2015 - June 30, 2016

	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
GENERAL GOVERNMENT			
Moderator	300		300
Selectmen	74,894		74,894
Town Manager	207,413		207,413
Finance Committee	675		675
Finance Department	1,417,696		1,417,696
Legal Services	90,000		90,000
Personnel Board	2,530		2,530
Town Clerk	188,575		188,575
Land Management	189,864	144,000	45,864
Memorial Hall	106,181		106,181
Facilities Maintenance	548,599		548,599
GENERAL GOVERNMENT	2,826,727		
LESS APPLIED INCOME		144,000	
TOTAL GENERAL GOVERNMENT			2,682,727
PUBLIC SAFETY			
Police	2,087,397		2,087,397
EMS/Fire	1,096,642	600,000	496,642
EOC	28,371		28,371
Sealer of Weights	4,200		4,200
Animal Control	46,210	12,000	34,210
PUBLIC SAFETY	3,262,820		
LESS APPLIED INCOME		612,000	
TOTAL PUBLIC SAFETY			2,650,820
PUBLIC WORKS			
DPW	1,798,229	20,000	1,778,229
Municipal Utilities	618,473		618,473
PUBLIC WORKS	2,416,702		
LESS APPLIED INCOME		20,000	
TOTAL PUBLIC WORKS			2,396,702
HUMAN SERVICES			
Council on Aging	90,943	31,000	59,943
Veteran's Services	182,551		182,551
HUMAN SERVICES	273,494		
LESS APPLIED INCOME		31,000	
TOTAL HUMAN SERVICES			242,494
CULTURE AND RECREATION			
Library	440,477	24,000	416,477
Historical Commission	550		550

	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
Celebrations	7,100		7,100
CULTURE AND RECREATION	448,127		
LESS APPLIED INCOME		24,000	
TOTAL CULTURE & RECREATION			424,127
DEBT SERVICE			
Debt Financing	1,193,537		1,193,157
TOTAL DEBT SERVICE	1,193,537		1,193,537
EMPLOYEE BENEFITS			
Retirement & Insurance	7,128,666	279,586	6,849,080
EMPLOYEE BENEFITS	7,128,666		
LESS APPLIED INCOME		279,586	
TOTAL EMPLOYEE BENEFITS			6,849,080
SEWER			
Sewer Enterprise	352,702	352,702	0
SEWER ENTERPRISE	352,702		
LESS APPLIED INCOME		352,702	
TOTAL SEWER ENTERPRISE			0
COMMUNITY CENTER			
Community Center Enterprise	314,850	314,850	0
COMMUNITY CENTER ENTERPRISE	314,850		
LESS APPLIED INCOME		314,850	
TOTAL COMMUNITY CENTER ENTERPRISE			0
WATER			
Water Enterprise	107,139	107,139	0
WATER ENTERPRISE	107,139		
LESS APPLIED INCOME		107,139	
TOTAL WATER ENTERPRISE			0
EDUCATION			
School General	15,227,724		15,227,724
School Bus Transportation	1,210,544		1,210,544
School Community Services	25,000		25,000
Medicaid Billing	7,500		7,500
SWCRVSD (Bay Path)	1,231,675		1,231,675
SWCRVSD (Bay Path-Debt)	183,945		183,945
TOTAL EDUCATION	17,886,388		17,886,388
GRAND TOTAL	36,211,152		
LESS APPLIED INCOME		1,885,277	
NET RAISED BY TAXATION			34,325,875

Article 18. STATE HIGHWAY AID FY 2015 CHAPTER 90 APPORTIONMENT

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Two Hundred Fifty-Five Thousand Two Hundred Fifteen Dollars (\$255,215.00) be appropriated from the Commonwealth of Massachusetts, State Highway Aid (Fiscal Year 2015 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 to take effect forthwith upon its adoption.

A Unanimous Vote.

Article 19. SEWER ENTERPRISE RETAINED EARNINGS TO SEWER TRENCH PAVEMENT RESTORATION

A motion was moved and seconded, recommended by the Finance Committee, recommended by the Planning Board, and **VOTED:** That the sum of Thirty-Three Thousand Dollars (\$33,000.00) be transferred from Sewer Enterprise Retained Earnings and appropriated to the Sewer Trench Pavement Restoration Account for the purpose of restoring the section of road in the Town of Dudley that was damaged during the Sewer Extension project per the agreement with the Town of Dudley; any vote adopted under this article to take effect forthwith upon its adoption.

Carried.

Article 20. SEWER ENTERPRISE RETAINED EARNINGS TO SEWER ENTERPRISE OPERATIONAL BUDGET

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Thirty-Five Thousand Dollars (\$35,000.00) be transferred from the Sewer Enterprise Retained Earnings and appropriated to the FY2015 Sewer Enterprise Operational Budget; any vote adopted under this article to take effect forthwith upon its adoption.

A Unanimous Vote.

Article 21. SEWER ENTERPRISE RETAINED EARNINGS TO LEICESTER STREET SEWER EXTENSION PROJECT

A motion was moved and seconded, recommended by the Finance Committee, recommended by the Planning Board, and **VOTED:** That the sum of Twenty-Five Thousand Dollars (\$25,000.00) be transferred from the Sewer Enterprise Retained Earnings and appropriated to the Leicester Street Sewer Extension Project; any vote adopted under this article to take effect forthwith upon its adoption.

Carried.

