



TOWN OF OXFORD 2016 ANNUAL REPORT





OXFORD—A TOWN FOR ALL SEASONS

The Town of Oxford has something for everyone in every season. In the Spring, Oxford kicks off the nice weather with the Oxford Little League's "Opening Day Parade," followed shortly by the remembrance of our Veterans on Memorial Day. Residents and business owners renew their Outdoor Business Permits and apply for Yard Sale Permits. They also begin to use Oxford's many recreational facilities. On the cover of this report, you will see pictures of the groundbreaking ceremony at Ruel Field for a new Concession Stand/Bathroom facility. This building project, which was spearheaded by Chairman Dennis Lamarche, was in its final stages as the year 2016 came to a close. During the Summer months, the Oxford "Free" Public Library hosted "Art in the Yard." Interesting sculptures graced the lawn of the library. A few of those sculptures can be found on this report's cover. On July 30, 2016, the Town held a Ribbon Cutting Ceremony at the newly built Splash Pad, which is located adjacent to Carbuncle Beach. Pictures of this event are located on the front cover of this report. Historically, August has been the month of "Concerts on the Common," which are held every Sunday evening during the month. Every Fall, the Oxford Lion's Club hosts a Fall Festival and, in 2016, the new Bandstand Committee and the Oxford Fire/EMS Department, in addition to the Community Emergency Response Team (CERT), hosted a "Family Fun Day" at Joslin Park. Pictures of that event are found on the back cover of this report. Also, the Bandstand Committee hosts an annual "Tree Lighting" ceremony. You will see a picture of Santa taking requests from a beautiful, young resident and her Mother (Lily and Mrs. Samantha Wozniak). Right before the Tree Lighting ceremony began, the son of a well-known volunteer couple in Oxford (Carolyn & Albert Adams) chose to exchange wedding vows at the Bandstand. You can see newly married, Mr. & Mrs. John Adams, kissing on the back cover. Also, Mr. and Mrs. Santa Claus made an appearance at the Oxford Police Department's "Operation Santa" party. Our Police Officers send a special invitation to Santa every year on behalf of all the children in Oxford.

A huge "thank you" is extended to Mr. Robert Shedd and Ms. Sandra Davis for telling the story of Oxford in the many photographs they submitted for use in this report. "A picture is worth a thousand words!" Thank you!

Town of Oxford, Massachusetts

Annual Town Report for 2016

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VOLUNTEER FORM



<u>PRECINCTS</u>	<u>REGISTERED VOTERS</u>	<u>VOTING PLACES</u>	<u>GENERAL AREA</u>
1	2358	A.M. Chaffee School	Southwest
2	2246	Oxford Middle School	North
3	2407	Oxford Middle School	Center
4	<u>2249</u>	A.M. Chaffee School	Southeast
TOTAL	9260		

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	2016 Town Census
53 Mi. West of Boston	sea level at Town Hall	12,293
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
www.warren.senate.gov

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

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

Senator Edward J. Markey

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

975 J.F.K. Federal Building
15 New Sudbury Street
Boston, MA 02222
Tel. 617-565-8519

1550 Main Street, 4th Floor
Springfield, MA 01101
Tel. 413-785-4610

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. 213A, 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 2016

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
Alan R. Berthiaume, Secretary	ATE 2019
Cheryll A. LeBlanc	ATE 2019
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
Cassandra Sue Day	ATE 2019
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 2019
HOUSING AUTHORITY	
Karen Erickson (State Appointee)	---
Ernest A. White, Jr., Chairman	ATE 2019
Patricia L. Ferdella	ATE 2020
Arthur C. Degon, Jr.	ATE 2018
Dale J. Mahota (to fill a vacancy for one year)	ATE 2017
Director	
Elisabeth E. Earle, Executive Director	---

APPOINTED OFFICIALS FOR 2016

BOARD/COMMITTEE/POSITION	TERM EXPIRES
ANIMAL CONTROL	
F/T Animal Control Officer	
Kathleen Flynn	ATE 2017
Assistant Animal Control Officer	
Robert C. McGrath	ATE 2017
P/T Field Driver/Pound Keeper	
Kathleen Flynn	ATE 2016
Animal Inspector/Slaughtering	
Kathleen Flynn	4/1/2017
BOARD OF APPEALS	
Michael F. Leduc, Chairman	ATE 2020
Peter J. LaFlash, Vice Chairman	ATE 2021
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
David E. Silverman	ATE 2019
BOARD OF ASSESSORS	
Christopher T. Pupka, Chairman	ATE 2017
Garry F. Bates	ATE 2019
Robert Fike	ATE 2018
AUCTIONEER AGENT	
Lori A. Kelley	---
BANDSTAND COMMITTEE	
Donna Bowler	ATE 2019
Anthony P. Troiano	ATE 2021
Sandra M. Davis	ATE 2021
Carole A. Fegreus	ATE 2021
Rose M. Wing	ATE 2021
Constance M. Tagg	ATE 2021
Lisa M. Dalrymple	ATE 2021
BURIAL AGENT	
Lori A. Kelley	---
CABLE ADVISORY COMMITTEE	

CECELIA J. SMOLENSKI-MILLETTE	
CHARITABLE TRUST II	
Brian Palaia, Town Manager	---
Donna L. Foglio, Town Accountant	---
Albert J. Grudzinskas, Jr. Chairman, Finance Committee	---
Dolores M. Lyons	ATE 2017
Jean M. O'Reilly	ATE 2017
CEMETERY COMMISSIONERS	
Jane E. Davis, Chairman	ATE 2018
Daniel J. Viel	ATE 2017
Claire D. Wilson	ATE 2019
CONSERVATION COMMISSION	
Robert C. Manuel, Chairman	11/09/2017
Edward J. Stuczko, Vice Chairman	11/09/2017
Arthur Firl, Jr.	11/09/2019
Albert Shahnarian	11/09/2019
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 2019
Mary M. Brodeur (to fill an unexpired term)	ATE 2017
Richard Casagrande	ATE 2017
Carole A. Fegreus	ATE 2019
Karen M. Erickson	ATE 2018
Dorothy E. Ireland	ATE 2017
Joan I. Kasabula	ATE 2018
Gladys A. Pacenka	ATE 2017
Alice K. Walker	ATE 2017
Patricia A. Mayo	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, Chairman	5/01/2018
Rose M. Wing	5/01/2018
Jennifer Woodward	5/01/2019
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

DPW DIRECTOR/SUPT OF STREETS	
Sean M. Divoll	ATE 2017
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
DEV. & INDUSTRIAL COMMISSION	
DOWNTOWN BEAUTIFICATION COMMITTEE	
Joel P. Masley	ATE 2017
John D. Reckner	ATE 2017
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 2017
Assistant Fence Viewer	
Jared M. Duval	ATE 2017
FINANCE COMMITTEE	
Albert J. Grudzinskas, Jr., Chairman	6/30/2017
Joan P. Mazeika	6/30/2019
Roger D. Bacon, Jr.	6/30/2018
Carol Ann Esposito	6/30/2017
Veronica M. Hamel	6/30/2018
John M. Doherty	6/30/2019
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	6/30/2017

BOARD OF HEALTH	
Kerri A. Singer, Chairman	ATE 2018
Robert D. Boulay, Vice Chairman	ATE 2017
Clerk	
Laureen Menard	ATE 2017
Agent for Emergency Situations	
James F. Malley, Jr.	ATE 2017
Inspector	
James F. Malley, Jr.	ATE 2017
BOARD OF HEALTH INSPECTORS	
Paul D. Mazeika, Gas	ATE 2017
John E. Murray, Asst. Gas	ATE 2017
Paul D. Mazeika, Plumbing	ATE 2017
John E. Murray, Asst. Plumbing	ATE 2017
Sean M. Divoll, Sewerage	ATE 2017
Jared M. Duval, Asst. Sewerage	ATE 2017
James F. Malley, Jr., Asst. Sewerage	ATE 2017
Steven Garabedian, Food	ATE 2017
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	9/01/2019
Howard G. Holbrook	9/01/2017
John R. Pariseau	9/01/2017
Carol A. Pytko	9/01/2017
A. Russell Pytko	9/01/2019
Richard Shumway	9/01/2018
INSPECTOR OF BUILDINGS	
Building Commissioner	
Ronald P. Desantis	ATE 2017
Assistant Building Commissioner	
Wesley J. Mroczka	ATE 2017
Local Building Inspector	
INSPECTOR OF WIRES	
Alfred W. Banfill	ATE 2017
Assistant Wire Inspector	
Ronald C. Stevens	ATE 2017

INSURANCE ADVISORY COMMITTEE	
Jon T. Belanger	An Indefinite Term
Scott M. Cheney	An Indefinite Term
Valerie J. Daoust	An Indefinite Term
Rhonda Doney	An Indefinite Term
Joseph D. Janerico	An Indefinite Term
James R. McDonald	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
Robert Racicot	Until Project Completion
MUNICIPAL HEARING OFFICER	
Alfred W. Banfill	6/30/2018
MUNICIPAL LIASON 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	
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	
Claire D. Wilson	6/30/2017

PERSONNEL BOARD	
S. Veronica Bachand, Chairman	6/30/2018
William R. Capers	6/30/2018
Rebecca A. Power	6/30/2018
James H. Walker	6/30/2017
Kevin Mercier	6/30/2019
PLANNING BOARD	
Richard A. Escolas, Jr., Chairman	ATE 2021
Jeffrey Stafford, Vice Chairman	ATE 2018
Norman J. LeBlanc, Clerk	ATE 2017
Dale Mahota Assistant Clerk	ATE 2019
Kristine V. Bird (to fill an unexpired term)	ATE 2020
Edward J. Hashey	ATE 2021
Thomas Purcell	ATE 2020
CMRPC-First Delegate	
Thomas Purcell	Until next Planning Board Reorganization
CMRPC-Second Delegate	
Terrence A. Cummings	6/30/2017
CMRPC-Alternate Delegate	
Kristine V. Bird	Until next Planning Board Reorganization
CMRPC TRANSPORTATION ADVISORY GROUP	
Terrence A. Cummings	---
POLICE CHIEF	
Michael C. Hassett	---
RECORDS ACCESS OFFICER	
Lori A. Kelley	---
RECREATION COMMISSION	
Joel P. Masley, Chairman	ATE 2021
Roger L. McCarthy, Jr., Vice Chairman	ATE 2020
John Guillotte	ATE 2018
Karen A. Esposito	ATE 2020
Daniel P. Fitzpatrick (to fill an unexpired term)	ATE 2020
Gregory G. Gray	ATE 2021
REGISTRARS OF VOTERS	
Carol J. Graves, Chairman	ATE 2017
Robert J. Shedd	ATE 2018
John Flattery	ATE 2019
Clerk: Lori A. Kelley, Town Clerk	---
REP. TO WORCESTER REGIONAL TRANSIT AUTHORITY	
Brian M. Palaia	ATE 2017

SCHOOL DEPARTMENT OPERATIONAL NEEDS COMMITTEE	
Cheryll A. Leblanc	Until Project Completion
Paul Sepuka	Until Project Completion
Melissa Nowak	Until Project Completion
Veronica M. Hamel	Until Project Completion
William C. Spitz	Until Project Completion
Samir M. Bitar Jr.	Until Project Completion
SEALER OF WEIGHTS & MEASURES	
Ronald W. Valiniski	ATE 2017
BOARD OF SELECTMEN ADMINISTRATIVE ASSISTANT	
Karen A. Crandell	ATE 2017
SEXUAL HARASSMENT GRIEVANCE OFFICER	
Brian M. Palaia	ATE 2016
SOLID WASTE COMMITTEE (ADHOC)	
Carol Ann Esposito	Until Project Completion
Thomas W. Sullivan	Until Project Completion
Claire D. Wilson	Until Project Completion
SPLASH PAD ADHOC 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, Ed. D.	---
Business Manager	
SUPERINTENDENT OF SEWERS	
Sean M. Divoll	ATE 2017
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	
TOWN CLERK	
Lori A. Kelley	---
Assistant Town Clerk	
Ann D. Morgan	6/30/2018
TOWN COLLECTOR	
Claire D. Wilson	6/30/2018
Assistant Collector	
Deborah A. Castell	6/30/2018
TOWN COUNSEL	
KP Law – Lauren F. Goldberg, Managing Attorney	---
TOWN LIBRARIAN	
Timothy Kelley	---
TOWN MANAGER	
Brian M. Palaia	To Serve at Board of Selectmen's Pleasure
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 2017
TRUSTEES OF THE CHARLES LARNED ENTERTAINMENT FUND	
Joseph R. DePasquale, Chairman	ATE 2018
Nancy A. Maki, Treasurer	ATE 2017
Claire D. Wilson, Secretary	ATE 2019
VETERAN'S SERVICES	
Director	
Agent	
Daniel G. O'Halloran	ATE 2017
WASTEWATER MGMT PLAN STUDY COMMITTEE (ADHOC TO BOS)	
Donald Mosher, Chairman (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	
Jarred J. Mahota	Board of Selectmen
Brenda A. Ennis	School Committee
Appointed	
Adelle M. Reynolds	Building Inspector/Zoning Enforcement Officer
Larry Ackley, Jr.	Veteran's Director
Kathleen T. Bowles	Downtown Beautification Committee
Virginia R. Suklis	Open Space Committee
Jeffrey Stafford	Open Space Committee
Carolyn M. Merson	Housing Authority (to fill a vacancy)
RESIGNATIONS	
Elected	
Appointed	
Terry M. Fike	Clerk- Board of Health
Joyce Sirard	Bandstand Committee
Jonathan Longtin	Bandstand Committee
Cathleen Nikosey	Insurance Advisory Committee
Justin M. Leduc	Assistant MIS Director
Cheryll A. LeBlanc	Personnel Board
Cheryll A. LeBlanc	ADHOC Solid Waste Committee
Thiem K. Luu	Conservation Commission
Donna M. Vincequere	Board of Health
George E. Esteves	Conservation Commission
Alfred Banfill	Downtown Beautification Committee
Carolyn Banfill	Downtown Beautification Committee
Bridget M. Lever	Oxford Community Emergency Response Team
Gabrielle Radik	Conservation Commission
Gabrielle Radik	Master Plan Update Committee
Rosemary Conner	Assistant Animal Control Officer
Donald Polena	Bandstand Committee
Erik Spitz	Permanent Intermittent Police Officer
Robert J. Racicot	Finance Committee
Robert J. Racicot	Master Plan Update Committee
George J. Starkus	Downtown Beautification Committee
Dorothy A. Starkus	Downtown Beautification Committee
Donna Bowler	Bandstand Committee

GENERAL GOVERNMENT



SELECTMEN

As a result of the 2016 Annual Town Election, Selectman Alan R. Berthiaume was re-elected and Selectwoman Cheryll A. LeBlanc was elected. At the Board's re-organizational meeting, Dennis E. Lamarche was voted Chairman; Michael Voas, Vice Chairman; Alan R. Berthiaume, Secretary, and Cheryll A. LeBlanc 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 and Giovanni A. Velasco assisted 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 2016: In January, the Selectmen dealt with licensing and littering issues throughout the Town.

In February, the Selectmen selected the 2015 Annual Town Report Cover contest winner, Access Oxford Inc., and they especially thanked Ms. Sandy Davis, Mr. Tony Trioano and Mr. Bob Shedd for their awesome collage of photographs. They also met with an auditor, Ron Smith from Ron Smith Associates, who provided the Board with a Best Practices Report for the School District. The report highlighted the District's strengths and weaknesses. Additionally, Town Manager Brian Palaia presented the Municipal Electric Aggregation Plan, which will provide lower electricity rates to the Town's residents. The Selectmen applauded him for his efforts. Additionally, the Selectmen were concerned about the safety of the townspeople and Oxford's Police Officers due to the fact that there was an increase in the number of intoxicated individuals roaming around Town past 2:00 a.m. The Selectmen requested that further research be conducted and a report presented to them to help solve this public safety issue.

In March, the Board met with Finance Director Donna Foglio and the Finance Committee, who presented the FY 2017 Budget. Oxford Police Chief Michael Hassett and Sergeant Jeromy Grniet presented their report concerning the Board's 2:00 a.m. Closing Privileges Policy. They advised that the closing times for all liquor establishments should be reduced by at least one hour to 1:00 a.m. In addition, the Board was presented with several ideas to improve life in Oxford. The first idea was in regard to introducing a Dog Park to the Town. The Board agreed to accept the draft proposal and requested that Animal Control Officer Kathleen Flynn, Town Manager Brian Palaia, DPW Director Sean Divoll and the Dog Park Committee present a final plan for the Board's approval. The second project, which was presented by DPW Director Sean Divoll and the Ad Hoc Solid Waste Committee, was a proposal to improve curbside trash and recycling services received by the residents and provide options that would help lower their waste disposal bills.

In April, the Board met with the Chairman of the School Department Operational Needs Committee, Cheryll A. LeBlanc, to discuss the 2 ½ % Override proposal and review her Committee's report. Also, the Board held interviews for one full-time Police Officer position. In addition, they approved the Warrant Articles for the Annual May Town Meeting and the wording for the Ballot Questions to be placed on the Town Election Warrant. A new DPW project was presented by DPW Director Sean Divoll. The project included applying for the "Complete Streets Grant," so that funding could be used to repair roads and/or add sidewalks in Oxford. The Board also met with Mr. Kenneth Lombardi from NFP Corporation to discuss FY 17 employee and retiree health care benefits and preliminary ideas for FY 18.

In May, Irene Allain and other Oxford residents, who were all proponents for the installation of sidewalks on Sutton Avenue, came before the Board to express their concerns about the delay proposed by the Town. They also repeated their concern about the amount of traffic on Sutton Avenue due to the commercial property expansion known as *Oxford Crossing*. The Board listened to Ms. Allain and the other residents present at their meeting and requested that the Manager seek other funding for the sidewalks if the Town is unsuccessful in obtaining monies from the Complete Streets Grant Program.

In early June, a public hearing was held concerning the 2:00 a.m. Closing Privileges issued to liquor establishments on an annual basis. The Board unanimously agreed that establishments with liquor licenses should be closed at 1:00 a.m. instead of 2:00 a.m. Also, a Pre-Disaster Mitigation plan was presented to the Board. The presentation included the project's goals and an updated Hazard Mitigation Plan. The Plan will make the Town eligible to receive FEMA mitigation grants.