Article 22. OXFORD PUBLIC LIBRARY REPAIRS - BORROWING

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the Town appropriate One Hundred Forty Thousand Dollars (\$140,000.00) to pay costs of making repairs to the Oxford Public Library, including the payment of all costs associated therewith, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3A) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore.

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

Carried.

Article 23. MGL CHAPTER 64L, SECTION 2 – LOCAL OPTIONS MEALS EXCISE

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: To accept the provisions of Massachusetts General Law Chapter 64L, Section 2, Local Options Meals Excise, to impose a local meals excise, any vote under this article to take effect on the first day of the calendar Quarter following 30 days after statutory acceptance by the Town.

Carried.

Article 24. REVOLVING FUND – REGULATIONS PERTAINING TO CATS

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: to authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to the "Regulations Pertaining to Cats." Said funds may be expended by the Town Clerk for costs incurred for cat licensing as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Fifteen Thousand Dollars (\$15,000.00).

A Unanimous Vote.

Article 25. REVOLVING FUND – WIRING INSPECTOR

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: To authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Twenty-One of the Town of Oxford General By-Laws "Wiring Inspectors." Said funds may be expended by the Wiring Inspector for costs incurred for wiring inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Sixty Thousand Dollars (\$60,000.00).

A Unanimous Vote.

Article 26. REVOLVING FUND – PLUMBING INSPECTOR

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: To authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Sixteen of the Town of Oxford General By-Laws "Board of Health." Said funds may be expended by the Plumbing Inspector for costs incurred for plumbing inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Sixty Thousand Dollars (\$60,000.00).

A Unanimous Vote.

Article 27. REVOLVING FUND – GAS INSPECTOR

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

VOTED: To authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Sixteen of the Town of Oxford General By-Laws “Board of Health.” Said funds may be expended by the Gas Inspector for costs incurred for gas inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Fifteen Thousand Dollars (\$15,000.00).

A Unanimous Vote.

Article 28. REVOLVING FUND – BUILDING INSPECTOR

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

VOTED: To authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Fifty of the Town of Oxford General By-Laws “Building Inspector Fees.” Said funds may be expended by the Building Inspector for costs incurred for building inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is One Hundred Thousand Dollars (\$100,000.00).

A Unanimous Vote.

Article 29. REVOLVING FUND – SEALER OF WEIGHTS AND MEASURES

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

VOTED: to authorize a revolving fund under Massachusetts General Laws, Chapter 44, Section 53E½, to which shall be credited all fees and receipts paid to the Town pursuant to Chapter Nineteen of the Town of Oxford General By-Laws “Sealer of Weights and Measures.” Said funds may be expended by the Sealer of Weights and Measures for costs incurred for inspections as required by said By-Law, enforcement of said By-Law and other expenses incurred in accordance with said By-Law. The total amount which may be expended from said fund in Fiscal Year 2016 is Ten Thousand Dollars (\$10,000.00).

Carried.

Article 30. RESOLUTION - LOWER ELECTRIC RATES

A motion was moved and seconded, recommended by the Finance Committee, recommended by the Planning Board, and **VOTED:** To approve the following Resolution to Seek Lower Electric Rates in a Competitive Market:

Resolution to Seek Lower Electric Rates in a Competitive Market

Whereas, the Commonwealth of Massachusetts, by enacting Chapter 164 of the Acts of 1997, has established a competitive marketplace through deregulation and restructuring of the electric utility industry; and

Whereas, the citizens of the Town of Oxford in Worcester County have substantial economic, environmental, and social interests at stake; and

Whereas, Oxford’s residential and business consumers are interested in reducing their electricity rates;

Be it therefore resolved, that the Town Meeting of Oxford grant the Board of Selectmen authority to develop and participate in any municipal electric aggregation plan and to amend, restructure or reconstitute such plan as may be necessary and appropriate so as to execute a contract, or contracts, for power supply and other related services, independently, or in joint action with other municipalities through the Hampshire Council of Governments. If such contracts are to be approved, individual consumers would retain the option not to participate and to choose any alternative service they desire; and

Be it further resolved, that the Board of Selectmen may appoint a representative for a committee to oversee such joint action.

Carried.

Article 31. PETITION – ELECTRIC RATES

A motion was moved and seconded, recommended by the Finance Committee, recommended by the Planning Board, and **VOTED:** That Article 31 be postponed indefinitely.

Carried.

A motion was moved and seconded and it was **VOTED:** To dissolve the meeting. The meeting dissolved at 9:20 p.m.

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

ANNUAL TOWN ELECTION

MAY 19, 2015

OXFORD, MA

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

Precinct One: Warden, Joann E. Nelson (U); Clerk, Kathleen E. Purcell (U); Voting List Check-In, Donna M. Fisher (U) and Joann L. Maywalt (R); Voting List Check-Out, Jeannine A. Ross (U) and Thomas P. Purcell (U); Constable, Michael C. G. Plante.

Precinct Two: Warden, Nancy C. Rand (R); Clerk, Rita R. Domian (D); Voting List Check-In, Carol A. Spooner (U) and Nancy A. Maki (U); Voting List Check-Out, Carole L. Rider (U) and Rosalie Allen (U); Constable, Richard M. Kneeland.

Precinct Three: Warden, Suzanne M. Picard (D); Clerk, Dorothy Ellen Murphy (U); Voting List Check-In, Claudette M. Flores (U) and Mary Stacey (U); Voting List Check-Out, Robert W. Picard, Sr. (D) and Robert W. Krasinskas (U); Constable, Ralph W. Miller.

Precinct Four: Warden, Debra R. McDonald (U); Clerk, Sheila Ann Latino (U); Voting List Check-In, Martha A. Cady (D) and Beverly A. Plante (U); Voting List Check-Out, Stacey M. Hamel (R) and Carole A. Fegreus (U); Constable, Albert M. Adams.

	PRECINCT ONE	PRECINCT TWO	PRECINCT THREE	PRECINCT FOUR	TOTAL
TOTAL VOTES	219	158	211	165	753
SELECTMAN					
Blanks	51	39	54	44	188
Dennis E. Lamarche	164	113	153	119	549
All Other Write-ins	4	6	4	2	16
TOTAL	219	158	211	165	753
SCHOOL COMMITTEE (2)					
Blanks	184	125	183	152	644
Daniel P. Coonan	139	91	131	89	450
Palmina E. Griffin	115	99	106	86	406
All Other Write-ins	0	1	2	3	6
TOTAL	438	316	422	330	1506
LIBRARY TRUSTEE					
Blanks	56	35	50	48	189
John J. Bowes	163	122	157	116	558
All Other Write-ins	0	1	4	1	6
TOTAL	219	158	211	165	753

SWCRVSD (Bay Path)					
Blanks	73	49	59	52	233
Rene J. Hamel	146	108	152	112	518
All Other Write-ins	0	1	0	1	2
TOTAL	219	158	211	165	753
HOUSING AUTHORITY					
Blanks	61	42	53	51	207
Patricia L. Ferdella	158	115	157	111	541
All Other Write-ins	0	1	1	3	5
TOTAL	219	158	211	165	753
QUESTION 1 <i>(Debt Exclusion)</i> <i>(Memorial Hall Tower)</i>					
Blanks	4	1	1	5	11
Yes	82	56	93	59	290
No	133	101	117	101	452
TOTAL	219	158	211	165	753
QUESTION 2 <i>(Capital Exemption)</i> <i>(School Department)</i>					
Blanks	1	0	0	1	2
Yes	114	85	119	89	407
No	104	73	92	75	344
TOTAL	219	158	211	165	753
QUESTION 3 <i>(Debt Exclusion)</i> <i>(Bay Path)</i>					
Blanks	2	1	3	4	10
Yes	90	60	101	70	321
No	127	97	107	91	422
TOTAL	219	158	211	165	753

753 voters out of 8,405 registered = 9% turnout.

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

THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF OXFORD
SPECIAL TOWN MEETING WARRANT

WORCESTER, SS.

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

IN THE NAME OF The Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in elections and in Town affairs, to meet at the Oxford High School in said Oxford on Wednesday, the twenty-first day of October next, at 7:00 o'clock in the afternoon, then and there to act on the following articles:

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

ARTICLE 2. To see if the Town will vote to transfer from available funds and appropriate a sum of money to the Unemployment Account, any vote under this article to take effect forthwith upon its adoption, for Fiscal Year **2016**, or act thereon.

Sponsored by the Town Manager.

ARTICLE 3. To see if the Town will vote to transfer from available funds and appropriate a sum of money for the purpose of completing a Master Plan Update, any vote under this article to take effect forthwith upon its adoption, for Fiscal Year **2016**, or act thereon.

Sponsored by the Town Manager.

ARTICLE 4. To see if the Town will vote to transfer from available funds and appropriate the sum of, Five Hundred Ten Thousand Sixty-Five Dollars (\$510,065.00) 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 as State Highway Aid (Fiscal Year 2016 Chapter 90 Apportionment), or act thereon.

Sponsored by the Town Manager and DPW Director.

ARTICLE 5. To see if the Town will vote to amend the Oxford General By-laws, Chapter Eight, Town Clerk by deleting Section 8 and replacing it with the following, or act thereon:
Sponsored by the Town Manager and Town Clerk.

Section 8. The fees of the Town Clerk for the services enumerated below shall be as follows:

- (1) Certified copy of a Birth, Marriage or Death Certificate, \$10.00, or any fee prescribed by Mass. General Laws.
- (2) Delayed record of birth, marriage or death, \$10.00.
- (3) Abstract copy of a record of birth, marriage or death, \$4.00.
- (4) Notice of Intention of Marriage, \$25.00.
- (5) Recording certificate of marriage for persons married out of the Commonwealth, \$10.00.
- (6) Recording amendments or corrections on a birth, marriage or death record, \$20.00.
- (7) Filing certificate of a person conducting business under any title other than his real name (d/b/a certificate), \$30.00.
- (8) Filing a statement of change of residence, discontinuance, withdrawal from, change of ownership or change of location on d/b/a certificate, \$20.00.