July was a busy month for the Board. The Selectmen received an update from the School Department regarding recent milestones reached

within the school system. Also in July, the Selectmen held interviews for another full-time Police Officer position, dealt with a dangerous dog complaint and liquor violations. In addition, they were provided with a Municipal Curbside Trash and Recycling Service presentation by DPW Director Divoll. This presentation would later become an Article on the October Town Meeting Warrant. The presentation included a budget and a waste consolidation plan for the Town. Director Divoll also presented the Complete Streets Policy to the Board. The policy required the Selectmen's approval in order for Oxford to be eligible for the Complete Streets Grant. Mr. Divoll presented the Board with options as to what the grant could be used for. One option was the creation of sidewalks on Sutton Avenue, which was the number one priority for the use of the grant funds.

In August, the Board ruled over the ongoing Dangerous Dog Complaint and received news that a bid winner was chosen for the Curbside Recycling/Trash removal.

In September, the Board approved of the prioritization plan for the Complete Streets Grant. They also received an update from Aquarion Water Company and Access Oxford, Inc., concerning the services these organizations provide to the citizens. At the end of September, the Board held an interview for the Lateral transfer of a Permanent Intermittent Officer.

In October, the Selectmen were informed of the Police Chief's retirement plans. Therefore, they proceeded to discuss the recruitment of a new Police Chief.

In November, the Board held interviews for four Permanent Intermittent Police Officers. The Board also adopted the Pre-disaster Mitigation Plan that was created with the assistance of Town Departments. The plan was presented to the Selectmen by the CMRPC. At the end of November, the Board of Selectmen entertained a presentation by Town Manager Palaia in regard to the salary range for the future Chief of Police and some suggested changes to the Board's police interview process.

In December, the Board held a public hearing regarding the selection of a residential tax factor. The Selectmen voted to choose a factor of one, which has proved to be beneficial to the Town and the businesses located in it for many years. The Selectmen attribute the healthy commercial and industrial growth in Oxford to their annual choice of the “factor of one.” Oxford has been a “business friendly” town for many years and, because of that, some companies have made it their “worldwide headquarters.”

In 2016, the Board presented the following Certificates of Recognition, Citations, Certificates of Appreciation, Proclamations and Resolutions:

“Certificates of Recognition” were presented to:

- Retiring Alice J. Roos, for fifteen and one-half (15 ½) years of service to the residents of Oxford as an Administrative Assistant for Oxford’s Department of Public Works, Clerk for the Finance Committee, the Assessor’s Office, the Youth Commission, the Historical Commission and for the Planning Board/Land Management Office.
- Retiring Terry M. Fike, for an incredible twenty-seven (27) years of service in Oxford’s Land Management Office; most recently as Office Manager and the Administrative Assistant to the Board of Health.
- Retiring Timothy A. Kelley, for over thirty-one (31) years of service in the Oxford Public Library as Library Director.

A “Citation” was presented to:

Kids Zone Dental for making the Town of Oxford the company’s new home.

“Certificates of Appreciation” were presented to:

- The Oxford Police Department, for their assistance at the chaotic and stressful motor vehicle accident that occurred on Sutton Avenue following the Memorial Day Parade on May 30, 2016.

- The Oxford Fire/EMS Department, for their assistance at the chaotic and stressful motor vehicle accident that occurred on Sutton Avenue following the Memorial Day Parade on May 30, 2016.
- Oxford Post 5563, Veterans of Foreign Wars, upon their seventieth (70) anniversary and for seventy (70) years of service to the residents and service men and women of Oxford.

“Proclamations” were presented to:

- The Girl Scouts in honor of “Girl Scout Week” (March 6-12, 2016).
- Oxford High School’s Basketball Team, for becoming State Finalists and for the chance to compete for the Division 3 Boys’ Basketball Title. The Selectmen declared March 19, 2016 as “Oxford Pirates Boy’s Basketball State Finalists Day.”
- The Oxford Police Department’s Dispatchers, in observation of National Public Safety Telecommunicators Week (April 10-16, 2016).
- Oxford’s EMS Department, in observation of Emergency Medical Services Week (May 15-21, 2016).
- The Department of Public Works, in observation of National Public Works Week (May 15-21, 2016).
- The Oxford Police Department, in observation of National Police Week (May 15-21, 2016).
- Father Alfred Zadig, Sr., upon his retirement as the Pastor of Grace Episcopal Church. The Selectmen declared June 12, 2016 as, “The Reverend Alfred T.K. Zadig, Sr. Day.”
- 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 (2016) as “Purple Heart Day in the Town of Oxford, MA.”

A “Resolution” was signed and sent to the Massachusetts Legislature and the Governor of Massachusetts. The Resolution, which was dated February 23, 2016, calls for the full funding of the Foundation Budget Review Commission’s recommendations.

Underfunding means that the cost of providing a quality education has increasingly been borne by local communities, most often at the expense of other vital municipal operations.

The Board extends its appreciation to the Town Manager, all Department Heads and employees of the Town for their positive attitude and efforts throughout 2016.

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 Alan R. Berthiaume and Board Members Cheryll A. LeBlanc and John G. Saad

2016 Licenses and Permits Issued by the Selectmen’s Office

Auto Amusement	400.00
Class I	400.00
Class II	1,900.00
Class III	400.00
Common Victualler	1,412.33
General Licenses (Fees waived for non-profits)	-0-
Hawkers’ & Peddlers’	-0-
Liquor—All Alcohol	16,875.00
Liquor—Wine & Malt	5,125.00
2:00 A.M. Closing Privileges (discontinued)	-0-
Misc. Town Permits (Outdoor Business)	70.00
Cable T.V.	1,935.50
Seasonal Car Show	-0-
Solicitation Permits (Delegated to OPD*)	-0-
Special Permit for Animals	400.00
Special Permit for Unregistered MV	-0-
Special Pouring Licenses	75.00
Special Permit for Earth Removal	-0-
Storage Tank Licenses	125.00
Sunday Entertainment	600.00
Weekday Entertainment	325.00
TOTAL	<u>\$ 30,042.83</u>

* OPD=Oxford Police Department

TOWN MANAGER

Over the past year, the School Department has made much progress addressing the financial best practices report that was issued last year. The School Department has made substantial progress toward implementing the recommendations of that report and has turned the corner in terms of educational outcomes - seeing the high school progress to a level 1 and the District overall to a level 2. This is welcome news which should result in a reversal in the trend of years past of children “choicing out” into other Districts. Generally, as the trend in choicing out changes, so should the direction of state financial aid to support the District. I would like to thank the School Committee, Superintendent, School Administrators and other staff for the leadership they have shown over past couple years working through these many changes with limited resources to achieve this outcome.

As this is being written, the Town is also nearing the completion of work on a financial best practices report on the “Town” side of local government as requested by the Finance

Committee. There is room for improvement here as well. For various reasons, a culture of distrust has developed between town departments and the Town's financial staff which has resulted in strained relationships, miscommunication or lack of communication, and duplication of effort in the areas touching on department budgets and financial recordkeeping. We need to do a better job of involving our department heads and key staff in shaping the budgets we ask them to live with as they provide service in their respective areas throughout the year. We need to work on shifting the culture and building a more cohesive team and environment of appreciation.

This past year, the Town began work on a new Master Plan. The last Master Plan for the Town was completed in 1976. The Master Plan Committee (a steering group) comprised of members of many of the Town's volunteer Boards and Commissions, as well as residents at large, have been working on putting this together. The Plan can serve many purposes. It can be a supporting document to obtain grant funding for town projects; it recommends strategies for balancing competing interests, priorities and needs of the community. Overall, the Plan can be the guiding document that looks ahead and sets goals for the Town to work toward over the next decade or two. The Plan should be viewed as the Town's consensus on what work needs to be done. As of this writing, a draft plan has been put together for review by the Planning Board and Board of Selectmen. In the coming months, the public will have another opportunity to provide input on the draft plan before it is adopted.

The past couple of years, the School Department has been discussing the need for a Proposition 2 ½ Override. It remains unknown whether the School Department will pursue an override. What is clear, is that the revenues available to the Town and School are insufficient to meet what the School defines as necessary to meet level service. Based on this understanding, next year's budget formation will focus on continuing to rebuild funding levels toward the Town's capital needs and financial reserves. This past Annual Town Meeting, the Town took a step in a positive direction by beginning to program free

cash back into financial reserves, such as Stabilization and Other Post Employment Benefits. I see this trend continuing this year, in addition to addressing many identified needs in our public buildings and on our roads. It is my hope that in future years we can look to our new Master Plan for guidance in the budget to fund the priorities the Town has recognized as important.

In concluding my report, I would like to thank all of the Boards, Committees and Commissions, who have been such an integral part of our government. 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 2016 as follows:

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

In 2016 the Personnel Board continued to meet as needed to provide recommendations on classifications for positions within the Town's compensation plan. The Board made recommendations regarding classifications for Police Chief, Intermittent Police Officer, and Animal Control Officer that had not been previously classified. A Human Resource Audit (a grant funded initiative) was also completed in consultation with the Board and various recommendations have been implemented. Other recommendations will need to be completed over time and the Board will continue to be involved in addressing those topics.

The Board also adopted policies that address time and benefit information for the Department of Public Works and the Facilities Department that had not been previously documented

Ms. Cheryll A. LeBlanc resigned from her position on the board after becoming a member of the Board of Selectmen in May of 2016. Mr. Kevin Mercier replaced Ms. LeBlanc on the Board.

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

*Respectfully submitted,
S. Veronica Bachand, Chairman*

BOARD OF ASSESSORS

The Board of Assessors was organized for calendar year 2016 as follows:

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

The Assessor's Office is charged with determining the value of real and personal property and is committed to ensuring that all classes of property are valued fairly and assessed equitably. The Assessor's Office processes abatements and exemptions on real and personal property tax bills and motor vehicle excise tax bills; conducts cyclical and build permit visits to real property, updates ownership of real property with information supplied by the Worcester County Registry of Deeds; processes plans and corrections to update Assessor's maps; oversees 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 annual classification hearing before the Board of Selectmen to determine whether to continue with a single tax rate for all classes of real and personal property was held on December 13, 2016. The Board of Selectmen opted to continue with a single tax rate for FY2017. The Massachusetts Department of Revenue certified the FY2017 real estate tax rate at \$16.85 per \$1000.00 on December 14, 2016. The actual tax bills for FY2017 were mailed to taxpayers on December 29, 2016. As calendar year 2016 wound to a close, the Assessor and clerks busily began work on the upcoming Five-Year Certification for FY2018.

Valuations for the separate classes of property for FY2017 are as follows:

Residential	\$1,000,840,909
Commercial	\$ 128,734,176
Industrial	\$ 101,013,700
Personal Property	<u>\$ 48,678,200</u>
	\$1,279,266,985

The number and amounts of statutory exemptions that were approved and processed by the Board of Assessors for FY2016 were as follows:

Clause 41C (Elderly)	53 ~	\$38,369.32
Clause 17D (Surviving Spouse)	27 ~	\$ 6,808.30
Clause 22 (Veteran)	79 ~	\$45,876.06
Clause 22B (Veteran)	1 ~	\$ 1,875.00
Clause 22D (Veteran)	3 ~	\$10,313.75
Clause 22E (Veteran)	35 ~	\$ 48,194.20
Clause 22F (Veteran)	1 ~	\$ 3,734.76
Clause 37 (Blind)	<u>12 ~</u>	<u>\$ 7,764.92</u>
	211~	\$162,936.31

The number and amounts of statutory exemptions that have been approved thus far and processed by the Board of Assessors for FY2017 are as follows:

Clause 41C (Elderly)	34 ~	\$23,423.64
Clause 17D (Surviving Spouse)	21 ~	\$ 5,077.88
Clause 22 (Veteran)	75 ~	\$41,279.28
Clause 22B (Veteran)	1 ~	\$ 1,859.20
Clause 22D (Veteran)	3 ~	\$10,265.01

Clause 22E (Veteran)	36 ~	\$ 47,552.68
Clause 22F (Veteran)	1 ~	\$ 3,717.11
Clause 37 (Blind)	<u>10 ~</u>	<u>\$ 6,293.26</u>
	181 ~	\$139,468.06

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 during 2016 were as follows:

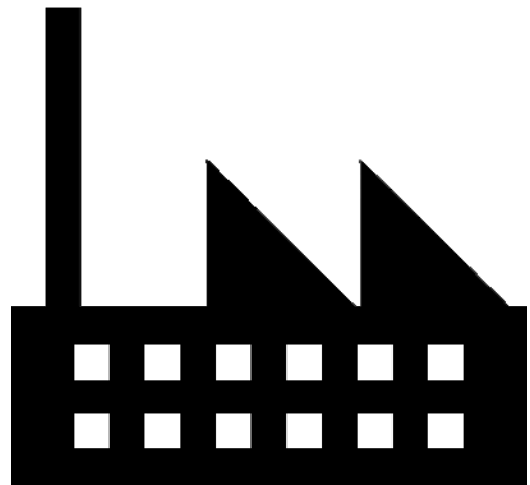
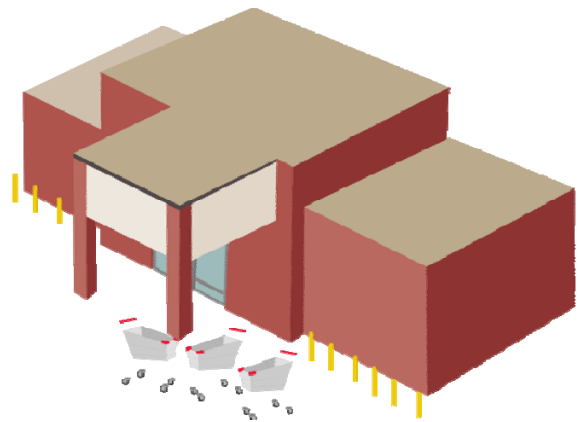
FY2016 Personal Property	3 ~	\$ 1,968.96
FY2016 Real Estate	43 ~	\$ 70,146.06
FY2015 Real Estate	1 ~	\$ 838.45

*Motor Vehicle Excise Tax Abatements
(calendar year 2016):

2016 ~	522	\$51,936.51
2015 ~	36	\$1,927.66
2014 ~	6	\$516.25
2013 ~	8	<u>\$739.58</u>
		\$55,120.00

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

*Respectfully submitted,
Christopher Pupka, Town Assessor*



OXFORD ACCOUNTANT'S REPORT

Balance Sheet

Fiscal Year Ending June 30, 2016

GENERAL FUND:

Assets:

Cash	4,361,791.14
Personal Property Receivable	22,571.07
Real Estate Receivable	397,189.52
Overpayment (Refunds Due)	(2,361.33)
Allowance Abate/Exempt	(85,229.54)
Tax Liens Receivable	578,955.35
Taxes in Litigation	3,529.39
Motor Vehicle Excise Receivable	163,529.50
Tax Foreclosure Receivable	168,345.26
Other Receivables	138,863.02
MSBA Receivables	2,830,828.00
Intergovernmental Receivables	110,207.58

Total General Fund Assets **8,688,218.96**

Liabilities:

Warrants Payable	579,188.87
Accrued Payroll	97,526.12
Due to Other Funds	232,803.21
Abandoned Property & Unclaimed Items	27,548.56
Deferred Revenue – Personal Property/Real Estate	334,531.05
Deferred Revenue - Tax Lien	578,955.35
Deferred Revenue - Motor Vehicle	163,529.50
Deferred Revenue – Tax Foreclosure	168,345.26
Deferred Revenue – Taxes in Litigation	3,529.39
Deferred Revenue – Departmental/Other	138,863.02
Deferred Revenue - Intergovernmental	<u>2,830,828.00</u>

Total General Fund Liabilities **5,155,648.33**

Fund Balance:

Fund Balance - Reserved for Encumbrance	1,312,311.48
Fund Balance - Reserved for Articles	263,093.76
Fund Balance - Reserved for Expenditure	671,000.00
Fund Balance – Reserved for Unprovided Allowances	(29,212.66)
Undesignated Fund Balance	<u>1,315,378.05</u>

Total General Fund - Fund Balance **3,532,570.63**

Total General Fund Liabilities & Fund Balance **8,688,218.96**

NON-SCHOOL FEDERAL GRANTS

Assets:

Cash	(3,631.92)
Other Receivables	154,933.86
Intergovernmental Receivables	<u>3,220.00</u>
Total Non-School Federal Grant Assets	<u>154,521.94</u>

Liabilities:

Deferred Revenue	<u>154,933.86</u>
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Total Non-School Federal Grant Liabilities **154,933.86**

Fund Balance:	
Fund Balance - Reserved for Encumbrance	4,310.44
Undesignated Fund Balance	<u>(4,722.36)</u>
Total Non-School Federal Grant Fund Balances	<u>(411.92)</u>
Total Non-School Federal Grant Liabilities & Fund Balance	<u>154,521.94</u>

RECEIPTS RESERVED FOR APPROPRIATION

Assets:	
Cash	1,148,011.03
Other Receivables	187,085.88
Refundable Deposit	<u>(207.58)</u>
Total Receipts Reserved for Appropriation Assets	<u>1,334,889.33</u>
Liabilities:	
Deferred Revenue - Other	187,085.88
Total Receipts Reserved for Appropriation Liabilities	<u>187,085.88</u>
Fund Balance:	
Undesignated Fund Balance	<u>1,147,803.45</u>
Total Receipts Reserved for Appropriation Fund Balance	<u>1,147,803.45</u>
Total Receipts Reserved Liabilities & Fund Balance	<u>1,334,889.33</u>

NON-SCHOOL REVOLVING

Assets:	
Cash	599,777.16
Other Receivables	<u>3,488.00</u>
Total Non-School Revolving Assets	<u>603,265.16</u>
Liabilities:	
Accrued Payroll	3,074.73
Due To Other Funds	23,100.00
Deferred Revenue - Other	<u>3,488.00</u>
Total Non-School Revolving Liabilities	<u>29,662.73</u>
Fund Balance:	
Undesignated Fund Balance	<u>573,602.43</u>
Total Non-School Revolving Fund Balance	<u>573,602.43</u>
Total Non-School Revolving Liabilities & Fund Balance	<u>603,265.16</u>

NON-SCHOOL DONATIONS

Assets:	
Cash	<u>487,283.31</u>
Total Non-School Donation Assets	<u>487,283.31</u>
Liabilities:	
Warrants Payable	<u>22,078.57</u>
Total Non-School Donation Liabilities	<u>22,078.57</u>
Fund Balance:	
Fund Balance – Reserved for Encumbrance	64,511.19
Undesignated Fund Balance	<u>400,693.55</u>
Total Non-School Donation Fund Balance	<u>465,204.74</u>
Total Non-School Donation Liabilities & Fund Balance	<u>487,283.31</u>

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

Cash	187,471.86
Total Non-School Non-Federal Grant Assets	<u>187,471.86</u>

Liabilities:

Warrants Payable	6,760.00
Accrued Payroll	<u>589.57</u>
Total Non-School Non-Federal Grant Liabilities	7,349.57

Fund Balance:

Fund Balance Reserved for Encumbrances	20,000.00
Undesignated Fund Balance	<u>160,122.29</u>
Total Non-School Non-Federal Grant Fund Balances	180,122.29

Total Non-School Non-Federal Grant Liabilities & Fund Balance	<u>187,471.86</u>
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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	493.28
Total School-Tuition for State Wards Fund Balances	493.28

Total School-Tuition for State Wards Liabilities & Fund Balance	<u>493.28</u>
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SCHOOL FEDERAL GRANTS-DOE**Assets:**

Cash	(199,227.91)
Intergovernmental Receivables	<u>284,898.00</u>
Total School-Federal Grants-DOE Assets	<u>85,670.09</u>

Liabilities:

Warrants Payable	21,912.92
Accrued Payroll	<u>2,490.00</u>
Total School-Federal Grants-DOE Liabilities	24,402.92

Fund Balance:

Fund Balance - Reserved for Encumbrance	15,412.08
Undesignated Fund Balance	<u>45,855.09</u>
Total School-Federal Grants-DOE Fund Balances	61,267.17

Total School-Federal Grants-DOE Liabilities & Fund Balance	<u>85,670.09</u>
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SCHOOL FEDERAL GRANTS-OTHER**Assets:**

Cash	(15,167.16)
Total School-Federal Grants-Other Assets	<u>(15,167.16)</u>

Liabilities:

Accrued Payroll	<u>0</u>
Total School-Federal Grants-Other Liabilities	0

Fund Balance:

Undesignated Fund Balance	<u>(15,167.16)</u>
Total School-Federal Grants-Other Fund Balances	(15,167.16)

Total School-Federal Grants-Other Liabilities & Fund Balance	<u>(15,167.16)</u>
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SCHOOL STATE GRANTS-DOE**Assets:**

Cash	857.00
Intergovernmental Receivables	<u>5,143.00</u>
Total School-State Grants-DOE Assets	<u>6,000.00</u>

Liabilities:

Warrants Payable	<u>0</u>
Total School-State Grants-DOE Liabilities	<u>0</u>

Fund Balance:

Undesignated Fund Balance	<u>6,000.00</u>
Total School-State Grants-DOE Fund Balances	<u>6,000.00</u>

Total School-State Grants-DOE Liabilities & Fund Balance	<u>6,000.00</u>
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SCHOOL STATE GRANTS-OTHER**Assets:**

Cash	(26,284.13)
Intergovernmental Receivables	<u>29,566.00</u>
Total School-State Grants-Other Assets	<u>3,281.87</u>

Liabilities:

Warrants Payable	175.00
Accrued Payroll	<u>417.32</u>
Total School-State Grants-Other Liabilities	<u>592.32</u>

Fund Balance:

Undesignated Fund Balance	<u>2,689.55</u>
Total School-State Grants-Other Fund Balances	<u>2,689.55</u>

Total School-State Grants-Other Liabilities & Fund Balance	<u>3,281.87</u>
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SCHOOL PRIVATE GRANTS**Assets:**

Cash	<u>25,932.89</u>
Total School-Private Grants Assets	<u>25,932.89</u>

Liabilities:

Warrants Payable	<u>7,400.00</u>
Total School-Private Grants Liabilities	<u>7,400.00</u>

Fund Balance:

Undesignated Fund Balance	<u>18,532.89</u>
Total School-Private Grants Fund Balances	<u>18,532.89</u>

Total School-Private Grants Liabilities & Fund Balance	<u>25,932.89</u>
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SCHOOL CHOICE/TUITION**Assets:**

Cash	268,270.26
Intergovernmental Receivables	<u>331,412.21</u>
Total School Choice/Tuition Assets	<u>599,682.47</u>

Liabilities:

Warrants Payable	1,287.61
Accrued Payroll	<u>4,127.52</u>
Total School Choice/Tuition Liabilities	<u>5,415.13</u>

Fund Balance:

Fund Balance Reserved for Encumbrance	1,917.35
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Undesignated Fund Balance	592,349.99
Total School Choice/Tuition Fund Balances	594,267.34
Total School Choice/Tuition Liabilities & Fund Balance	<u>599,682.47</u>
<u>SCHOOL ATHLETIC/STUDENT ACTIVITIES</u>	
Assets:	
Cash	61,535.09
Total School Athletic/Student Activities Assets	<u>61,535.09</u>
Liabilities:	
Accrued Payroll	566.04
Total School Athletic/Student Activities Liabilities	566.04
Fund Balance:	
Fund Balance Reserved for Encumbrance	1,737.50
Undesignated Fund Balance	59,231.55
Total School Athletic/Student Activities Fund Balances	60,969.05
Total School Athletic/Student Activities Liabilities & Fund Balance	<u>61,535.09</u>
<u>SCHOOL LUNCH</u>	
Assets:	
Cash	110,705.03
Intergovernmental Receivables	15,436.76
Total School Lunch Assets	<u>126,141.79</u>
Liabilities:	
Accrued Payroll	394.00
Total School Lunch Liabilities	394.00
Fund Balance:	
Fund Balance Reserved for Encumbrance	36,237.62
Undesignated Fund Balance	89,510.17
Total School Lunch Fund Balances	125,747.79
Total School Lunch Liabilities & Fund Balance	<u>126,141.79</u>
<u>SCHOOL OTHER LOCAL RECEIPTS</u>	
Assets:	
Cash	202,478.93
Total School Other Local Receipts Assets	<u>202,478.93</u>
Liabilities:	
Warrants Payable	1,262.19
Accrued Payroll	157.50
Total School Other Local Receipts Liabilities	1,419.69
Fund Balance:	
Fund Balance Reserved for Encumbrance	1,546.91
Undesignated Fund Balance	199,512.33
Total School Other Local Receipts Fund Balances	201,059.24
Total School Other Local Receipts Liabilities & Fund Balance	<u>202,478.93</u>

HIGHWAY CHAPTERS:**Assets:**

Cash	(382,821.48)
Intergovernmental Receivables	<u>327,547.07</u>

Total Highway Chapters Fund Assets	<u>(55,274.41)</u>
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Liabilities:

Warrants Payable	<u>0</u>
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Total Highway Chapters Fund Liabilities	<u>0</u>
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Fund Balance:

Fund Balance Reserved for Encumbrances	30,725.59
Undesignated Fund Balance	<u>(86,000.00)</u>

Total Highway Chapters Fund - Fund Balance	<u>(55,274.41)</u>
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Total Highway Chapters Fund Liabilities & Fund Balance	<u>(55,274.41)</u>
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CAPITAL PROJECTS FUND:**Assets:**

Cash	(339,689.78)
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Total Capital Projects Fund Assets	<u>(339,689.78)</u>
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Liabilities:

Warrants Payable	<u>2,480.00</u>
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Total Capital Projects Fund Liabilities	<u>2,480.00</u>
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Fund Balance:

Fund Balance Reserved for Encumbrances	149,271.06
Undesignated Fund Balance	<u>(491,440.84)</u>

Total Capital Projects Fund - Fund Balance	<u>(342,169.78)</u>
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Total Capital Projects Fund Liabilities & Fund Balance	<u>(339,689.78)</u>
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ENTERPRISE FUNDS**Assets:**

Cash	760,169.98
Overpayments	(411.32)
Other Receivables	<u>848,567.35</u>

Total Enterprise Fund Assets	<u>1,608,326.01</u>
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Liabilities:

Warrants Payable	5,104.63
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Accrued Payroll	4,267.36
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Deferred Revenue Other	<u>848,567.35</u>
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Total Enterprise Fund Liabilities	<u>857,939.34</u>
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Fund Balance:

Fund Balance Reserved for Encumbrances	117,256.37
Fund Balance Reserved for Expenditures	100,000.00
Undesignated Fund Balance	<u>533,130.30</u>

Total Enterprise Fund - Fund Balance	<u>750,386.67</u>
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Total Enterprise Fund Liabilities & Fund Balance	<u>1,608,326.01</u>
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TRUST FUNDS**Assets:**

Cash	9,752,905.07
Due from Other Funds	<u>255,903.21</u>

Total Trust Fund Assets	<u>10,008,808.28</u>
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Fund Balance:

Fund Balance Reserved for Encumbrances	102,994.70
Undesignated Fund Balance	<u>9,905,813.58</u>
Total Trust Fund - Fund Balance	10,008,808.28

Total Trust Fund Liabilities & Fund Balance	<u>10,008,808.28</u>
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UNEMPLOYMENT FUND

Assets:	
Cash	181,900.64
Total Unemployment Fund Assets	<u>181,900.64</u>

Liabilities:	
Warrants Payable	0
Total Unemployment Fund Liabilities	0

Fund Balance:	
Undesignated Fund Balance	181,900.64
Total Unemployment Fund – Fund Balance	181,900.64

Total Unemployment Fund Liabilities & Fund Balance	<u>181,900.64</u>
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PERFORMANCE/AGENCY FUND

Assets:	
Cash	1,450,493.40
Total Performance/Agency Fund Assets	<u>1,450,493.40</u>

Liabilities:	
Warrants Payable	41,965.55
Accrued Payroll	2,916.98
Guaranteed Deposits Police Outside Detail	1,405,610.87
Total Performance/Agency Fund Liabilities	1,450,493.40

Total Performance/Agency Fund Liabilities & Fund Balance	<u>1,450,493.40</u>
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LONG-TERM DEBT

Assets:	
LTD Group – To Be Provided	12,465,265.17
Total Long-Term Debt Assets	<u>12,465,265.17</u>

Liabilities:	
LTD Group - Payable	12,465,265.17
Total Long-Term Debt Liabilities	12,465,265.17

Total Long-Term Debt Liabilities & Fund Balance	<u>12,465,265.17</u>
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Schedule A
Fiscal Year Ending June 30, 2016

REVENUES – GENERAL FUND

Personal Property Taxes	803,327
Real Estate Taxes	20,285,095
Motor Vehicle Excise	1,917,960
Penalty and Interest	179,858
In Lieu of Taxes	4,200
Other Taxes	328,284
Other Departmental Revenues	114,440
Licenses and Permits	29,140
State Revenue	12,918,707
Court Fines	63,949
Other Fines	4,150
Miscellaneous Revenue	206,601
Earnings on Investment	25,133
Transfers In From Special Revenue	883,000
Transfers In From Trust Funds	<u>557,586</u>
TOTAL GENERAL FUND REVENUES	38,321,430

EXPENDITURES - GENERAL FUND

General Government:

Legislative – Salary and Wages	68,377
Legislative – Expenditures	4,998
Executive – Salary and Wages	177,794
Executive – Expenditures	21,517
Finance – Salary and Wages	691,324
Finance – Expenditures	705,486
Finance – Capital Outlay	32,280
Legal Services – Expenditures	69,226
License and Registration – Salary and Wages	173,337
License and Registration – Expenditures	9,951
Land Use – Salary and Wages	169,060
Land Use – Expenditures	34,063
Public Building Maintenance – Salary and Wages	284,674
Public Building Maintenance – Expenditures	321,592
Public Building Maintenance – Construction	27,803
Public Building Maintenance – Capital Outlay	812

Public Safety:

Police – Salary and Wages	1,962,651
Police – Expenditures	95,543
Police – Capital Outlay	95,888
EMS/Fire – Salary and Wages	1,038,625
EMS/Fire – Expenditures	159,134
EMS/Fire – Construction	6,809
EMS/Fire – Capital Outlay	73,910
Inspection – Salary and Wages	3,850
Inspection – Expenditures	350
Other – Salary and Wages	37,519
Other – Expenditures	6,596

Education:

Education – Salary and Wages	13,011,867
Education – Expenditures	3,038,240
Education – Capital Outlay	793,689
Education – Regional School Assessment	1,413,109

Public Works:

DPW – Salary and Wages	1,110,083
DPW – Expenditures	559,656
DPW – Construction	86,742
DPW – Capital Outlay	46,591
Street lighting – Expenditures	163,656
Other – Expenditures	369,739

Human Services:

Veterans Services – Salary and Wages	8,209
Veterans Services – Expenditures	178,454
Special Program (COA) – Salary and Wages	78,846
Special Program (COA) – Expenditures	1,685

Culture and Recreation:

Library – Salary and Wages	287,595
Library – Expenditures	149,424
Library – Construction	598
Historical Commission – Salary and Wages	410
Historical Commission – Expenditures	140
Celebrations – Expenditures	4,794

Debt Service:

Retirement of Debt Principal	1,010,000
Interest on Long Term Debt	403,536

Unclassified:

Health Insurance Total	4,332,270
Other Insurance Total	437,594
Intergovernmental Assessments Total	938,788
Retirement Total	1,655,568
Other Employee Benefits Total	284,926

Transfers Out:

Transfer to Other Funds	<u>454,582</u>
TOTAL GENERAL FUND EXPENDITURES	37,093,960

SPECIAL REVENUE FUNDS - Revenues & Other Financing Sources

Federal Grants	971,827
Other Special Revenue	705,232
Receipts Reserved for Appropriation	795,124
Revolving Funds	1,831,799
State Grants	<u>604,342</u>
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	4,908,324

SPECIAL REVENUE FUNDS - Expenditures & Other Financing Uses

Federal Grants	1,021,642
Other Special Revenue	718,054
Receipts Reserved for Appropriation	783,000
Revolving Funds	1,698,357
State Grants	<u>289,967</u>
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	4,511,020

CAPITAL PROJECTS FUND - Revenues & Other Financing Sources

State Revenue	696,136
TOTAL Special Revenue Funds – Revenue & Other Financing Sources	696,136

CAPITAL PROJECT FUND - Expenditures & Other Financing Uses

Expenditures	161,311
Construction	657,728
Capital Outlay	150,500
Transfers Out	253,996
TOTAL Special Revenue Funds – Expenditures & Other Financing Uses	1,223,535

ENTERPRISE FUNDS - Revenues & Other Financing Source

Sewer – Revenue	366,372
Community Center-Revenue	284,241
Water – Revenue	38,525
TOTAL Enterprise Funds – Revenue & Other Financing Sources	689,138

ENTERPRISE FUNDS - Expenditures & Other Financing Uses

Sewer – Expenditures	293,952
Community Center – Expenditures	251,164
Water – Expenditures	107,139
TOTAL Enterprise Funds – Expenditures & Other Financing Uses	652,255

TRUST FUNDS - Revenues & Other Financing Source

Miscellaneous Revenue	13,091
Earnings on Investment	229,247
Transfers in from Other Funds	479,048
TOTAL Trust Funds – Revenues & Other Financing Sources	721,386

TRUST FUNDS - Expenditures & Other Financing Uses

Expenditures	307,804
Transfers to Other Funds	609,584
TOTAL Trust Funds – Expenditures & Other Financing Uses	917,388

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

Outstanding 7/1/2015	13,182,100
Issued this Fiscal Year	0
Retired this Fiscal Year	1,122,100
Outstanding 6/30/2016	12,060,000
Interest this Fiscal Year	456,909

Short Term Debt:

Outstanding 7/1/2015	0
Issued this Fiscal Year	0
Retired this Fiscal Year	0
Outstanding 6/30/2016	0
Interest this Fiscal Year	0