- (9) Certified copy of a d/b/a certificate or statement of change, \$10.00.
- (10) Certificate of voter registration or certificate of residency, \$5.00.
- (11) Recording power of attorney, \$10.00.
- (12) Recording the name, address, date and number of a certificate issued to a person registered to practice podiatry in the Commonwealth, \$20.00.
- (13) Recording a certificate of registration granted to a person to engage in the practice of optometry, or issuing a certified copy thereof, \$20.00.
- (14) Recording the name of the owner of a certificate of registration as a physician or osteopath in the Commonwealth, \$20.00.
- (15) Recording an order granting location of poles, piers, abutments or conduits, alterations or transfers thereof, and increase of number of wires and cable or attachments, \$40.00 or any fee prescribed by Mass. General Laws Chapter 166, Section 22.
- (16) Receiving and filing a complete inventory of all items to be included in a "closing out sale", "going out of business sale", "discontinuance of business sale", "selling out", "liquidation", "lost our lease", "must vacate", "forced out", or other designation of like meaning, \$10.00 first page and \$2.00 for each additional page.
- (17) Filing a copy of written instrument or declaration of trust by the trustees of an association or trust, or any amendment thereof, as prescribed by Mass. General Laws Chapter 182, Section 2, \$20.00.

ARTICLE 6. To see if the Town will vote to amend the Oxford General By-laws, Chapter Nineteen Sealer of Weights and Measures by deleting Section 3 and replacing it with the following, or act thereon:

Sponsored by the Town Manager and the Sealer of Weights and Measures.

CHAPTER NINETEEN **SEALER OF WEIGHTS AND MEASURES**

Section 3. The fees of the Sealer of Weights and Measures for sealing the following weighing or measuring devices shall be as follows:

- (1) Each scale with a weighing capacity of more than ten thousand pounds, \$150.00.
- (2) Each scale with a weighing capacity of five thousand to ten thousand pounds, \$100.00.
- (3) Each scale with a weighing capacity of one thousand to five thousand pounds, \$75.00.
- (4) Each scale with a weighing capacity of one hundred to one thousand pounds, \$50.00.
- (5) Scales and balances with a weighing capacity of more than ten pounds and less than one hundred pounds, \$30.00.
- (6) Scales and balances with a weighing capacity of ten pounds or less, \$25.00.
- (7) Each liquid capacity measure, except vehicle tanks, of the capacity of more than one gallon and measures on pumps, \$17.00.
- (8) Each liquid measuring meter, except water meters, the diameter of the inlet pipe of which is one half inch or less, \$5.00, more than one half inch but not more than one inch, \$6.00. For each such type of liquid meter, the diameter of the inlet pipe of which is more than one inch, the following shall apply: vehicle tank pump, \$33.00; vehicle tank gravity, \$33.00; bulk storage, \$55.00.

- (9) Each taxi meter or measuring device used in vehicles to determine the cost of transportation, \$25.00.
- (10) Each machine or other mechanical device used for determining linear or area measurement (Fabric, Rope), \$15.00; Yard Sticks, \$10.00.
- (11) Milk bottle or jars, \$12.00 per gross.
- (12) Vehicle tanks used in the sale of commodities by liquid measure \$5.00 for each hundred gallons or fraction thereof.
- (13) Drug store weights, \$2.00.
- (14) All weights and other measures, \$5.00.
- (15) Adjustments and reasonable repairs (if made), \$20.00.
- (16) Reverse Vending Machines (Bottle & Can Return Machines), \$18.00.
- (17) Cord Wood, \$20.00.
- (18) Each automated electronic retail checkout system with fewer than four cash registers or computer terminals, not more than \$75.00.
- (19) Each automated electronic retail checkout system with no less than four and no more than 11 cash registers or computer terminals, not more than \$150.00.
- (20) Each automated electronic retail checkout system with greater than Eleven (11) cash registers or computer terminals, not more than \$250.00.
- (21) Pill Counter, \$15.00.
- (22) Wire, rope, carpet meter, \$15.00.

ARTICLE 7. To see if the Town will vote to accept Massachusetts General Laws, Chapter 44B, Sections 3 through 7, known as the Community Preservation Act, which establishes a special “Community Preservation Fund” that may be appropriated and spent for certain open space, historic resources and affordable housing purposes, to approve a property tax surcharge in an amount not to exceed one and one half (1.5) percent of the taxes assessed annually on real property which shall be dedicated to the fund, such surcharge to be imposed on taxes assessed for fiscal years beginning on or after July 1, 2016, and to exempt from the surcharge any or all of the following: (1) property owned and occupied as a domicile by a person who would qualify for low income housing or low or moderate income senior housing in the community; (2) \$100,000 of the assessed valuation of Class One, Residential, parcels, or act thereon.

Sponsored by the Town Manager.

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

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

Given under our hands this 15th day of September, 2015.

Dennis E. Lamarche, Chairman _____)
Michael Voas _____)
Jarred J. Mahota _____)
Alan R. Berthiaume _____)
John G. Saad _____)

SELECTMEN OF OXFORD

Worcester, SS.

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

Albert Adams
Constable of Oxford

Date: 9/21/15

**SPECIAL TOWN MEETING
OCTOBER 21, 2015**

The meeting was called to order by Town Moderator Russell C. Rheault at 7:02 in the afternoon in the Oxford High School. The Moderator announced that a quorum had been attained. There were One Hundred Thirty-five (135) voters and seven (7) non-voters present.

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

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

The audience was advised of the fire evacuation routes. The NJROTC presented the colors and Veteran James Walker led the voters in the Pledge of Allegiance. A moment of silence was observed for the departed townspeople.

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

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

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

Article 1. REPORTS/COMMITTEES

A motion was moved and seconded and recommended by the Finance Committee: That the Town authorize the Moderator to appoint a School Department Operational Needs Committee consisting of five members to include one member of the Board of Selectmen or their designee, one member of the School Committee or their designee, one member of the Finance Committee or their designee and two members at large to study school department operations and whether there is a need for a Proposition 2½ Override for the school department and to give a report at or before the 2016 Annual Town Meeting.