CALENDAR YEAR 2016 WAGE REPORT				
EMPLOYEE		CLASS	TITLE	GROSS
ABRAHAMSON, CHRISTINE F		TOWN	TOWN COLLECTOR	\$251.52
ABRAHAMSON, DAVID A		TOWN	CALL/STAND BY FIRE	\$1,071.28
ABUBAKAR-MWENYE, EVELYN A		SCHOOL	TEACHER - OHS	\$69,847.84
ADAMS, ALBERT M		TOWN	CONSTABLE	\$359.84
ADAMS, CAROLYN		TOWN	ELECTION WORKER	\$31.92
ADAMS, MICHAEL		SCHOOL	TEACHER - OHS	\$51,408.12
ADAMUSKA, LEAH		SCHOOL	TEACHER ASST. - OMS	\$14,982.78
AJEMIAN, BRIANNA		SCHOOL	SPECIAL EDUCATION TEACHER	\$21,191.22
AKER, MICHELLE M		TOWN	CHILDREN'S CIRCULATION CLERK	\$32,594.10
ALI, CRAIG G	*	TOWN	PATROL OFFICER	\$72,916.57
ALLEN, DEBORAH M		SCHOOL	TEACHER - PROJECT COFFEE	\$69,153.51
ALLEN, ROSALIE		TOWN	ELECTION WORKER	\$438.90
ANDERSON, CRAIG T		SCHOOL	EDUCARE AIDE	\$14,259.14
ANDERSON, RUSSELL B		SCHOOL	OHS CUSTODIAN	\$54,606.86
ANDERSON, STEPHEN C		SCHOOL	HEAD CUSTODIAN - OMS	\$56,921.49
ANDERSON, WILLIAM		SCHOOL	EDUCARE AIDE	\$1,941.19
ANDRADE, KIMBERLY A		TOWN		\$367.83
ANDREWS, CALLIE		SCHOOL	SUMMER SPORTS CAMP COACH	\$150.00
AQUAFRESCA, ROY L	*	TOWN	PATROL OFFICER	\$81,688.82
ARCURE, PATRICIA		TOWN	SENIOR ACCOUNTANT	\$9,779.84
AROMANDO, JEAN E		SCHOOL	SECRETARY - OMS	\$38,337.90
AUCOIN, DENISE M		SCHOOL	EDUCARE DIRECTOR	\$50,752.52
AUSMUS JR, DANIEL J	*	TOWN	PATROL OFFICER	\$61,765.07
BAGGETT, ALTON L		SCHOOL	TEACHER - OHS	\$76,719.21
BAKER, NORMA		SCHOOL	SPECIAL EDUCATION TEACHER	\$4,451.43
BANFILL, ALFRED W		TOWN	INSPECTOR OF WIRES	\$52,205.27
BARBA, ELAINE		SCHOOL	SPEECH PATHOLOGIST	\$2,147.85
BARLOW, GREG M		SCHOOL	SUMMER SPORTS CAMP COACH	\$175.00
BARONI, STEPHEN A		SCHOOL	PRINCIPAL - BARTON	\$27,375.23
BARR, STACY K		TOWN	COA-DIR OF COMMUNITY PROGRAMS	\$66,726.32
BATES, GARRY F		TOWN	BOARD OF ASSESSORS	\$500.00
BECK, NICOLE M		SCHOOL	TEACHER - BARTON	\$72,248.30
BEHRENS, MATTHEW P		TOWN	ON CALL FIREFIGHTER	\$1,637.56
BELANGER, JON T	*	TOWN	CAPTAIN/PARAMEDIC	\$80,937.52
BELHUMEUR, AMY J		SCHOOL	ASST.PRINCIPAL - OMS	\$91,455.00
BELHUMEUR, BRIAN M		TOWN	ON CALL FIREFIGHTER	\$56.28
BELLOWS, DANYELL H		TOWN	LIBRARY PAGE	\$3,535.00
BELMONTE, CHRISTINE		SCHOOL	CAFETERIA/PLAYGROUND AIDE	\$1,474.47
BELVERY, JOYCE D		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$26,762.43
BEMIS, SHERI R		TOWN	FIRE CHIEF/EMS DIRECTOR	\$98,820.80
BENNETT, CATHY J		SCHOOL	FOOD SERVICE - BAKER	\$25,781.59
BENNETT, TARA A		SCHOOL	TEACHER - CHAFFEE	\$70,133.06
BENOIT, MATTHEW J		TOWN	DPW-SUPT CEMETERY/GROUNDS	\$69,976.53
BENT, ANNETTE S		SCHOOL	INSTRUCTIONAL AIDE - OMS	\$23,339.12
BERG, ANDREW M		TOWN	SEASONAL LABORER/DPW	\$371.90
BERG, MICHAEL C		TOWN	DPW-FLEET SUPERINTENDENT	\$81,318.35
BERG, THOMAS J		TOWN	DPW-ASSISTANT MECHANIC	\$66,652.16
BERGEVIN, HEATHER		SCHOOL	PLAYGROUND/CAFE AIDE - CHAFFEE	\$1,345.88
BERNARD, ANGELA M		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$33,155.11
BERTHIAUME, ALAN R		TOWN	BOARD OF SELECTMEN	\$999.96

BERTHIAUME, CHERYL L		SCHOOL	INSTRUCTIONAL AIDE	\$365.76
BERTHIAUME, DEBRA J		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$27,588.32
BIANCULLI, DAVID J		TOWN	SENIOR LIFEGUARD	\$3,843.00
BILIS, DEBORAH E		TOWN	CHILDREN'S LIBRARIAN	\$40,822.60
BINGHAM, CLAUDE R		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$10,039.99
BIRD, JENNA		SCHOOL	EDUCARE AIDE	\$2,065.00
BITAR, SAMIR		SCHOOL	SCHOOL COMMITTEE MEMBER	\$750.00
BLACKMORE, DANIELLE M		TOWN	LIBRARY PAGE	\$5,970.00
BLOOD, MICHELLE A		SCHOOL	TEACHER - OMS	\$74,548.36
BODREAU, DENDRA L		SCHOOL	TEACHER - CHAFFEE	\$71,183.03
BODREAU, JILLIAN R		TOWN	CAMP COUNSELOR	\$2,870.00
BOIN, RYAN		SCHOOL	TEACHER ASST.	\$16,203.88
BONIN, BRIANNA F		SCHOOL	CUSTODIAN	\$24,963.25
BORDEAUX, TIMOTHY		SCHOOL	EDUCARE AIDE	\$865.00
BORJESON, SARA		SCHOOL	TEACHER - CHAFFEE	\$60,630.94
BOROWKO, DEBRA A		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$23,412.88
BOSOWSKI, JULIE D		SCHOOL	DRIVER - SPECIAL EDUCATION	\$31,995.80
BOSS, KRISTIE		SCHOOL	GUIDANCE COUNSELOR - OMS	\$78,440.35
BOUCHER, DEBORAH P		SCHOOL	TEACHER	\$48,377.68
BOULAY, ROBERT		TOWN	BOH MEMBER	\$500.00
BOURQUE, SUZANNE		TOWN	ANIMAL CONTROL PT CLERK	\$2,840.14
BOWES, SEAN T		TOWN	CALL EMT	\$4,749.67
BRADISH-GRIECO, HOLLY L		SCHOOL	IA LIBRARY- BARTON	\$23,726.65
BRASSARD, DEBORA L		SCHOOL	TECHNOLOGY ASST.	\$39,065.45
BRAY, SUSAN		SCHOOL	SUBSTITUTE TEACHER	\$8,505.00
BRAZEAU, REBECCA		SCHOOL	PLAYGROUND/CAFE AIDE - CHAFFEE	\$1,394.46
BREEN, KRISTIN		SCHOOL	SCHOOL PSYCHOLOGIST	\$52,614.19
BRESCIA, JOYCE		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$23,737.54
BRIGGS, CARISSA B		SCHOOL	COTA	\$25,883.70
BROCHU, LILLY		SCHOOL	EDUCARE AIDE	\$2,435.00
BROOKS, LEAH S		TOWN	LIBRARY PAGE	\$6,200.00
BROWN, STEPHANIE		SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$15,490.95
BRULE, RYAN P		TOWN	STUDENT INTERN EMS/FIRE/EOC	\$407.50
BRUNELL, SUSAN		TOWN	COUNCIL ON AGING OUTREACH PT	\$12,159.10
BRYN, RICHARD P	*	TOWN	PATROL OFFICER	\$81,388.05
BUCCICO, EVELYN		SCHOOL	CROSSING GUARD	\$8,558.77
BUCKLEY, JARED		SCHOOL	SUBSTITUTE CUSTODIAN	\$2,440.00
BURCH, JASON A		SCHOOL	SPECIAL EDUCATION TEACHER	\$74,394.33
BURDETT, JASON E	*	TOWN	PATROL OFFICER	\$103,957.48
BURKE, JOHANNA		SCHOOL	SUBSTITUTE CUSTODIAN	\$2,850.00
BURKE, MARY-JANE		SCHOOL	SPECIAL EDUCATION TEACHER	\$74,987.46
BURLOCK, LAURIE A		TOWN	ADMINISTRATIVE ASSISTANT	\$49,907.17
BURLOCK, WAYNE F		TOWN	DPW-TREE WARDEN	\$71,507.45
BURSELL, JANICE C		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$26,870.99
BUTLER, DONALD R		SCHOOL	BARTON - CUSTODIAN	\$24,197.09
BUTZKE, KRISTEN		SCHOOL	SUBSTITUTE TEACHER	\$201.38
CADY, MARTHA A		TOWN	ELECTION WORKER	\$1,056.02
CALIRI, SARAH		SCHOOL	TEACHER	\$14,889.98
CAMERON, HEATHER L		SCHOOL	SUBSTITUTE TEACHER	\$280.00
CAMERON, JAMES L		TOWN	SKILLED SEASONAL LABORER-DPW	\$12,373.35
CAMERON, KATIE		SCHOOL	SUBSTITUTE TEACHER	\$3,026.61
CAMPBELL, DEBORAH J		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$15,269.92

CARLSON, BETTIE		TOWN	ELECTION WORKER	\$420.28
CARPENTER, CRAIG B		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$48,844.66
CARROLL, ALEX T		SCHOOL	TEACHER	\$35,997.54
CARROLL, LINDSAY J		TOWN	OPD-P/T RADIO DISPATCHER	\$403.98
CASAGRANDA, RICHARD	*	TOWN	OPD-TRAFFIC CONTROLLER	\$19,001.25
CASELLO, MARILYN		SCHOOL	SECRETARY-CHAFFEE	\$2,425.53
CASTELL, DEBORAH A		TOWN	ASSISTANT TREASURER/COLLECTOR	\$53,108.06
CASTELL, KELLY E		SCHOOL	TEACHER - BARTON	\$68,933.07
CASTONGUAY, LINDSAY R		SCHOOL	LIBRARIAN - OHS	\$15,004.34
CASWELL, HANNAH		SCHOOL	SPEC ED SUMMER SCHOOL AIDE	\$856.68
CATACCHIO, ANDREW T		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$34,450.65
CELONA, AMY		SCHOOL	COMM OUTREACH FACILITATOR	\$21,134.50
CENEDELLA, THERESA E		TOWN	ASSISTANT TOWN ACCOUNTANT	\$64,647.70
CEPPETELLI, WENDY		SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$14,295.24
CHAMBERS, LESLIE A		SCHOOL	TEACHER	\$44,923.86
CHAUVIN, KATHERINE E		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$23,826.21
CHENEY, JESSICA L		SCHOOL	BUS MONITOR	\$10,544.69
CHENEY, SCOTT M		SCHOOL	OMS CUSTODIAN	\$16,865.53
CHRISLER, MARY L		SCHOOL	INSTRUCTIONAL AIDE - OMS	\$26,387.27
CHURCH, RICHARD		SCHOOL	DRIVER - SPECIAL EDUCATION	\$15,894.79
CICERO, JOSEPH		SCHOOL	COACH	\$3,950.00
CLARK-CAHILL, DIANNE T		TOWN	ELECTION WORKER	\$946.96
CLARKSON, JEFFREY		SCHOOL	COACH	\$5,200.00
CLEM, JOSEPH D		TOWN	CALL EMT	\$52.79
CLIFFORD, KATHLEEN		SCHOOL	DRIVER - SPECIAL EDUCATION	\$30,376.95
COFFIN, HELEN		SCHOOL	SUPERINTENDENT SECRETARY	\$4,355.04
COFSKY, JILL M		SCHOOL	TEACHER - CHAFFEE	\$73,498.30
COGLAN, MARK		SCHOOL	SUBSTITUTE CUSTODIAN	\$55.04
CONLON, JOSEPH P	*	TOWN	PATROL OFFICER	\$71,599.82
CONNER, ROSEMARY	*	TOWN	ASST ANIMAL CONTROL OFFICER	\$1,000.00
CONNERY, SCOTT		SCHOOL	ASST. PRINCIPAL - OHS	\$90,892.51
CONNOLLY, LORI M		SCHOOL	OCCUPATIONAL THERAPIST	\$66,653.61
COONAN, DANIEL		SCHOOL	SCHOOL COMMITTEE MEMBER	\$650.00
COREY, AMY B		SCHOOL	TEACHER - OHS	\$70,033.07
CORFEY, EMILY		SCHOOL	EDUCARE AIDE	\$1,640.00
CORMIER, JOANNE		SCHOOL	TEACHER - OHS	\$69,833.43
CORNACCHIOLI, DAVID P		SCHOOL	PRINCIPAL - OMS	\$97,500.00
CORTES, DARLENE		SCHOOL	SECRETARY	\$47,128.73
COSWAY JR, EDWARD		TOWN	COUNCIL ON AGING VAN DRIVER	\$13,609.20
COTTIN, NANCY P		SCHOOL	TEACHER - CHAFFEE	\$74,197.54
COUGHLIN, MARIA		SCHOOL	SUBSTITUTE TEACHER	\$385.00
COULSON, JOSHUA		SCHOOL	TEACHER - OHS	\$51,245.62
COURNOYER, AUGUST R		SCHOOL	SPEC ED SUMMER SCHOOL AIDE	\$1,410.91
COURTOIS, TIMOTHY G		SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$14,589.76
CRAIG, TIMOTHY L		SCHOOL	TEACHER - OHS	\$75,603.61
CRANDELL, KAREN A		TOWN	ADMINISTRATIVE ASSISTANT - BOS	\$50,525.24
CROSSMAN, CRYSTAL		SCHOOL	SUBSTITUTE TEACHER	\$1,876.24
CROWLEY, TYLER		SCHOOL	EDUCARE AIDE	\$150.00
CRUTCHER, KARALYN		SCHOOL	TEACHER - OMS	\$43,203.94
CUNNINGHAM, PHYLLIS M		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$25,242.85
CURTIS, KATHI		SCHOOL	TEACHER - PROJECT COFFEE	\$42,890.39
CURVING, PRISCILLA A		SCHOOL	SUBSTITUTE TEACHER	\$1,260.00

CUSSON, JOSEPH E	TOWN	SEWER ENTERPRISE FOREMAN	\$7,692.85
CUTRONI, CINDI	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$12,045.76
DALRYMPLE, LISA M	TOWN	ADMINISTRATIVE ASSISTANT	\$36,714.79
DANIELS, SHEILA K	SCHOOL	DRIVER - SPECIAL EDUCATION	\$33,669.78
DAOUST, JOEL P	TOWN	CALL EMT	\$39.28
DAOUST, VALERIE J	SCHOOL	SECRETARY - OMS	\$41,571.65
DAVENPORT, ELLEN	SCHOOL	TEACHER	\$40,851.51
DAVIS, AMANDA	SCHOOL	EDUCARE AIDE	\$10,665.00
DAVIS, CAROL A	SCHOOL	TEACHER - CHAFFEE	\$67,853.51
DAVIS, GAIL T	SCHOOL	TEACHER ASST.	\$16,001.20
DAVIS, JANE E	TOWN	CEMETERY COMMISSIONER	\$500.00
DAVIS, KIMBERLY A	SCHOOL	TEACHER - CHAFFEE	\$61,119.63
DAVIS, MATTHEW J	SCHOOL	SUBSTITUTE TEACHER	\$4,440.00
DAVIS, SUSAN A	SCHOOL	BUSINESS OFFICE CLERK	\$33,748.06
DECELLES, SARAH A	TOWN	CALL - FF/EMT-BASIC	\$20,524.13
DECKER, JENNIFER	SCHOOL	SUBSTITUTE TEACHER	\$1,155.00
DECKER, STACEY M	SCHOOL	INSTRUCTIONAL AIDE - OMS	\$25,392.00
DEJONG, MEAGHAN	SCHOOL	SUBSTITUTE TEACHER	\$210.00
DELGADO, KELLY	SCHOOL	TEACHER - BARTON	\$49,761.06
DELL'AQUILA, LYSA V	SCHOOL	SECRETARY- BARTON	\$35,028.65
DELUCA, SHIRLEY	SCHOOL	DRIVER - SPECIAL EDUCATION	\$19,307.73
DEMARCO, HELEN	SCHOOL	SUBSTITUTE TEACHER	\$420.00
DEPIERRI, PETER	TOWN	ELECTION WORKER	\$10.64
DESANTIS, RONALD P	TOWN	BUILDING COMMISSIONER	\$16,094.11
DESAUTELS, HEIDI M	SCHOOL	GUIDANCE COUNSELOR - OHS	\$21,713.86
DESAUTELS, KAMI	SCHOOL	PLAYGROUND/CAFE AIDE - CHAFFEE	\$1,531.62
DEVLIN, HEATHER	SCHOOL	SUBSTITUTE NURSE - BARTON	\$625.00
DIDONATO, RACHEL L	SCHOOL	SPECIAL EDUCATION TEACHER	\$47,251.33
DIGIOIA, SARAH L	SCHOOL	SPECIAL EDUCATION TEACHER	\$69,210.00
DILLEY, BRITTANY E	TOWN	LIBRARY PAGE	\$2,677.50
DIVOLL, SEAN M	TOWN	DPW DIRECTOR	\$93,655.48
DOE, DEBORAH J	SCHOOL	TEACHER	\$47,573.31
DOLDOORIAN, KERI	SCHOOL	SUMMER SPORTS CAMP COACH	\$575.00
DOMIAN, RITA R	TOWN	ELECTION WORKER	\$657.02
DONAIS, RICHARD A	TOWN	FACILITIES MAINTENANCE DIRECTR	\$74,269.65
DONEY, RHONDA L	SCHOOL	FOOD SERVICE - HELPER	\$30,272.29
DONNELLY, KENNETH B	TOWN	HEAD CUSTODIAN/MAINTENANCE	\$50,911.60
DONNELLY, STEPHANIE C	SCHOOL	DRIVER - SPECIAL EDUCATION	\$19,613.06
DONOVAN, BARBARA A	SCHOOL	DRIVER - SPECIAL EDUCATION	\$22,848.30
DORAY, LOIS M	SCHOOL	TEACHER - OMS	\$75,714.37
DOUGHERTY, MARGARET M	SCHOOL	SUBSTITUTE TEACHER	\$140.00
DOUKA, BARBARA	SCHOOL	TEACHER - OMS	\$77,173.72
DOWD, STEPHEN P	TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$43,960.82
DOWNING, DEENA	SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$12,599.92
DOYLE, ELIZABETH	SCHOOL	SPECIAL EDUCATION TEACHER	\$10,735.60
DREW, LAUREN	SCHOOL	TEACHER - OMS	\$47,131.35
DRISCOLL, BARBARA J	SCHOOL	FOOD SERVICE SUBSTITUTE	\$2,320.00
DUBE, RICHARD	SCHOOL	TEACHER - PROJECT COFFEE	\$76,789.24
DUBOIS, CHERYL A	SCHOOL	INSTRUCTIONAL AIDE - OHS	\$24,756.96
DUFRESNE, STEPHANIE	SCHOOL	COTA	\$16,563.15
DUMAS, SHERI	SCHOOL	TEACHER - CHAFFEE	\$16,621.20
DURWARD, KERRYANN	SCHOOL	INSTRUCTIONAL AIDE	\$4,259.99

DUSSAULT, LISA		SCHOOL	SPECIAL EDUCATION TEACHER	\$28,297.17
DUTEAU, MICHELLE		SCHOOL	INSTRUCTIONAL AIDE	\$506.22
DUVAL, JARED M		TOWN	CIVIL ENGINEER - DPW	\$66,314.69
DVARECKAS PLANTE, STEPHANIE R		TOWN	OPD-RADIO DISPATCHER	\$33,618.17
EHRHARD, KAREN A		SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$2,300.00
ELLIOTT, NANCY K		TOWN	ELECTION WORKER	\$635.74
ELWOOD, KRISTI		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$12,633.42
ENNIS, BRENDA		SCHOOL	SCHOOL COMMITTEE MEMBER	\$325.00
ERSKINE, THOMAS E		TOWN	SKILLED SEASONAL LABORER-DPW	\$987.05
ESPOSITO, JAMES G		TOWN	DPW - WORKING FOREMAN	\$67,834.94
ESPOSITO, STEPHEN F		TOWN	DPW-OPERATIONS MANAGER	\$86,491.12
ESTREMER, KAREN		SCHOOL	FOOD SERVICE SUBSTITUTE	\$3,769.53
ETHIER, THOMAS M		SCHOOL	TEACHER - OHS	\$73,331.84
FAHY, SUSAN		SCHOOL	SUBSTITUTE NURSE - CHAFFEE	\$2,125.00
FAIRBANKS, RICHARD H	*	TOWN	PERMANENT INTERMITTENT	\$3,817.03
FALLAVOLLITA, JOSEPH V		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$50,992.76
FALLAVOLLITA, VINCENT T		TOWN	FACILITIES MAINTENANCE TECH	\$60,240.59
FEGREUS, CAROLE A		TOWN	ELECTION WORKER	\$675.64
FERDELLA, PATRICIA L		TOWN	ELECTION WORKER	\$678.30
FERLAND, FAY Y		TOWN	ADULT SERVICES LIBRARIAN	\$27,824.40
FIKE, ROBERT W		TOWN	BOARD OF ASSESSORS	\$500.00
FIKE, TERRY M		TOWN	BOH ADMIN ASSISTANT	\$9,442.88
FINIZZA, KELLY C		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$17,475.30
FISHER, DONNA M		TOWN	ELECTION WORKER	\$622.44
FITZGIBBONS, DENNIS L	*	TOWN	FIREFIGHTER/PARAMEDIC	\$63,290.15
FLATTERY, JOHN H	*	TOWN	BOARD OF REGISTRARS	\$500.00
FLORES, CLAUDETTE M		TOWN	ELECTION WORKER	\$1,000.16
FLYNN, KATHLEEN		TOWN	ANIMAL CONTROL OFFICER	\$32,275.47
FOGLIO, DONNA L		TOWN	TOWN ACCOUNTANT/BUDGET DIRECT.	\$115,712.19
FONTAINE, KAYLA A		TOWN	OPD-P/T RADIO DISPATCHER	\$2,795.61
FONTAINE, STEPHANIE		SCHOOL	TEACHER	\$27,810.13
FORD, CASSIE		SCHOOL	SUBSTITUTE INSTRUC AIDE/TA	\$369.25
FORTE, LINDA J		SCHOOL	GUIDANCE COUNSELOR - CHAFFEE	\$75,763.06
FOURNIER, JOSEPH G		TOWN	OPD- RADIO DISPATCHER	\$1,673.36
FOURNIER, MICHAEL R	*	TOWN	OPD-RADIO DISPATCHER	\$55,897.33
FOURNIER, TAMMY L		SCHOOL	TEACHER - CHAFFEE	\$66,653.61
FREEDMAN, SHARON A		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$26,001.46
FREUDENTHAL, MARY L		SCHOOL	TEACHER - BARTON	\$73,323.09
FRYKBERG, PAUL		SCHOOL	TEACHER - OHS	\$53,247.68
FUQUA, ROBERT		SCHOOL	COACH	\$3,900.00
GAGNER, CRAIG R	*	TOWN	PERMANENT INTERMITTENT	\$28,679.06
GAMACHE, TINA V		SCHOOL	DRIVER - SPECIAL EDUCATION	\$12,711.12
GANGAI, LEAH N		SCHOOL	TUTOR	\$1,147.50
GARCEAU, MARK		SCHOOL	SUPERINTENDENT OF SCHOOLS	\$149,122.12
GAWRONSKI, TERRYANN		SCHOOL	LICENSED SOCIAL WORKER	\$57,791.50
GEDMAN, DAWN		SCHOOL	CAFETERIA/PLAYGROUND AIDE	\$205.74
GENATOSSIO, ANTHONY C		SCHOOL	SUBSTITUTE TEACHER	\$13,757.37
GIANGREGORIO, DONNA		SCHOOL	STUDENT SERVICES DIRECTOR	\$48,100.05
GIARD, KEITH J		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$10,596.41
GIBBONS, KYLE W		TOWN	CALL/STAND BY FIRE	\$1,846.29
GIFFORD, MICHAEL A	*	TOWN	PATROL OFFICER	\$84,376.49
GILES, MARK D		SCHOOL	OHS CUSTODIAN	\$5,180.95

GILL, RICHARD		SCHOOL	ASST. PRINCIPAL - OHS	\$33,545.43
GILLIGAN, BONNIE A		SCHOOL	TEACHER - BARTON	\$67,453.63
GILMETE, NEIDA		SCHOOL	GUIDANCE COUNSELOR - OHS	\$63,736.55
GIONET, DENISE		SCHOOL	SUBSTITUTE TEACHER	\$980.00
GIRARDI, CHRISTINA		SCHOOL	SPECIAL EDUCATION TEACHER	\$18,258.16
GIVNER, BRYAN J		TOWN	CALL/STAND BY FIRE	\$940.75
GIVNER, EVA	*	TOWN	CALL EMT	\$6,293.90
GIVNER, KATHLEEN		SCHOOL	PLAYGROUND/CAFE AIDE - OMS	\$4,262.40
GLOSHINSKI, JEFFREY		SCHOOL	COACH	\$2,700.00
GOMES, JAMES L		SCHOOL	COACH	\$4,400.00
GONYEA, JACQUELYN		SCHOOL	TEACHER - BARTON	\$54,680.33
GOODMAN, JAMIE I		TOWN	OPD-P/T RADIO DISPATCHER	\$32,690.38
GOULAS, ELAINE M		SCHOOL	TEACHER - OMS	\$74,994.33
GRADY, NICOLE		SCHOOL	SUMMER SPORTS CAMP COACH	\$150.00
GRADY, PAMELA H		SCHOOL	SECRETARY - OHS	\$19,676.39
GRANAHAN, SANDRA S		SCHOOL	TEACHER - CHAFFEE	\$75,844.27
GRANGER, COURTNEY		SCHOOL	INSTRUCTIONAL AIDE - OMS	\$26,315.65
GRASSESCHI, TAMMY M		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$14,483.40
GRAVES, CAROL J		TOWN	BOARD OF REGISTRARS	\$500.00
GRAVES, NANCY D		SCHOOL	BUS MONITOR	\$19,405.94
GRAY, ANDREW		SCHOOL	COACH	\$2,800.00
GRAY, MATTHEW G	*	TOWN	PATROL OFFICER	\$73,644.76
GREEN, ROBERT M		TOWN	POLICE SERGEANT	\$91,671.37
GREENE, LISA J		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$30,028.12
GREENOUGH, DONNA M		SCHOOL	TEACHER - OMS	\$70,132.97
GRENIER, PATRICIA		SCHOOL	OCCUPATIONAL THERAPIST	\$68,933.07
GRENIER, SUSAN M		SCHOOL	SECRETARY-CHAFFEE	\$40,667.30
GRIMES, JAMIE		SCHOOL	SPECIAL EDUCATION TEACHER	\$20,867.84
GRNIET, AMY		SCHOOL	NURSE - OMS	\$58,356.00
GRNIET, BARBARA J		TOWN	ELECTION WORKER	\$385.70
GRNIET, JEROMY		SCHOOL	RESOURCE OFFICER	\$7,480.60
GRNIET, JEROMY T	*	TOWN	POLICE SERGEANT	\$110,750.11
GRYNCEWICZ, ROBERT A		TOWN	CALL/STAND BY FIRE	\$1,023.82
GRZEMBSKI, JOANNE B		SCHOOL	TEACHER - OMS	\$59,107.35
GUILLOTTE, BRITTNEY		SCHOOL	SUBSTITUTE TEACHER	\$962.33
GUNDERMAN, BRIAN		SCHOOL	OHS CUSTODIAN	\$162.32
GUNDERMAN, JULIA E		SCHOOL	FOOD SERVICE SECRETARY	\$34,821.23
GURNEY, JAQUI		SCHOOL	SUBSTITUTE TEACHER	\$6,090.00
HALL JR, RICCI W	*	TOWN	CALL EMT	\$12,258.09
HAMEL, STACEY M		TOWN	ELECTION WORKER	\$702.24
HAMMOND, NORA A		SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$32,993.34
HANKEY, ROBERT C		SCHOOL	SPECIAL EDUCATION TEACHER	\$66,653.61
HARRINGTON, CLAIRE J		SCHOOL	FOOD SERVICE - BAKER	\$24,724.23
HARVEY, COLBY		SCHOOL	TEACHER - OHS	\$21,705.35
HASHEY, ADAM M		TOWN	ASSISTANT MIS DIRECTOR	\$906.28
HASSETT, MICHAEL C		TOWN	CHIEF OF POLICE	\$123,202.43
HENNESSEY, IAN T		SCHOOL	TEACHER	\$39,928.41
HENRICHON, SUSAN		SCHOOL	SPED DIRECTOR	\$48,100.05
HERRERA, VICTORIA R		TOWN	OPD-P/T RADIO DISPATCHER	\$411.32
HERRIAGE, MARY F		TOWN	LAND MANAGEMENT OFFICE MANAGER	\$42,371.53
HERRICK, CATHERINE J		SCHOOL	SPECIAL EDUCATION TEACHER	\$52,079.47
HERSEY, SCOTT W		SCHOOL	TEACHER - OMS	\$69,253.07

HESELTON, ABIGAIL		TOWN	SENIOR CAMP COUNSELOR	\$3,308.25
HETHERMAN, CHERYL A		SCHOOL	SPECIAL EDUCATION TEACHER	\$79,567.34
HETHERMAN, JAMES M		SCHOOL	HEAD CUSTODIAN - OHS	\$66,366.73
HETHERMAN, TUCKER		SCHOOL	SUBSTITUTE CUSTODIAN	\$4,470.00
HIGGINS, BRIANNA		SCHOOL	EDUCARE AIDE	\$3,901.79
HIGGINS, HALEY		SCHOOL	EDUCARE AIDE	\$732.50
HIGGINS, JAMES		SCHOOL	EDUCARE AIDE	\$1,615.00
HIGGINS, STEPHANIE M		SCHOOL	TEACHER - CHAFFEE	\$50,201.34
HITCHINGS, LISA M		TOWN	OCC - PROGRAM MANAGER	\$24,053.85
HODGERNEY, JUDY		TOWN	ELECTION WORKER	\$659.68
HODGERNEY, JUDY A		SCHOOL	SUBSTITUTE TEACHER	\$8,746.80
HOGAN, BARBARA		SCHOOL	SUBSTITUTE NURSE	\$125.00
HOKANSON, PATRICIA A		SCHOOL	FOOD SERVICE DIRECTOR	\$48,038.66
HOPE, REBECCA		SCHOOL	EDUCARE AIDE	\$6,211.14
HORNBAKER, ROBIN		SCHOOL	TEACHER - OMS	\$50,474.38
HOWARD, GARY P	*	TOWN	OPD-TRAFFIC CONTROLLER	\$8,755.00
HUDON, MICHAEL P	*	TOWN	FIREFIGHTER/PARAMEDIC	\$61,189.60
HUDSON, RICHARD		SCHOOL	FOOD SERVICE COURIER	\$6,233.86
IBRAHIM, BISHOY R	*	TOWN	PATROL OFFICER	\$27,283.32
IWANSKI, KAREN M		SCHOOL	SPECIAL EDUCATION TEACHER	\$50,474.55
JACKSON, SANDRA M		SCHOOL	TEACHER - BARTON	\$66,653.61
JAMES, MICHAEL		SCHOOL	SUMMER SPORTS CAMP COACH	\$250.00
JANERICO, JOSEPH D		SCHOOL	TEACHER - OHS	\$67,453.63
JEAN-LOUIS, SARA		SCHOOL	COACH	\$1,800.00
JENKINS, ERIC D		SCHOOL	TEACHER - OHS	\$69,802.30
JOHNS, JULIE A		SCHOOL	SPECIAL EDUCATION TEACHER	\$72,208.09
JOLIN, DEBBIE		SCHOOL	FOOD SERVICE COOK	\$20,186.38
JOUBERT, SCOTT		SCHOOL	COACH	\$1,100.00
JOVIC, GINA		TOWN	STUDENT INTERN ACCOUNTING	\$351.00
JOYCE, PAUL W		SCHOOL	EDUCARE AIDE - SUPERVISOR	\$9,427.37
KABALA, MARIA		SCHOOL	SPECIAL EDUCATION TEACHER	\$43,802.97
KAHN, JARED		SCHOOL	TEACHER	\$31,646.28
KARLOWICZ, KRISTINA		SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$1,537.35
KARNES, KIMBERLY A		TOWN	COUNCIL ON AGING VAN DRIVER	\$2,470.77
KARSOK, MARYBETH		SCHOOL	GUIDANCE COUNSELOR - OMS	\$78,207.04
KEELER, BARBARA J		SCHOOL	FOOD SERVICE SUBSTITUTE	\$2,580.00
KELLER, JILLIAN N		SCHOOL	TEACHER - CHAFFEE	\$65,236.32
KELLEY, LORI A		TOWN	TOWN CLERK	\$86,334.78
KELLEY, TIMOTHY A		TOWN	LIBRARY DIRECTOR	\$83,983.70
KELLY, JASON J	*	TOWN	FIREFIGHTER/BASIC	\$40,285.54
KENNEDY, AMY		SCHOOL	TEACHER	\$25,136.34
KENNEN, AUDREY L		SCHOOL	LIBRARY INSTRUCT. AIDE - OMS	\$28,393.80
KENNEN, JOSHUA E		SCHOOL	EDUCARE AIDE - SUPERVISOR	\$15,568.33
KEOHANE, HOLLY L		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$24,221.75
KEOHANE, SARAH		SCHOOL	EDUCARE AIDE	\$1,477.50
KERTYZAK, CHRISTOPHER		SCHOOL	TEACHER - OHS	\$31,063.32
KIM, MATTHEW		SCHOOL	TEACHER - OMS	\$55,114.48
KING, MIRIAM T		SCHOOL	TEACHER - OMS	\$68,933.07
KLIMCZUK, CASSANDRA		SCHOOL	TEACHER - OHS	\$61,280.85
KNAPP, BRIAN M		TOWN	CALL EMT	\$2,449.65
KNEELAND, RICHARD M	*	TOWN	OPD-TRAFFIC CONTROLLER	\$6,879.68
KNISKERN, ASHLIE		SCHOOL	TEACHER - OMS	\$46,521.49

KORCHARI, PAUL G		SCHOOL	TEACHER - OHS	\$24,128.15
KOSEL, PETER		SCHOOL	TECHNOLOGY ASST.	\$20,398.50
KOSS, ELIZABETH		SCHOOL	TEACHER	\$33,639.91
KOVOOR, NAINAN		SCHOOL	TEACHER - OHS	\$26,447.58
KOZLOWSKI, KELLY A		TOWN	CAMP COUNSELOR	\$3,605.25
KRANTZ, MARCIA A		SCHOOL	TEACHER - OHS	\$69,933.03
KRASINSKAS, ROBERT W		TOWN	ELECTION WORKER	\$1,236.90
LABELLE, APRIL A		TOWN	BUILDING MAINTENANCE CLERK	\$28,549.26
LABONTE, PATRICIA		SCHOOL	NURSE - HOURLY	\$15,872.50
LACKI, MARYANN		SCHOOL	TEACHER - OHS	\$73,251.80
LAFLASH, ADAM P		TOWN	ON CALL FIREFIGHTER	\$271.45
LAL, PATRICIA H		SCHOOL	TEACHER - OHS	\$74,563.16
LAMARCHE, DENNIS E		TOWN	BOARD OF SELECTMEN CHAIR	\$1,099.92
LAMBERT, NICHOLAS J	*	TOWN	LIEUTENANT/PARAMEDIC	\$72,237.99
LAMBERT, ROGER D	*	TOWN	CAPTAIN/PARAMEDIC	\$115,993.27
LAMBERT, RUESS R	*	TOWN	FIREFIGHTER/BASIC	\$48,901.45
LAMBERT, SHELLEY L		TOWN	OCC - PROGRAM MANAGER	\$14,701.55
LANGLAIS, KAREN		SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$550.72
LAPRE, DYLAN M		SCHOOL	EDUCARE AIDE	\$955.00
LAREAU, PATRICIA C		TOWN	ADULT CIRCULATION CLERK	\$34,161.40
LARGESSE, DONNA		SCHOOL	DRIVER - SPECIAL EDUCATION	\$25,498.13
LAROSE, MARY V		SCHOOL	BUSINESS OFFICE CLERK	\$3,165.00
LARSON, KIMBERLY H		SCHOOL	TEACHER - CHAFFEE	\$73,632.59
LATINO, SHEILA A		TOWN	ELECTION WORKER	\$696.92
LATUGA, STEPHANIE		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$10,700.01
LAVALLEE, JILL C		SCHOOL	TEACHER - BARTON	\$73,584.25
LAVIGNE, STACEY		SCHOOL	TEACHER - CHAFFEE	\$56,467.35
LEBLANC, CHERYLL A		TOWN	BOARD OF SELECTMEN	\$583.31
LEBLANC, DAVID M		TOWN	STUDENT INTERN ACCOUNTING	\$4,510.00
LEBLANC, DENISE		SCHOOL	SUBSTITUTE BUS MONITOR	\$11,194.84
LEBLANC, PHILIP		SCHOOL	TEACHER - OHS	\$53,226.09
LEBRETON, KEVIN R		TOWN	PATROL OFFICER	\$79,825.33
LECHIARA, CAROL		SCHOOL	SUB VAN DRIVER	\$6,218.82
LEDUC, JUSTIN M		SCHOOL	BUSINESS OFFICE CLERK	\$71,865.82
LEIGHER, LYNN A		SCHOOL	TEACHER - BARTON	\$69,210.00
LEPORE, NAIDA		SCHOOL	BUDGET SPECIALIST	\$50,752.52
LETSKY JR, PAUL J		TOWN	HEAD LIFEGUARD	\$5,493.75
LEVIE, LINDA E		SCHOOL	FOOD SERVICE - BAKER	\$28,683.36
LEWIS, KRISTA		SCHOOL	CAFETERIA/PLAYGROUND AIDE	\$288.61
LEWIS, PETER		SCHOOL	COACH	\$2,800.00
LIGHT, DEBRA J		TOWN	ADMINISTRATIVE ASSISTANT	\$56,365.52
LILLEY, VIRGINIA A		SCHOOL	GUIDANCE SECRETARY - OHS	\$26,261.79
LINDGREN, SHARON		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$9,369.70
LINFIELD, TARA M		SCHOOL	TEACHER - OHS	\$45,232.23
LIRANGE, CANDACE L		SCHOOL	TEACHER - OHS	\$70,833.39
LIRANGE, PAUL M		SCHOOL	TEACHER - OHS	\$46,861.86
LOCHNER, JUDITH A		TOWN	CONSERVATION AGENT/GIS TECH	\$53,960.30
LOGAN, CHRISTOPHER		SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$45,698.20
LOMBARDI, PAM		SCHOOL	BUS MONITOR	\$986.10
LOOBY, EMILY		SCHOOL	TEACHER - OHS	\$45,253.94
LOONEY, CATHERINE L		SCHOOL	TEACHER - OHS	\$74,407.97
LUBECKI, LINDSAY		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$8,628.39