A discussion followed. A motion was moved and seconded to postpone indefinitely.

The discussion continued. A motion was made a seconded to vote on the amendment.

The motion to postpone indefinitely was defeated. The Moderator called for a vote on the main motion.

VOTED: That the Town authorize the Moderator to appoint a School Department Operational Needs Committee consisting of five members to include one member of the Board of Selectmen or their designee, one member of the School Committee or their designee, one member of the Finance Committee or their designee and two members at large to study school department operations and whether there is a need for a Proposition 2½ Override for the school department and to give a report at or before the 2016 Annual Town Meeting.

Carried.

REPORT OF THE SCHOOL COMMITTEE **By Chairman Samir Bitar**

Good evening, I come before you tonight on behalf of the School Committee in an effort to inform Town Meeting of the progress made since our Superintendent joined us, as well as to bring to light the challenges that the schools and the community face.

Since July of 2014, the district has addressed virtually all of the recommendations contained in the District Review Report issued by the Department of Elementary and Secondary Education at the end of the 2013 school year.

Those recommendations included:

- Clarifying and communicating the vision for the district and developing clear goals for improvement efforts and the plans for achieving them.

The district has developed an Accelerated Improvement Plan (AIP) and all of our schools have in place individual improvement plans that tightly align with that plan and which reflect our shared vision; a vision shared by teachers, parents and the larger community; a vision based on the need to strengthen instruction and supports for ALL students, improve educator effectiveness and maximize all available resources by being as efficient and effective as possible. The highlights of the District AIP are:

- Assigning a high priority to successfully implementing the state's educator evaluation system in support of ensuring that we have highly effective teachers in every classroom and excellent leaders at every building.
- Ensuring that central administration has the authority to observe in classrooms, monitor curriculum implementation as well as direct curriculum development and revision.
- Putting in place a plan for developing and implementing high quality and rigorous curriculum.
- Committing to and communicating a set of common, effective, research-based instructional practices across the district.
- Providing broad access to assessment data by giving all teachers easy access and teaching them how to interpret data and use it to inform instructional decision making.
- Cleaning up our hiring protocols and policies to ensure consistency, manage risk related to employment issues and to ensure that we are bringing in people who can help us continue to improve.
- Increasing transparency with regards to our budgeting practices and seeking efficiencies; including those that can be found by consolidating resources and functions with the town.

Additionally, we have;

Put excellent leaders in place at all schools. Leaders who are committed to improving outcomes for ALL students and who seek to engage families and community partners in their improvement efforts.

We have examined, countless times, every revenue source and expenditure in our budget and considered carefully how each decision we make impacts student learning and school safety.

We have, with thanks to May's Town Meeting and the voters of Oxford, upgraded our instructional technology in all schools, putting computers, tablets and other 21st Century learning tools into the hands of our students and their teachers.

We have expanded our communication efforts with the community through the use of twitter, Facebook and other social media tools, including a redesigned website which is saved the district \$16,000 per year.

Our Superintendent has made himself available monthly to meet with parents and constituents by holding listening tour sessions throughout the town each month.

We have even re-energized our athletics programming and are seeing the biggest crowds for Friday night football that we have seen in years. We have done all of this work and more and we are seeing significant results. Our students have shown marked improvement on the most recent MCAS tests and well as increases in SAT and ACT scores. We saw, last spring, an increase of 154% in the number of students at Oxford High School earning college credit bearing, qualifying scores on the Advanced Placement exams and we applauded our students being accepted to many of country's very best colleges and universities. We have expanded our AP offerings again this year, enrolled more students in AP, Honors and other high level courses and raised the academic expectations for all students. There is no

doubt that the Oxford Public Schools are on track to show quick and dramatic improvement. You also saw our award winning NJROTC earlier this evening.

With regards to the school budget, there has been much discussion in the community about the possibility of pursuing a proposition 2 ½ override. The position of the committee is that an override will be necessary only if the town continues to remedy its fiscal struggles by reallocating funds that have been directed to the schools since at least 2009. Any cut to a town department is difficult to absorb, but we looked at this as an opportunity to become leaner and more efficient. Over the summer, it became evident that Special Education costs, which the schools are mandated to cover, were going to be approximately \$800,000 more than originally budgeted.

There was much misinformation surrounding that \$800,000. Please let me set the record straight. There is no missing \$800,000. There is no missing money. All funds are accounted for.

That being said, here is what happened: When our new interim Special Education Director came on board, she was reviewing her projected expenses. Working with the Business Manager/Town Finance Director, they quickly realized that the expenses for the 2015-2016 school year were going to exceed the budgeted number. The administration reacted appropriately and made difficult cuts to balance the budget.

Due to staffing changes in the Central Office, the town ordered a transition audit; this is a common practice. We have not yet received the audit report, however we are confident that there will be no malfeasance detected, rather some recommendations about best practices that should be implemented. These types of audits are extremely helpful because they allow us to stop poor past practices and also limit the window of time in which the new employees can point the finger at their predecessors.

With that said, we feel strongly that without adequate financial support, from the state and the Town, the improvements that the districts are seeing are not sustainable. We cannot continue to move with increasingly less.

We have worked incredibly hard to get our financials as clean and transparent as they can be.