LYON, JOSHUA G		SCHOOL	SUBSTITUTE TEACHER	\$523.58
MACGREGOR, DEBRA		SCHOOL	SUBSTITUTE NURSE	\$625.00
MACKOWIAK, JACOB M		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$37,652.29
MACPHERSON, JACK W		SCHOOL	EDUCARE AIDE	\$1,045.00
MAHOTA, JARRED J		TOWN	BOARD OF SELECTMEN	\$416.65
MAKI, NANCY A		TOWN	ELECTION WORKER	\$630.42
MALIFF, RICHARD F		SCHOOL	EVALUATION TEAM LEADER	\$69,733.09
MALLEY JR, JAMES F		TOWN	BOARD OF HEALTH INSPECTOR	\$38,043.20
MALLEY, DANIEL E		TOWN	CALL EMT	\$186.60
MANZELLA, MORGAN C		TOWN	LIBRARY DIRECTOR	\$34,514.31
MANZI, SUSAN M		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$20,884.97
MARCELONIS, WILLIAM C	*	TOWN	POLICE SERGEANT	\$84,077.30
MARCHAND, BRUCE		SCHOOL	COACH	\$600.00
MARKOPOULOS, JENNIFER L		SCHOOL	GUIDANCE COUNSELOR - OHS	\$54,405.53
MARTINELLO, KATHLEEN		SCHOOL	PAYROLL/PERSONNEL DIRECTOR	\$50,752.52
MARTUCCI, ANTHONY J		TOWN	CAMP COUNSELOR	\$2,845.00
MASIELLO, MATTHEW B		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$45,029.19
MASLEY JR, MICHAEL C		SCHOOL	TEACHER - OHS	\$94,774.14
MASTROMATTEO, RYAN R		TOWN	CALL EMT	\$12,606.33
MAY, KEVIN M		SCHOOL	TEACHER - OHS	\$84,219.27
MAYO, KIMBERLY		SCHOOL	SUBSTITUTE TEACHER	\$4,127.87
MAYWALT, JOANN		TOWN	ELECTION WORKER	\$396.34
MAZEIKA, PAUL D		TOWN	PLUMBING INSPECTOR	\$23,296.00
MCCAMBRIDGE, KARLI F		SCHOOL	SPEC ED SUMMER SCHOOL AIDE	\$856.68
MCCAMBRIDGE, LORI J		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$27,603.34
MCCARTHY, KADYE		SCHOOL	SUMMER SPORTS CAMP COACH	\$3,950.00
MCCARTHY, KELLY L		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$23,863.90
MCCARTHY, LEDA A		SCHOOL	FOOD SERVICE - HELPER	\$15,993.97
MCCARTHY, MEAGHAN		SCHOOL	EDUCARE AIDE	\$804.37
MCCARTHY, RANDY L	*	TOWN	PATROL OFFICER	\$83,663.48
MCCARTHY, SHAUN		SCHOOL	EDUCARE AIDE	\$3,235.60
MCCONNELL, MELISSA E		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$25,489.08
MCDONALD, ANTHONY J		SCHOOL	COACH/TEACHER ASST	\$20,155.72
MCDONALD, DEBRA R		SCHOOL	GUIDANCE SECRETARY - OHS	\$49,024.59
MCDONALD, EVAN		SCHOOL	EDUCARE AIDE	\$345.00
MCDONALD, JAMES R	*	TOWN	PATROL OFFICER	\$76,377.13
MCGOWN, CORINA L		SCHOOL	SECRETARY- BARTON	\$19,545.21
MCGRATH, ROBERT C		TOWN	ANIMAL CONTROL PART TIME OFFIC	\$2,300.00
MCKAY, ROBERTA F		SCHOOL	PLAYGROUND/CAFE AIDE - OMS	\$10,579.04
MCKEON, TIMOTHY F		TOWN	COUNCIL ON AGING VAN DRIVER	\$24,554.40
MCLAUGHLIN, VICTORIA R		TOWN	SR. CLERK/ASSESSOR	\$39,412.20
MEAD JR, KENNETH C	*	TOWN	PATROL OFFICER	\$81,544.08
MENARD, DIANE L		SCHOOL	TEACHER - BARTON	\$69,733.09
MENARD, LAUREEN		TOWN	BOH ADMIN ASSISTANT	\$33,661.82
MENEGUZZO, JULIE M		SCHOOL	SPECIAL EDUCATION TEACHER	\$71,848.34
MIKKILA, ASHLEY		SCHOOL	SUMMER SPORTS CAMP COACH	\$125.00
MILLER, KRISTIN		SCHOOL	EVALUATION TEAM LEADER	\$77,787.44
MILLER, RALPH W		TOWN	SKILLED SEASONAL LABORER-DPW	\$14,303.57
MOBLEY, MATTHEW		SCHOOL	SUMMER SPORTS CAMP COACH	\$150.00
MOODY, EMILY		SCHOOL	EDUCARE AIDE	\$4,790.52
MORGAN, ANN D		TOWN	ASSISTANT TOWN CLERK	\$37,591.25
MORGAN, BRITTANY		SCHOOL	COACH	\$800.00

MORGAN, BRITTANY R	*	TOWN	OPD-RADIO DISPATCHER	\$53,753.03
MORRIS, JEFFREY S	*	TOWN	CALL - FF/EMT-BASIC	\$20,144.28
MORROW, DANIELLE		SCHOOL	CURRICULUM COORDINATOR	\$20,540.00
MOSCOFFIAN, AMANDA		SCHOOL	TEACHER	\$26,351.16
MULLAN, JOHN J		SCHOOL	ADVISOR - YRBK, ETC	\$987.50
MURPHY, DOROTHY E		TOWN	ELECTION WORKER	\$883.12
MURPHY, KARA J		SCHOOL	TEACHER - OMS	\$71,248.34
MURPHY, LISA M		SCHOOL	SPECIAL EDUCATION TEACHER	\$72,248.47
MURPHY-DOW, ROBIN L		SCHOOL	TEACHER - PROJECT COFFEE	\$72,048.36
MURRAY, JANICE M		SCHOOL	TEACHER - BARTON	\$72,982.65
MUSCATELL, GINA		SCHOOL	TEACHER - OHS	\$40,974.43
MYHAVER, DANNY A		TOWN	CALL/STAND BY FIRE	\$683.27
NASH, CLAUDIA R		SCHOOL	TEACHER - OMS	\$66,653.61
NASUTI, JENNIFER		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$9,994.37
NELLIS, PATRICIA		SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$1,105.86
NELSON, JO ANN E		TOWN	ELECTION WORKER	\$481.46
NGUYEN-LE, TUAN		TOWN	PERMANENT INTERMITTENT	\$8,550.72
NIKOSEY, CATHLEEN H		SCHOOL	SPECIAL EDUCATION TEACHER	\$36,906.23
NOLAN, JAMES F		SCHOOL	COACH	\$10,895.00
NUGENT, COURTNEY		SCHOOL	TEACHER - OHS	\$69,190.85
NUGENT, DAVID M		SCHOOL	PRINCIPAL - PROJECT COFFEE	\$98,414.57
O'BRIEN, FRANCIS R		SCHOOL	TEACHER - PROJECT COFFEE	\$65,236.32
OBRIEN, MICHAEL J		SCHOOL	INSTRUC AIDE- PROJECT COFFEE	\$31,324.92
ODGREN, DEBORAH V		SCHOOL	BUS MONITOR	\$15,908.88
O'HALLORAN, DANIEL G		TOWN	VETERANS AGENT	\$8,644.32
O'HALLORAN, DONNA M		TOWN	MIS DIRECTOR	\$76,954.28
O'LEARY, BONNIE		TOWN	OPD-P/T RADIO DISPATCHER	\$1,825.16
OLLIS, GERALD		SCHOOL	TEACHER - PROJECT COFFEE	\$74,187.44
O'NEIL, HEATHER L		SCHOOL	TEACHER	\$3,702.44
O'NEILL, SHAWN D		TOWN	CALL - FF/EMT-BASIC	\$11,855.09
ORNELL, KRISTIN H		SCHOOL	TEACHER - BARTON	\$70,633.45
OSTRANDER, ASHLEY		SCHOOL	TEACHER - OHS	\$19,790.72
PACHECO, KERRY-LEE		SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$700.00
PACKARD, NICHOLAS		SCHOOL	EDUCARE AIDE	\$12,109.41
PAINCHAUD, JAMES P		SCHOOL	TEACHER - OHS	\$24,009.21
PALAIA, BRIAN M		TOWN	TOWN MANAGER	\$132,937.47
PAPAGNI, STEVEN		TOWN	FACILITIES MAINTENANCE TECH	\$55,583.21
PARISEAU, JENNIFER L		SCHOOL	TEACHER - BARTON	\$62,770.61
PARMLEY, ROBIN		SCHOOL	PRINCIPAL - CHAFFEE	\$50,355.80
PASTIER, VERONICA R		SCHOOL	FOOD SERVICE - BAKER	\$19,017.24
PECK, DAVID		TOWN	PERMANENT INTERMITTENT	\$7,179.65
PEEK, EMILY		SCHOOL	SPECIAL EDUCATION TEACHER	\$29,310.84
PELCZARSKI, ROBERT J		SCHOOL	PRINCIPAL - CHAFFEE	\$48,500.01
PELOSO, DANA J		TOWN	ON CALL FIREFIGHTER	\$1,322.35
PELTIER, SUSAN J		SCHOOL	TEACHER - OMS	\$75,163.16
PHILLIPS II, JOHN A		TOWN	SKILLED SEASONAL LABORER-DPW	\$16,510.07
PHILLIPS, KADION		SCHOOL	TECHNOLOGY DIRECTOR	\$91,200.05
PICARD JR, ROBERT W	*	TOWN	PATROL OFFICER	\$96,501.88
PICARD SR, ROBERT W		TOWN	ELECTION WORKER	\$186.20
PICARD, SUZANNE M		TOWN	ELECTION WORKER	\$191.52
PIERCE, JENNIFER L		SCHOOL	TEACHER - OMS	\$72,117.57
PIETREWICZ, AMY		SCHOOL	TEACHER	\$40,664.50

PIETRO, CHRISTOPHER J		SCHOOL	SPECIAL EDUCATION TEACHER	\$78,274.31
PIETRZAK, JOSEPH		SCHOOL	COACH	\$5,150.00
PIETTE, RACHEL A		SCHOOL	SPECIAL EDUCATION TEACHER	\$81,217.34
PIMENTEL, KIMBERLY A		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$25,923.60
PLACE, SHANNON		TOWN	LIFEGUARD	\$2,779.23
PLANTE, BEVERLY A		TOWN	ELECTION WORKER	\$500.08
PLANTE, MICHAEL C		TOWN	CONSTABLE	\$633.38
PLIAKAS, KRISTIN M		SCHOOL	TEACHER	\$11,994.92
POIRIER, JUSTINE		SCHOOL	SUBSTITUTE NURSE	\$1,437.50
PREFONTAINE, JESSICA M	*	TOWN	FIREFIGHTER/PARAMEDIC	\$65,470.99
PREFONTAINE, REBECCA L		TOWN	OPD-P/T RADIO DISPATCHER	\$1,897.78
PRESCOTT, ELIZABETH		TOWN	ADMINISTRATIVE ASSISTANT - DPW	\$32,430.63
PRUNIER, ELLEN K		SCHOOL	TEACHER - OMS	\$75,187.40
PUNISKIS, JOHN G	*	TOWN	PATROL OFFICER	\$103,473.83
PUPKA, CHRISTOPHER T		TOWN	ASSESSOR	\$71,727.02
PURCELL, KATHLEEN E		TOWN	ELECTION WORKER	\$329.84
PUTIS, JILL M		SCHOOL	DRIVER - SPECIAL EDUCATION	\$20,913.56
RACICOT, JESSICA L		SCHOOL	TEACHER - OMS	\$72,117.57
RACICOT, MARY JANE		TOWN	ELECTION WORKER	\$5,183.02
RAND, NANCY C		TOWN	ELECTION WORKER	\$462.84
RAUCCI, PAUL		SCHOOL	SUBSTITUTE TEACHER	\$4,565.00
RAYMOND, CHRISTOPHER S	*	TOWN	PATROL OFFICER	\$25,843.37
RAYMOND, JOSHUA S		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$38,961.06
RAYMOND, MICHELLE M		SCHOOL	SPECIAL ED SECRETARY	\$45,723.59
REA, COLLEEN A		SCHOOL	TEACHER	\$49,358.41
REGELE, KATHLEEN M		SCHOOL	OCCUPATIONAL THERAPIST	\$74,544.33
REYNOLDS, ADELLE M		TOWN	BUILDING INSPECTOR	\$18,925.35
REYNOLDS, JOHN		SCHOOL	TECHNOLOGY ASST.	\$40,080.89
RHEAULT, RUSSELL C		TOWN	MODERATOR	\$400.00
RICHARD, BRITTANY		TOWN	LIFEGUARD	\$4,256.60
RICHARD-KEELER, BRENDA		SCHOOL	COTA	\$5,185.25
RICHARDS, JUSTIN		SCHOOL	COACH	\$3,900.00
RICHARDSON, BRIDGET L		TOWN	LIBRARY PAGE	\$300.00
RIDER, CAROLE L		TOWN	ELECTION WORKER	\$500.08
RIPLEY, STEPHANIE		SCHOOL	TEACHER - OHS	\$58,674.91
RIVETT, SANDRA S		SCHOOL	NURSE - CHAFFEE	\$60,815.15
ROBERTS, LAUREN T		TOWN	LIBRARY PAGE	\$3,860.00
ROCK, AMBER L		TOWN	CALL EMT	\$119.96
RODIER, JUDY A		SCHOOL	FOOD SERVICE - BAKER	\$8,979.92
RODIER, PATRICIA C		SCHOOL	TEACHER - CHAFFEE	\$64,436.30
ROEMER, MICHELLE E		SCHOOL	TEACHER - BARTON	\$75,644.33
ROLAND, MELODY G		TOWN	COUNCIL ON AGING CLERK	\$12,187.71
ROOS, ALICE J		TOWN	ADMINISTRATIVE ADMIN	\$11,502.52
ROSEBROOKS, NICHOLAS		SCHOOL	EDUCARE AIDE	\$1,325.00
ROSENKRANTZ, JOEL D	*	TOWN	FIREFIGHTER/PARAMEDIC	\$64,825.68
ROSS, JEANNINE A		TOWN	SR. CLERK/ASSESSOR	\$49,316.80
ROSSI, CHERYL		SCHOOL	SCHOOL PSYCHOLOGIST	\$45,228.32
ROSSMAN, DEBORAH		SCHOOL	TEACHER - OMS	\$31,063.32
ROY, DAVID	*	TOWN	CALL/STAND BY FIRE	\$1,786.46
ROYCEWICZ, DANIEL E		TOWN	DPW-LIGHT EQUIPMENT OPERATOR	\$39,721.73
RUCHO, JESSICA		SCHOOL	INSTRUCTIONAL AIDE	\$1,551.11
RUDMAN, SCOTT P	*	TOWN	FIREFIGHTER/INTERMEDIATE	\$56,823.80

RUIZ, KAREN H		SCHOOL	TEACHER - OMS	\$71,248.34
RUSSELL, KATHLEEN		TOWN	REC PROGRAM MANAGER	\$2,196.69
RUSSO, AIMEE L		SCHOOL	TEACHER - OHS	\$55,348.23
RUTKIEWICZ, SARAH L		SCHOOL	TEACHER - OMS	\$71,570.59
SAAD, ANTHONY P		TOWN	POLICE LIEUTENANT	\$104,834.53
SAAD, CYNTHIA E		TOWN	ELECTION WORKER	\$268.66
SAAD, JOHN G		TOWN	BOARD OF SELECTMEN	\$999.96
SARGIS, KRYSTAL		SCHOOL	FOOD SERVICE - HELPER	\$5,698.46
SAUCIER, ELIZABETH M		TOWN	SENIOR LIFEGUARD	\$3,990.00
SCHOEMER, KATHLEEN		SCHOOL	NURSE - BARTON	\$53,960.25
SCHOLL, KRISTEN E		SCHOOL	TEACHER - OMS	\$70,133.09
SCOTT, JENNIFER M		TOWN	PATROL OFFICER	\$61,158.38
SELLERS, KENNETH J	*	TOWN	CAPTAIN/INTERMEDIATE	\$64,876.82
SHANNON, IRENE M		SCHOOL	SPECIAL EDUCATION TEACHER	\$75,924.33
SHARPE, MICHELE		SCHOOL	PRINCIPAL - BARTON	\$49,137.28
SHEA, ANGELA		SCHOOL	DRIVER - SPECIAL EDUCATION	\$28,921.71
SHELDON, SELENA M		TOWN	LIBRARY PAGE	\$4,570.00
SHERIDAN, DAVID M		TOWN	CALL EMT	\$7,084.45
SIKONSKI, EDWARD M		SCHOOL	GUIDANCE COUNSELOR	\$52,185.00
SIMKUS, JOHANNA Z		SCHOOL	LIBRARY INSTRUCTIONAL AIDE	\$23,682.16
SINGER, KERRIE		TOWN	BOH MEMBER	\$500.00
SKEATES, NANCY J		SCHOOL	INSTRUCTIONAL AIDE - CHAFFEE	\$29,320.44
SMEGLIN, CARRIE A		SCHOOL	TEACHER - BARTON	\$68,933.07
SMITH, CYNTHIA		SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$1,790.74
SMITH, DAVID S		SCHOOL	TEACHER - OMS	\$63,386.60
SNEED, QUION		SCHOOL	COACH	\$1,400.00
SOMERS, JOANN	*	TOWN	OPD-RADIO DISPATCHER/LEAD	\$69,888.05
SPENCE, SYDNEY		SCHOOL	SUBSTITUTE NURSE	\$1,875.00
SPITZ, ERIK		TOWN	PERMANENT INTERMITTENT	\$1,543.48
SPITZ, PATRICIA I		SCHOOL	INSTRUCTIONAL AIDE - OHS	\$29,462.48
SPITZ, WILLIAM		SCHOOL	SCHOOL COMMITTEE MEMBER	\$650.00
SPOONER, CAROL A		TOWN	ELECTION WORKER	\$627.76
ST GERMAIN, CONNOR		TOWN	CAMP COUNSELOR	\$2,975.00
ST. FRANCIS, CHERIE		SCHOOL	THERAPY ASSISTANT	\$10,200.48
ST. GERMAIN, DAWN M		SCHOOL	TEACHER - BARTON	\$74,401.49
STACEY, MARY R		TOWN	ELECTION WORKER	\$1,146.46
STEINER, LISA		SCHOOL	PLAYGROUND/CAFE AIDE - BARTON	\$5,174.88
STEVENS, MARY		TOWN	ELECTION WORKER	\$260.68
STEVENS, RONALD C		TOWN	ASST INSPECTOR OF WIRES	\$38,580.87
STOCKDALE, LARRY		SCHOOL	TEACHER - PROJECT COFFEE	\$60,505.77
STOCKHAUS, KARA D		SCHOOL	TEACHER - OHS	\$73,747.32
STONE, JOHN D		SCHOOL	TEACHER	\$44,802.86
STONE, KEVIN P		SCHOOL	BARTON - HEAD CUSTODIAN	\$53,046.34
STRAUBEL, SOPHIE		SCHOOL	TEACHER - OHS	\$33,966.03
STRETTON, LARISSA E		TOWN	LIB/CHILDS SERVICES ASST PT	\$14,932.77
STREZLECKI, CHRISTINA		SCHOOL	CAFETERIA/PLAYGROUND AIDE	\$1,700.25
SULLIVAN, CATHLEEN M		TOWN	LIB/PT CHILDS CIRC CLERK	\$16,781.99
SULLIVAN, ERIN R		TOWN	CAMP COUNSELOR	\$3,412.50
SULLIVAN, LESLIE		SCHOOL	SECRETARY - PROJECT COFFEE	\$44,061.67
SULLIVAN, THOMAS		TOWN	SR. CLERK/TOWN CLERK	\$31,887.16
SZELA, JOSEPH		SCHOOL	COACH	\$2,800.00
TABORDA, JAIMEE L		SCHOOL	TEACHER - OHS	\$69,715.55

TARGOFF, ANDREW H		SCHOOL	TEACHER - CHAFFEE	\$74,987.46
TARIQ, AMBER		TOWN	JR CLERK- POLICE DEPT	\$3,862.24
TATUM, KERRY M		SCHOOL	INSTRUCTIONAL AIDE - OMS	\$24,090.81
TATUM, MYLENE D		SCHOOL	INSTRUCTIONAL AIDE	\$3,322.80
TEBO, EMILY		SCHOOL	TEACHER ASST. - BARTON	\$15,670.90
TERRILL, EMYLIA R		SCHOOL	SUBSTITUTE TEACHER	\$2,380.00
THEBADO, MARY C		TOWN	ELECTION WORKER	\$199.50
THIBAUT, ROSS		SCHOOL	PRINCIPAL - OHS	\$105,525.02
THIBEAULT, HEATHER		TOWN	PAYROLL & BENEFITS ADMIN	\$53,832.22
THORNTON, LYNN A		SCHOOL	GUIDANCE COUNSELOR - BARTON	\$74,594.27
TOLMAN, MARISA A		SCHOOL	TEACHER - OMS	\$54,675.04
TORTESON, JESSICA		SCHOOL	TEACHER - BARTON	\$30,384.53
TORTI, REBECCA L		SCHOOL	TEACHER - BARTON	\$66,653.61
TRAN, ANH-DAO		SCHOOL	SUMMER SPORTS CAMP COACH	\$300.00
TREMBLAY, DEBRA J		SCHOOL	SPECIAL ED SECRETARY	\$50,752.52
TROIANO, ANDREW R	*	TOWN	FIREFIGHTER/INTERMEDIATE	\$62,976.04
TURNER, DONNA M		SCHOOL	EDUCARE AIDE	\$8,806.53
TYCK, JAMES J		SCHOOL	DRIVER - SPECIAL EDUCATION	\$34,628.10
TYRRELL, MATTHEW		SCHOOL	TEACHER - OHS	\$52,993.55
UGRINOW, JENNIFER M		SCHOOL	TEACHER - CHAFFEE	\$64,713.23
VALINSKI, RONALD W		TOWN	SEALER OF WEIGHTS & MEASURES	\$6,576.50
VANN, DERICK J		TOWN	DPW-LIGHT EQUIP OPER-CEM	\$22,484.49
VAZQUEZ, JOSE		TOWN	ASSISTANT MIS DIRECTOR	\$4,981.76
VELASCO, GIOVANNY A		TOWN	P.T. FELLOWSHIP/TOWN MANAGER	\$9,318.23
VELEZ, NELSON		SCHOOL	DRIVER - SPECIAL EDUCATION	\$28,368.45
VIEL, DANIEL J		TOWN	CEMETERY COMMISSIONER	\$500.00
VIGEANT, LINDA I		TOWN	ELECTION WORKER	\$678.30
VINCENT, RICHARD J		SCHOOL	OMS CUSTODIAN	\$50,883.08
VINCENT, TINA		SCHOOL	CUSTODIAN - PROJECT COFFEE	\$5,688.55
VINCEQUERE, DONNA M		TOWN	BOH MEMBER	\$375.00
VINZI, R STEVEN		SCHOOL	TEACHER - OMS	\$59,035.70
VOAS, MICHAEL		TOWN	BOARD OF SELECTMEN	\$999.96
WAGNER, JENNIFER		SCHOOL	TEACHER - OMS	\$50,474.38
WALIA, RHEA		SCHOOL	TEACHER - OMS	\$77,937.46
WALSH, DONNA A		SCHOOL	FOOD SERVICE - HELPER	\$17,383.51
WALSH, THOMAS F		TOWN	CALL - FF/EMT-BASIC	\$3,438.61
WARD, THOMAS M		SCHOOL	GUIDANCE COUNSELOR - OHS	\$77,745.20
WATSON, JILLIAN		SCHOOL	TEACHER	\$50,989.04
WEBSTER JR, DANIEL G		TOWN	OPD-RADIO DISPATCHER	\$54,563.09
WELLS, PATRICIA J		SCHOOL	SUBSTITUTE TEACHER	\$2,240.00
WELSH, MATTHEW		SCHOOL	TEACHER - OHS	\$58,767.35
WHETSTONE, RYAN		SCHOOL	TEACHER	\$8,310.50
WHITAKER, JOSHUA M		SCHOOL	TEACHER - OHS	\$68,772.84
WHITE, DAVID P		SCHOOL	HEAD CUSTODIAN - CHAFFEE	\$49,811.71
WHITE, JESSICA L		SCHOOL	SPECIAL EDUCATION TEACHER	\$74,523.36
WHITE, STACY E		TOWN	OCC - SR. ACTIVITY COORDINATOR	\$7,520.33
WIELAND, KATHERINE N		SCHOOL	TEACHER - PROJECT COFFEE	\$72,317.51
WILEY, MARTHA		SCHOOL	PRINCIPAL - BARTON	\$46,499.96
WILLIAMS, DARLENE		SCHOOL	BUS MONITOR	\$2,735.13
WILLIAMS, HAROLD G		SCHOOL	DRIVER - SPECIAL EDUCATION	\$29,799.20
WILSON, CLAIRE D		TOWN	TOWN TREASURER	\$77,542.57
WILSON, MARY A		SCHOOL	INSTRUCTIONAL AIDE - BARTON	\$23,554.79

WING, JEFFREY		SCHOOL	SUBSTITUTE TEACHER	\$2,677.26
WING, JESSICA		SCHOOL	SUBSTITUTE NURSE	\$1,000.00
WING, ROSEMARY J		TOWN	OCC - JR. ACTIVITY STAFF	\$2,536.68
WINSKY, JOHN M		TOWN	DPW-HEAVY EQUIPMENT OPERATOR	\$49,645.90
WOOD-ARSENAULT, MELISSA		SCHOOL	LONG TERM SUBSTITUTE TEACHER	\$18,275.75
YORK, TARRY A		SCHOOL	FOOD SERVICE - BAKER	\$28,216.29
YOUNGSMAN, DAVID		SCHOOL	TEACHER - OHS	\$76,914.16
YURSHA, JONATHAN C	*	TOWN	FIREFIGHTER/BASIC	\$59,959.98
ZIEMBA, ELAINE M		SCHOOL	NURSE - OHS	\$73,793.50
ZIFCAK, NICOLE R		SCHOOL	TEACHER - BARTON	\$67,250.09
ZUIDEMA, VALERIE J		SCHOOL	SPEECH PATHOLOGIST	\$76,394.90
* Only a portion of the salary given is paid for by the Town of Oxford. This individual also receives income from other sources, such as Police Details and/or Overtime.				

COLLECTOR'S RECEIVABLES

	UNCOLLECTED 1/1/2016	COMMITMENTS REFUNDS	ADJUSTMENTS ABATEMENTS	TRANSFERS TT & TAX POSS	LESS COLLECTIONS	UNCOLLECTED 12/31/2016
<u>TAX TITLE</u>	782,049.35	180,937.10	130,920.83	0.00	108,774.45	723,291.17
<u>REAL ESTATE</u>						
2017 RE	0.00	20,739,893.74	139,468.06	0.00	10,251,031.49	10,349,394.19
2016 RE	11,199,544.32	72,343.82	214,423.81	32,247.61	11,023,667.42	1,549.30
<u>PERSONAL PROPERTY</u>						
2017 PP	0.00	820,228.01	0.00	0.00	408,449.92	411,778.09
2016 PP	414,936.99	6,831.71	1,968.96	0.00	415,592.95	4,206.79
2015 PP	5,739.18	0.00	0.00	0.00	1,024.40	4,714.78
2014 PP	5,537.77	0.00	5,537.77	0.00	0.00	0.00
2013 PP	5,383.29	0.00	5,383.29	0.00	0.00	0.00
<u>MOTOR VEHICLE EXCISE</u>						
2016 MVE	0.00	1,961,382.65	75,352.76	0.00	1,801,675.68	84,354.21
2015 MVE	59,556.69	11,140.11	1,932.97	0.00	48,267.13	20,496.70
2014 MVE	19,067.65	430.00	516.25	0.00	9,947.10	9,034.30
2013 MVE	10,290.45	614.06	739.58	0.00	2,300.01	7,864.92
2012 MVE	9,056.86	0.00	0.00	0.00	1,666.81	7,390.05
<u>SEWER & WATER</u>						
WATER BETTERMENT 17RE	0.00	34,956.91	0.00	0.00	0.00	34,956.91
WATER BETTERMENT 16RE	34,956.91	0.00	0.00	0.00	34,956.91	0.00
WATER COMM INT 17RE	0.00	19,226.29	0.00	0.00	0.00	19,226.29
WATER COMM INT 16RE	20,974.14	0.00	0.00	0.00	20,974.14	0.00
UTILITY BILLING	4,564.46	380,263.15	35,377.56	0.00	321,815.51	27,634.54
UTILITY BILLING 17RE	0.00	0.00	0.00	0.00	0.00	0.00
UTILITY BILLING 16RE	5,640.40	0.00	383.20	0.00	5,257.20	0.00
OXFORD-ROCHDALE 17RE	0.00	14,396.96	0.00	0.00	0.00	14,396.96
OXFORD-ROCHDALE 16RE	16,242.44	0.00	2,960.00	0.00	13,282.44	0.00
CHERRY VALLEY 16 RE	399.00	0.00	0.00	0.00	399.00	0.00
BEVERLY BETTERMENT 17RE	0.00	5,739.70	0.00	0.00	0.00	5,739.70
BEVERLY BETTERMENT 16RE	5,739.70	0.00	0.00	0.00	5,739.70	0.00
BEVERLY COMM INT 17RE	0.00	3,443.85	0.00	0.00	0.00	3,443.85
BEVERLY COMM INT 16RE	3,730.85	0.00	0.00	0.00	3,730.85	0.00
LEICESTER BETTERMENT 17 RE	0.00	10,223.53	0.00	0.00	0.00	10,223.53
LEICESTER BETTERMENT 16 RE	10,223.53	0.00	0.00	0.00	10,223.53	0.00
LEICESTER COMM INT 17 RE	0.00	9,712.38	0.00	0.00	0.00	9,712.38
LEICESTER COMM INT 16 RE	8,016.82	0.00	0.00	0.00	8,016.82	0.00
<u>MISCELLANEOUS COLLECTIONS</u>						
PENALTIES & INTEREST	124,624.58					
CERT OF MUNICIPAL LIENS	12,825.00					
PARKING TICKETS	2,225.00					



TRUST FUND REPORT as of December 31, 2016

<u>Cemetery Expendable Balances</u>		<u>Library Expendable Balances</u>	
ACCOUNT	BALANCE	ACCOUNT	BALANCE
<u>Assets</u>		<u>Assets</u>	
<i>Cash and Bank Accounts</i>		<i>Cash and Bank Accounts</i>	
C. L. Newcomb	2,962.00	C. L. Newcomb	2,137.99
Wilmarth Fund	3,879.30	M. Sawtelle	1,078.22
Gore Cemetery	2,013.83	W. Olney	877.57
J. Larned Combined	16,151.88	Col. N. Davis	405.24
Gore/Phalen Cemetery	1,952.68	J. Larned Combined	3,439.37
Clara Barton	4,034.41	A. L. Joslin	2,083.76
Carleton Lot	2,613.22	M. R. Taft	648.96
Mary A. Carlton	3,135.02	Sarah Joslin	979.35
Solty's Fund	914.91	Nettie Chaffee	718.15
Glass & Appleby	1,387.54	Louis Mayall	1,927.64
S. M. Lilley	2,967.53	Oxford Lions Club	684.62
M. A. Carlton/Gore	3,919.43	D. R. Taft	3,248.29
J. Learned	6,636.13	R. Daigneau	1,313.20
Harlan Kidder	7,929.79	Oxford Rotary Club	2,223.10
Perpetual Care	61,079.15	Eleanor C. Walker	1,056.89
G. W. Edwards	1,876.02	M. Buffum	4,742.12
Joslin Family	1,000.80	Patrons of the Library	2,452.65
Pottle Lot Trust	78.96	James F. Butler	387.08
A. Moffit	1,830.79	Grace Flynn	2,186.23
South Cemetery	2,254.82	Marie T. Wessell	1,510.05
TOTAL	\$128,618.21	TOTAL	\$34,100.48
<u>Cemetery Non-Expendable Balances</u>		<u>Library Non-Expendable Balances</u>	
ACCOUNT	BALANCE	ACCOUNT	BALANCE
<u>Assets</u>		<u>Assets</u>	
<i>Cash and Bank Accounts</i>		<i>Cash and Bank Accounts</i>	
C. L. Newcomb	1,000.00	C. L. Newcomb	5,000.00
Wilmarth Fund	1,165.00	M. Sawtelle	2,200.00
Gore Cemetery	600.00	W. Olney	2,250.00
J. Larned Combined	19,511.74	Col. N. Davis	750.00
Gore/Phalen Cemetery	700.00	J. Larned Combined	21,511.74
Clara Barton	1,500.00	A. L. Joslin	2,500.00
Carleton Lot	500.00	M. R. Taft	1,500.00
Mary A. Carlton	1,000.00	Sarah Joslin	1,500.00
Solty's Fund	250.00	Nettie Chaffee	1,500.00
Glass & Appleby	400.00	Louis Mayall	1,500.00
S. M. Lilley	1,000.00	Oxford Lions Club	3,203.02
M. A. Carlton/Gore	2,000.00	D. R. Taft	3,000.00
J. Learned	2,000.00	R. Daigneau	5,500.00
Harlan Kidder	5,447.97	Oxford Rotary Club	2,400.00
Perpetual Care	273,491.23	Eleanor C. Walker	3,503.08
G. W. Edwards	1,577.17	James F. Butler	2,420.00
Joslin Family	2,350.00	M. Buffum	2,500.00
Pottle Lot Trust	400.00	Marie Wessell	\$5,000.00
TOTAL	\$314,893.11	TOTAL	\$67,737.84
TOTAL CEMETERY FUNDS	\$443,511.32	TOTAL LIBRARY FUNDS	\$101,838.32