We have consolidated positions and functions including sharing the town finance director who is currently our business manager and more recently sharing our HR director with the town. We have eliminated other administrative positions including the Curriculum and Title 1 director. That work now falls to Dr. Garceau and his remaining staff.

We have cut back on transportation costs by eliminating one bus this year and expanding walk zones for students; causing great concern for safety by some parents.

We have closed classrooms at every grade level from kindergarten through 4, resulting in class sizes going from averages in the low 20's last year to those approaching 30. We have laid off more than a dozen teacher assistants and instructional aides leaving teachers in larger classrooms with the support they previously had.

We have cut five custodial positions from 12 down to 7 to maintain and clean all of our buildings. While town may be outsourcing custodial services, we have kept our people, but we now have fewer of them. We have cut back on secretarial support at our schools.

And we are currently so tight on staffing that principals are now raising concerns about student and staff safety.

There is no doubt that the conversation will continue over the coming months. The School Committee has a schedule in place to formulate our recommended budget for Fiscal Year 17 and plan on continuing the conversation with the board of selectmen and finance committee once we've had an opportunity to put together a well thought, carefully drafted budget. We thank you for your time this evening.

Article 2. FY 2016 UNEMPLOYMENT ACCOUNT

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

VOTED: That the sum of One Hundred Fifteen Thousand Dollars (\$115,000.00) be transferred from the Retirement & Insurance Budget and appropriated to the Unemployment Reserve Fund for Fiscal Year 2016.

A Unanimous Vote.

Article 3. FY 2016 MASTER PLAN UPDATE

A motion was moved and seconded: That the sum of Eight Thousand Dollars (\$8,000.00) be transferred from Article 16: May, 2008 Annual Town Meeting Comprehensive Wastewater Management Account and Nineteen Thousand Dollars (\$19,000.00) from Article 12: October 4, 2000 Special Town Meeting Industrial Park Water System Account and that these sums be appropriated to the Land Management Department for Fiscal Year 2016.

Recommended by the Finance Committee and Planning Board.

REPORT OF THE PLANNING BOARD

In accordance with the provisions of Chapter 9 of the Town Charter and Chapter Twenty-four of the General By-Laws, the Planning Board has considered a proposal to see if the Town will vote to transfer from available funds and appropriate a sum of money for the purpose of completing a Master Plan Update, any vote under this Article to take effect forthwith upon its adoption, for Fiscal Year 2016, or act thereon, as described in Article 3 of the Warrant for the October 21, 2015 Special Town Meeting, and voted to recommended favorable action on said Article.

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

VOTED: That the sum of Eight Thousand Dollars (\$8,000.00) be transferred from Article 16: May, 2008 Annual Town Meeting Comprehensive Wastewater Management Account and Nineteen Thousand Dollars (\$19,000.00) from Article 12: October 4, 2000 Special Town Meeting Industrial Park Water System Account and that these sums be appropriated to the Land Management Department for Fiscal Year 2016.

A Unanimous Vote.

Article 4. STATE HIGHWAY AID FY 2016 CHAPTER 90 APPORTIONMENT

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

VOTED: That the sum of Five Hundred Ten Thousand Sixty-Five Dollars (\$510,065.00) be appropriated from the Commonwealth of Massachusetts, State Highway Aid (Fiscal Year 2016 Chapter 90 Apportionment) Account to meet the State's share of the cost for Town road maintenance and repair, such amount to be reimbursed by the Commonwealth of Massachusetts.

A Unanimous Vote.

Article 5. GENERAL BY-LAWS - CHAPTER EIGHT – TOWN CLERK

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

That the Oxford General By-Law Amendment be adopted as printed in warrant Article 5, to take effect upon approval by the Attorney General.

VOTED: To amend the Oxford General By-laws, Chapter Eight, Town Clerk by deleting Section 8 and replacing it with the following:

Section 8. The fees of the Town Clerk for the services enumerated below shall be as follows:

- (1) Certified copy of a Birth, Marriage or Death Certificate, \$10.00, or any fee prescribed by Mass. General Laws.

- (2) Delayed record of birth, marriage or death, \$10.00.
- (3) Abstract copy of a record of birth, marriage or death, \$4.00.
- (4) Notice of Intention of Marriage, \$25.00.
- (5) Recording certificate of marriage for persons married out of the Commonwealth, \$10.00.
- (6) Recording amendments or corrections on a birth, marriage or death record, \$20.00.
- (7) Filing certificate of a person conducting business under any title other than his real name (d/b/a certificate), \$30.00.
- (8) Filing a statement of change of residence, discontinuance, withdrawal from, change of ownership or change of location on d/b/a certificate, \$20.00.
- (9) Certified copy of a d/b/a certificate or statement of change, \$10.00.
- (10) Certificate of voter registration or certificate of residency, \$5.00.
- (11) Recording power of attorney, \$10.00.
- (12) Recording the name, address, date and number of a certificate issued to a person registered to practice podiatry in the Commonwealth, \$20.00.
- (13) Recording a certificate of registration granted to a person to engage in the practice of optometry, or issuing a certified copy thereof, \$20.00.
- (14) Recording the name of the owner of a certificate of registration as a physician or osteopath in the Commonwealth, \$20.00.
- (15) Recording an order granting location of poles, piers, abutments or conduits, alterations or transfers thereof, and increase of number of wires and cable or attachments, \$40.00 or any fee prescribed by Mass. General Laws Chapter 166, Section 22.
- (16) Receiving and filing a complete inventory of all items to be included in a "closing out sale", "going out of business sale", "discontinuance of business sale", "selling out", "liquidation", "lost our lease", "must vacate", "forced out", or other designation of like meaning, \$10.00 first page and \$2.00 for each additional page.
- (17) Filing a copy of written instrument or declaration of trust by the trustees of an association or trust, or any amendment thereof, as prescribed by Mass. General Laws Chapter 182, Section 2, \$20.00.

A Unanimous Vote.

Article 6. GENERAL BY-LAWS - CHAPTER NINETEEN – SEALER OF WEIGHTS AND MEASURES

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

That the Oxford General By-Law Amendment be adopted as printed in warrant Article 6, to take effect upon approval by the Attorney General.

VOTED: To amend the Oxford General By-laws, Chapter Nineteen Sealer of Weights and Measures by deleting Section 3 and replacing it with the following:

CHAPTER NINETEEN
SEALER OF WEIGHTS AND MEASURES

Section 3. The fees of the Sealer of Weights and Measures for sealing the following weighing or measuring devices shall be as follows:

- (1) Each scale with a weighing capacity of more than ten thousand pounds, \$150.00.
- (2) Each scale with a weighing capacity of five thousand to ten thousand pounds, \$100.00.
- (3) Each scale with a weighing capacity of one thousand to five thousand pounds, \$75.00.
- (4) Each scale with a weighing capacity of one hundred to one thousand pounds, \$50.00.
- (5) Scales and balances with a weighing capacity of more than ten pounds and less than one hundred pounds, \$30.00.
- (6) Scales and balances with a weighing capacity of ten pounds or less, \$25.00.
- (7) Each liquid capacity measure, except vehicle tanks, of the capacity of more than one gallon and measures on pumps, \$17.00.
- (8) Each liquid measuring meter, except water meters, the diameter of the inlet pipe of which is one half inch or less, \$5.00, more than one half inch but not more than one inch, \$6.00. For each such type of liquid meter, the diameter of the inlet pipe of which is more than one inch, the following shall apply: vehicle tank pump, \$33.00; vehicle tank gravity, \$33.00; bulk storage, \$55.00.
- (9) Each taxi meter or measuring device used in vehicles to determine the cost of transportation, \$25.00.
- (10) Each machine or other mechanical device used for determining linear or area measurement (Fabric, Rope), \$15.00; Yard Sticks, \$10.00.
- (11) Milk bottle or jars, \$12.00 per gross.
- (12) Vehicle tanks used in the sale of commodities by liquid measure \$5.00 for each hundred gallons or fraction thereof.
- (13) Drug store weights, \$2.00.
- (14) All weights and other measures, \$5.00.
- (15) Adjustments and reasonable repairs (if made), \$20.00.
- (16) Reverse Vending Machines (Bottle & Can Return Machines), \$18.00.
- (17) Cord Wood, \$20.00.
- (18) Each automated electronic retail checkout system with fewer than four cash registers or computer terminals, not more than \$75.00.
- (19) Each automated electronic retail checkout system with no less than four and no more than 11 cash registers or computer terminals, not more than \$150.00.
- (20) Each automated electronic retail checkout system with greater than Eleven (11) cash registers or computer terminals, not more than \$250.00.
- (21) Pill Counter, \$15.00.
- (22) Wire, rope, carpet meter, \$15.00.

A Unanimous Vote.

Article 7. COMMUNITY PRESERVATION ACT

A motion was moved and seconded: That the Town accept the provisions of Massachusetts General Laws, Chapter 44B, Sections 3 through 7, the Community Preservation Act and approve a property tax surcharge in the amount of one and one half (1.5) percent of the taxes assessed annually on real property, such surcharge to be imposed on taxes assessed for fiscal years beginning on or after July 1, 2016, and to exempt from the surcharge the following: (1) property owned and occupied as a domicile by a person who would qualify for low income

housing or low or moderate income senior housing in the community; (2) \$100,000 of the assessed valuation of Class One, Residential, parcels.

Recommended by the Finance Committee and Planning Board.

REPORT OF THE PLANNING BOARD

In accordance with the provisions of Chapter 9 of the Town Charter and Chapter Twenty-four of the General By-Laws, the Planning Board has considered a proposal to see if the Town will vote to accept Massachusetts General Laws, Chapter 44B, Section 3 through 7, known as the Community Preservation Act, which establishes a special “Community Preservation Fund” that may be appropriated and spent for certain open space, historic resources and affordable housing purposes, to approve a property tax surcharge in an amount not to exceed one and one half (1.5) percent of the taxes assessed annually on real property which shall be dedicated to the fund, such surcharge to be imposed on taxes assessed for fiscal years beginning on or after July 1, 2016, and to exempt from the surcharge any or all of the following: (1) property owned and occupied as a domicile by a person who would qualify for low income housing or low or moderate income senior housing in the community; (2) \$100,000 of the assessed valuation of Class One, Residential, parcels, or act thereon, as described in Article 7 on the Warrant for the October 21, 2015 Special Town Meeting, and voted to recommended favorable action on said Article.

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

The following report was presented by Stacy Barr, Council on Aging Director, on behalf of the Council:

OXFORD AFFORDABLE SENIOR HOUSING NEEDS **TALKING POINTS**

1. Oxford presently has 175 low income senior housing units. There are another 219 units available at Orchid Hill deemed mostly for families and out of those only 88 units are deemed low income housing funded partially by HUD.
2. There are 2,411 seniors living in Oxford according to the 2010 census. All together according to the state of Massachusetts there are 5,222 housing units in total available in Oxford. According to my calculations only 5% of Oxford's housing is available for low income seniors and the disabled. Seniors aged 60 and up are estimated at 17.5% of the total population of Oxford and will soon increase to 18.5% of the total population of Oxford in 2020. Oxford has seen a 63% increase in the number of seniors living in Oxford since the year 2000. This trend will continue for the next 30 years.
3. Right now (today) there is an estimated 2-5 year wait for affordable, subsidized housing in Oxford, depending on the number of bedrooms needed. Senior housing has a minimum of a three year wait for Oxford residents and a 7-10 year wait for a first floor unit. There are 191 pending applications for senior housing with the Oxford Housing Authority.

Subsidized housing by HUD means that the individual, senior or family pays 30% of their income for their housing and HUD pays the rest.

So many seniors who find themselves trying to live on a fixed income must sell their houses because they can no longer afford to stay in their houses and have no choice but to apply for senior housing. This is their only hope now for safe affordable housing.

While the age wave (Baby Boomers) is exploding the number of new proposed builds for low income senior housing funded by the federal government, for the third year in a row, has ZERO money budgeted.

Safe secure and affordable housing for seniors is a basic human need and part of Oxford's vision for the use of CPA money. The Oxford Council on Aging has unanimously voted to support Article 7.

A statement of support was presented by Robert Manuel, Chairman of the Conservation Commission, on behalf of the Commission.

A statement of support was presented by Joel Masley, Chairman of the Recreation Commission, on behalf of the Commission.

A discussion ensued.

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

A Unanimous Vote.

The Moderator called for a vote on the main motion.

VOTED: That the Town accept the provisions of Massachusetts General Laws, Chapter 44B, Sections 3 through 7, the Community Preservation Act and approve a property tax surcharge in the amount of one and one half (1.5) percent of the taxes assessed annually on real property, such surcharge to be imposed on taxes assessed for fiscal years beginning on or after July 1, 2016, and to exempt from the surcharge the following: (1) property owned and occupied as a domicile by a person who would qualify for low income housing or low or moderate income senior housing in the community; (2) \$100,000 of the assessed valuation of Class One, Residential, parcels.

Carried.

A motion was moved and seconded and it was unanimously **VOTED** to dissolve the meeting. The meeting dissolved at 8:28 p.m.

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

Aquarion Water Company of Massachusetts- Oxford System

Statement of Income
(In thousands)

December 31, 2014

Operating revenues	\$	1,493
<hr/>		
Operating expenses:		
Operating maintenance and general expenses:		
Source of Supply		19
Pumping		120
Treatment		94
T&D		144
Customer Accounting		54
IT		68
Administration & General		754
Depreciation Taxes other than income taxes:		207
Taxes other than income taxes:		
Payroll Taxes		22
Property Taxes		96
<hr/>		
Total operating expenses		1,578
<hr/>		
Operating income (loss)		(84)
<hr/>		
Other income and expense		
Allowance for funds used during construction		2
Miscellaneous other deductions (income)		55
<hr/>		
Income before interest charges and income taxes		(27)
Interest expense		135
<hr/>		
Income before income taxes		(162)
<hr/>		
Income taxes		
Federal income taxes		(158)
State income taxes		41
<hr/>		
Total Income Taxes		(116)
<hr/>		
Net Income (loss)	\$	(45)

The Town of Oxford is always looking for volunteers.

Would you be willing to give your time in service to your community? If so, please complete the following form and return it to the Town Manager's Office or the Board of Selectmen's Office at 325 Main Street, Oxford, MA 01540

Please indicate your area(s) of interest by circling them. Occasionally, task forces and special purpose committees are formed, so if you have a particular interest, please add it at the bottom of the page.

Date: _____

Name: _____

Address: _____

Town/City: _____ Zip code: _____

Telephone Numbers: _____ Cell: _____

E-Mail Address: _____ Occupation: _____

Background/Experience: _____

Please circle your area(s) of interest

Animal Shelter Volunteer

Cultural Council

Agricultural Commission

Development & Industrial Commission

Board of Appeals

Downtown Beautification Committee

Board of Assessors

Fence Viewer

Bandstand Committee

Finance Committee

Board of Health Member

Historical Commission

Cecelia Smolenski/Millette Charitable Trust II

Liaison To The Last Green Valley

Cemetery Commission

Open Space Committee

Charles F. Larned Entertainment Fund Committee

Personnel Board

Charter Review Committee

Planning Board

Community Emergency Response Team (CERT)

Recreation Commission

Conservation Committee

Water Commissioners

Council on Aging

Your Special Interest(s) _____

Previous Town Service: _____

References: _____

Remembering the Legendary Winter of 2015

In honor of the “Snowiest Winter on Record” to date for Worcester County in the State of Massachusetts, which consists of several Towns, including the Town of Oxford, Ms. Sandy Davis submitted the photograph below to the Board of Selectmen. Although it was a difficult Winter for the Town, Sandy captured the spirit of the season and reminds us that when there is a disaster, beauty can still be found within.



*A snowy Oxford Memorial Town Hall, Winter of 2015
325 Main Street, Oxford, MA 01540*