TRUST FUND REPORT

as of December 31, 2016

<u>Scholarship Expendable Balances</u>		<u>Scholarship Non-Expendable Balances</u>	
ACCOUNT	BALANCE	ACCOUNT	BALANCE
<u>Assets</u>		<u>Assets</u>	
<i>Cash and Bank Accounts</i>		<i>Cash and Bank Accounts</i>	
James Eastman	30.20	James Eastman	3,065.00
Chaffee Brothers	461.09	Chaffee Brothers	4,000.00
Oxford District Nurse	9,458.82	Oxford District Nurse	3,861.98
F. Duncan Wilson	1,912.20	Glenn Pottle	3,650.00
Glenn Pottle	31.77	Eugene McKenney	5,000.00
Eugene McKenney	77.54	Cathy Evans	2,030.00
Cathy Evans	25.53	Frank Sanella	2,350.00
Frank Sanella	93.61	H. Ellsworth Hobbs	3,138.67
H. Ellsworth Hobbs	23.21	Laura Shepardson	2,500.00
Laura Shepardson	30.87	Walter Dimock	3,000.00
Walter Dimock	30.02	Lynne Reilly	1,855.00
Lynne Reilly	195.25	Doris Boyle	910.00
Doris Boyle	6.81	L.J. & E.H. Chaffee	13,400.00
L.J. & E.H. Chaffee	150.74	Steven Hull Memorial	4,500.00
Steven Hull Memorial	32.79	Irwin Pottle	4,815.00
Irwin Pottle	71.22	Jean Shea	1,400.00
Jean Shea	53.69	Wayne Westall	9,725.00
Wayne Westall	529.33	David J. Richards	3,190.00
David J. Richards	187.22	Mark Carey	3,000.00
Mark Carey	285.61	Freeman Rosebrooks	4,750.00
Freeman Rosebrooks	45.31	D. Schofield	1,817.82
D. Schofield	58.54	J. Moffit	25,000.00
J. Moffit	478.17	J. Fallavollita	3,384.40
J. Fallavollita	301.01	E.A. Gomes	1,479.50
E.A. Gomes	185.96	N.J. Bennett	3,050.00
N.J. Bennett	123.76	John Chaffee	1,050.00
John Chaffee	520.45	Lyman & Violet Rosebrooks	23,852.97
Lyman & Violet Rosebrooks	1,291.11	Lillian Pottle	32,891.54
Lillian Pottle	29,159.51	TOTAL	\$172,666.88
Mary Dewitt	521.52		
Webster Spring	852.08		
Elsie Moscoffian	1,006.69		
Lisa Yucatonis	480.15		
Victoria Rose Walsh	2,936.36		
Daniel Clem	166.98		
Susan Kirk	3,775.19		
OHS Scholarship	292.46		
Jared Dubsky	0.10		
TOTAL	\$55,882.87	TOTAL SCHOLARSHIP FUNDS	\$228,549.75

TRUST FUND REPORT

as of December 31, 2016

Miscellaneous Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
C. Larned Entertainment	62.63
Elizabeth Copp	4,480.53
C. Wellington	18,801.40
Celebration Stabilization	24,092.24
American Revolution	1,301.84
Law Enforcement	6,640.80
OPEB Liability Trust	253,928.06
Stabilization High School	269,919.37
Stabilization Fund	163,339.38
Hannah Harwood	20,272.86
R. G. Alverson	805.58
Oxford H.A.P.	25,416.02
Retirement Fund	222,847.85
Conservation Fund	18,935.75
Mun. Bldg. Insur. T. F.	28,922.38
Trust Fund Group	6,143.21
TOTAL	\$1,065,909.90

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 \$1,179,965.65

Ending Market Values as of December 31, 2016:

FUND	BALANCE
Cecilia J. Smolenski/Millette Charitable Trust Fund I	\$2,161,506.33
Cecilia J. Smolenski/Millette Charitable Trust Fund II	\$1,556,618.29
Gahagan Family Scholarship Fund	\$612,055.74
George A. Pytko And Paul P. Pytko Scholarship Fund	\$57,828.23
Founders Day	\$5,893.14
George A. Morin Library Trust	\$158,096.18
Irwin And Lillian Pottle Scholarship	\$230,616.50
OPEB Liability Trust Invested	\$3,144,913.60

TOTAL SPECIALIZED TRUST FUNDS \$7,927,528.01

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 also 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 1,502 animal-related calls. Animal Control also investigated 25 bites to humans and issued 36 quarantines.

The Town of Oxford has a 24-hour leash law in its by-laws for dogs and also requires owners of dogs and cats to license their pets on an annual basis. Cat and Dog licenses are available in the Town Clerk's Office beginning in January. To avoid a late fee of \$10.00, please obtain your dog licenses by April 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 2016, 1,723 dogs and 550



cats were licensed, up again from last year, thanks to the hard work of the Town Clerk's Office. All monies collected from fees and fines are submitted to Town Hall and are deposited into the "Dog Fund."

We have a few new developments at Animal Control this year:

- Deb Brindley and her crew hosted a fundraiser for the Animal Shelter and raised money to enclose an area at the Shelter for our cats to be able to go outside and enjoy the fresh air.
- Several people in town received Special Permits to house horses, chickens and goats on their property.
- Access Oxford has done a fantastic job putting lost animals and adoptable animals on the local access channel.
- Over one hundred animals came through the doors of the shelter and were returned to their owners or found a loving home.

Don't forget to check with the Oxford Shelter before you look somewhere else for your new pet. We have dogs, cats and other animals such as guinea pigs, rabbits, parakeets, etc.

In closing, I would like to thank our dedicated volunteers, Sue Bourque, Charlotte Boutillette, Jack Carroll, Michelle Esposito and Barbara Lempicki for everything they do for the animals!

*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
Laureen A. Menard	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	54
Septic Permits	77
Wells	9
Food Permits	73
Installer's Licenses	35
Hauler's Permits	57
Plumbing Permits	168
Gas Permits	67
Body Art Practitioners Permits	2
Body Art Facility Permits	2
Tobacco Permits	17

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 the Superintendent of Schools. This cooperative activity has improved the level of communication between agencies. It has also improved the efficiency of activities in regard to all departments that are entrusted with the enforcement of public health and safety environmental protection laws.

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

*Respectfully submitted,
Kerrie Singer, Board of Health Chairman*

BUILDING DEPARTMENT

It is the duty of the Building Commissioner to administer and enforce the provisions of the Zoning By-Law of the Town of Oxford and in accordance with the State Building Code. The Building Department considers all matters relating to zoning, including requests for zoning approvals and determinations, issuance of building permits, investigation of complaints, issuance of violation notices, and enforcement of special permits, site plans, and variances granted by the Planning Board and Zoning Board of Appeals. The Building Department works in conjunction with the Land Management Department to ensure compliance 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 2016:

Above Ground Pools	4
Additions	5
Accessory/In-Law Apartment	2
Breezeway	1
Canopy	2
Chimney	3
Coal Stove	1
Commercial – New Building	2
Commercial –Remodel/Addition	11
Demolition	8
Enclosed Porch	2
Garage	1
In-ground Pool	4
Miscellaneous –	
Residential & Commercial	21
New House Single Family	12
New Duplex	2
Pellet Stove	32
Porch	4
Public Utility Facility	10
Remodel – Residential	53
Roof – Residential & Commercial	47
Shed	7
Sheetmetal-Residential & Commercial	12
Siding	19
Sign	13
Solar Panels –	
Residential & Commercial	83
Temporary Trailer	2
Weatherization	14
Window	38
Wood Deck	19
Wood Stove	6
TOTAL PERMITS ISSUED	440

The total value of building construction for 2016 is estimated to be \$32,000,000.00 and fees collected were approximately \$173,000.00.

Noteworthy building permits issued were for the interior fit-ups of a new retail store and restaurant at the Oxford Crossing Plaza, additions to buildings at IPG Photonics Corp., a 16 MW solar farm located at the former pig farm, and the Harrington Hospital Urgent Care Facility at 78 Sutton Avenue.

In 2016, the Building Department, along with reviewing the applications for the above listed building permits and conducting inspections for the same, responded to more than 100 requests for zoning approval or determination and responded to numerous complaints and violations.

There were approximately 410 electrical permits issued in 2016 and the fees collected totaled approximately \$125,000.00.

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

Respectfully submitted,
Ronald P. Desantis, Building Commissioner
Wesley Mroczkam, Assistant Building Inspector
Alfred Banfill, Electrical Inspector
Ronald Stevens, Assistant Electrical Inspector

FIRE-EMS DEPARTMENT



In 2016, 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 2016 the department, as a whole, logged almost 10,000 total training hours inclusive of department training, conferences, specialty team 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. Evidence of this culture of education and safety are the two awards received by members of the department in 2016. Captain Roger Lambert received the **Liberty Mutual Firemark Award for Community Service & Education**. Chief Sheri Bemis was awarded the Massachusetts **Fire Chief's Leadership in Fire Education Award**.



Emergency Management and preparedness remains a priority. After many years of work by Chief/EMD Bemis and DPW Director Divoll the town's pre-mitigation plan has been completed, accepted by FEMA and the Oxford Board of Selectmen. This document identifies the town's critical infra-structure and its necessary upkeep and repair. 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 including a fuel trailer for delivery of diesel fuel to apparatus at large events, filling of generators for long term use and assisting with DPW operations.

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 provide training of the members in structural collapse as well as to purchase

necessary equipment for structural collapse rescue. Resource and labor intensive events.

Public education programs have increased with additional Staff being certified and trained a=in car seat installation and inspections. This is a free service, by appointment, to parents, grandparents and relatives of children who are required to be secured in a car seat. The inspectors will ensure the car seat meets all safety standards, is appropriate for child's age and size as well as ensure the seat is properly installed.



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.

2016 continued to show 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 increased again to 104 and in 2016 the EMS calls referred to mutual aid jumped to 119. 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 2016 Department Statistics

Fire Responses:	650
EMS Responses:	1762
Total Emergency Incidents:	2412
Inspections/Complaints:	577
Permits:	587
Safety/Education Programs:	2,400+students
Senior Education:	350+ seniors
Total Students Reached:	2750+
EMS Revenue:	\$602,857
Permit/Inspections Revenue	\$21,412
Total Grant Funds (includes regional training and equipment grants)	\$251,029
Total Revenue:	\$875,298

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



POLICE DEPARTMENT



2016 has been another busy year for the Oxford Police Department, including the addition of new personnel. Officer Matthew Gray graduated from the Boylston Police Academy in January and is currently working as a patrolman on the third shift. Officer Joseph Conlon was appointed as a full-time patrolman in the spring. He was previously a permanent-intermittent officer with our department, as well as a full-time officer for many years with the Hopedale Police Department.

Officer Conlon, also working on the third shift, has previous experience as an Investigator, as well as School Resource Officer. As mentioned last year, Officer's Craig Gagner, Bishop Ibrahim and Tuan Nguyen-Le were appointed as permanent-intermittent officers in our department. Officer Ibrahim was appointed to full-time status in August and is tentatively scheduled to attend the Worcester Police Academy in March of 2017. In November, Officer Randy McCarthy transferred to the Auburn Police Department. Officer McCarthy, who had been with our department since 2002, is certainly missed. In November, the town appointed four additional permanent-intermittent officers to our roster: Kevin Mercier, Heather Picking, Andrew Gray and Johanna Burke. Also, Officer Michael Fournier transferred to our department from the Charlton Police Department in the fall, and is currently working as a permanent intermittent officer. Michael is also currently employed with our department as a full-time dispatcher. As mentioned in last year's report, it is anticipated that several officers will be retiring within the next couple of years. As a result, the above additional appointments of officers are necessary to replenish our roster.

During this past year, our department has been aided by the use of new equipment in the upstairs of our building, which allows for the processing of evidence. The department's police cruisers, which are equipped with laptops and audio/video cameras, is an invaluable tool, allowing for memorializing incidents (motor vehicle stops, accidents, etc.), as well as to provide training for our department. The Department's Armorer's, Officer Robert Picard and Officer Craig Ali, continue to do an excellent job in training department personnel with regard to firearms and tactical situations. Both officers were also instrumental in the department's securing a new firearms range for our department a couple of years ago (located at the end of Rocky Hill Road). Also, this past year, the department was able to purchase new duty weapons for our officers. The department was able to purchase new protective vests as well, for all of our officers (through a federal and state grant obtained by Lieutenant Saad).

Our K-9 Officer, Jason Burdett, and his canine Jago, continue to do excellent work, assisting in locating missing persons, suspects and also to search for and locate drugs and drug contraband. The police department (a member of the Central Massachusetts Law Enforcement Council, CEMLEC), assists with our K-9 Unit when requested by CEMLEC, as well as neighboring communities. Officer Ken Mead is our department defensive tactics officer. Officer Mead updates and instructs department personnel on proper defense techniques and the use of department issued equipment, including the Baton and Electronic Control Device (Taser). Sergeant Grniet, third shift supervisor, is also the department's School Resource Officer. Sergeant Grniet works in this capacity several hours per week at the Oxford Middle School and High School, and continues to do an outstanding job. The role of School Resource Officer is an important one, as it facilitates communication and addresses other matters involving the schools.

This past September, members of the Oxford Police Department held their first annual Golf Tournament at Pine Ridge Country Club. Proceeds are to be utilized to assist the department in purchasing safety equipment (including protective vests, which were recently purchased as mentioned above, and assisted by proceeds from this event). In August, the first

annual Operation Santa 5K Road Race took place. This event, which was spearheaded by Brittany Morgan, a dispatcher with the department, was held to raise funds and assist with the annual Operation Santa party. The 5K was a big success, with over 80 participants signing up. On December 4th, the Operation Santa party was held at the Community Center. The event was again well received with over 140 children attending. Administrative Assistant Deb Light, along with other volunteers, were again instrumental in making this a successful and joyous event. On December 10th, the department participated in the Goods for Guns Buyback Program for the third consecutive year. Once again, the program was a success, with several more communities participating than in past years. The department collected 17 firearms, with citizens turning in the unwanted firearms being provided with Market Basket gift certificates.

As mentioned last year, the police department continues to explore the idea of participation in a regional dispatch center along with several communities (Charlton, Spencer, Sturbridge and Southbridge). Monthly meetings with these communities are held, with potential dispatch center sites having been visited and evaluated for plausibility. More communities in Massachusetts continue to explore this concept and are operating under regional dispatch, as a result of increased training requirements and other associated costs. The police department has been in our new building for seven plus years, and as mentioned in previous years, is the location of the town's Emergency Operations Center (EOC, located in the training room). The training room is a solid asset and is utilized by this department for our own training requirements (CPR, First Aid, Defensive Tactics, etc.), as well as to occasionally host training involving other area departments. This area is also utilized on a continuous basis by our community and residents for their specific functions.

The police department was fortunate to obtain grant funding, which is of great assistance to our operational and equipment needs. This includes the State E911 Supplemental and Training Grant, Federal and State Funding for Safety Vests and a Prescription Drug Kiosk, acquired through the District Attorney's Office. The state supplemental grant (\$39,000) and

training grant (\$10,000) continues to provide financial support and required training for our dispatch center. The Grant acquired through the Federal and State Government's (over \$20,000) allowed for the purchase of new protective vests (as mentioned previously). The Med X Return Drug Disposal Kiosk, which was provided by the District Attorney's Office via a grant, is located in our lobby. The kiosk allows individuals to dispose of several items, including prescriptions, prescription patches, medications, vitamins and pet medications. Needles and several other items are not accepted.

The Oxford Police Department is currently staffed with 20 Full-Time Officers, 7 Permanent-Intermittent Officers, 5 Full-Time Dispatchers, 5 Part-Time Dispatchers and an Administrative Assistant. Over this past year, the police department responded to over 34, 800 calls for service (this includes officer initiated and walk-ins), 315 accidents, and 536 criminal complaints or on the spot arrests, along with 690 incidents and offenses. As always, thank you to all of the employees and residents of the Town of Oxford for your continued support.



2016 Statistics

Murders	0
Traffic Offenses	1907
Forcible Sex Offense	8
Conspiracy	12
Asslt/A&B/ Agg. Asslt.	101
Burglary/B&E	65
Purse Snatching	1
Shoplifting	69
All Other Larcenies	76
MV Theft	9
Theft from MV/Bldg.	26
Drug Offenses	32
Impersonation/ID Fraud	8
Counterfeit/Forgery	6
Intimidation	7
OUI	32
Vandalism	73
Weapon Law Violations	4
Liquor Law Violations	8
Other Offenses	63
Juv. Arrests/Summons	31

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

PUBLIC SERVICE

BANDSTAND COMMITTEE

In January of 2016, Mrs. Joyce Sirard officially retired after 30 years serving the Town of Oxford as a member of the Bandstand Committee. We started out on a positive note with the formation of a new Committee, which included new members, Tony Troiano, President; Sandra Davis, Vice President; Carole Fegreus, Treasurer; Lisa Dalrymple, Clerk; and Members Rose Wing and Connie Tagg. The Committee met with Mrs. Sirard and was given the Articles of Incorporation, the remaining finances totaling \$1,206.21 and the assurance that Mrs. Sirard was only a phone call away if we needed help.

Our season began with two concerts at the Bandstand. The first of two concerts were held on August 7th with the band The Fog; and August 21st with the band Throw Back to the Sixty's. All concerts were well attended and we look forward to additional concerts in the future.

This year's activities were sponsored by the Oxford Cultural Council, the Cecelia J. Smolenski-Millette Charitable Trust and the Oxford's Lion's Club. During October, we held a Family Fun Day on Saturday, October 23, 2016. This event was co-sponsored by the Oxford Professional Fire Fighters Local 4326 and held in connection with National Fire Safety Month.

Many families attended and enjoyed pony rides, a bouncy house, rock climbing wall, dunk tank, touch a truck, face painting, balloons and a painted fire truck project sponsored by the Home Depot. Participants also enjoyed free hot dogs, pizza, popcorn, cotton candy and water. This event was also sponsored by the Cecelia J. Smoleski-Millette Charitable Trust.

The Christmas Lighting Ceremony was held on Saturday, December 3, 2016. Many people were involved in making this event a success. They are: Troop 147 Boy Scouts, who decorated the Bandstand; Santa Claus; the Oxford Fire Department, who brought Santa by special delivery via Fire Truck and delivered the hot chocolate; BASS DJ, who provided the Christmas music; Sandy Davis, for taking amazing pictures for our Facebook page and Robbins Garden Center, for supplying the beautiful tree every year.

Lastly, I want to thank all of the volunteers: Tony Troiano, Sandy Davis, Connie Tagg, Carole Fegreus, Rose Wing, in addition to the DPW and the EMS Fire Duty Crew, who assisted in bringing the items back to the storage area.

As 2016 comes to a close, I must admit our first year has been an amazing journey, with a couple of hiccups along the way. We look forward to many more years of exciting events at our treasured Bandstand located at Joslin Park.

*Lisa Dalrymple,
Clerk, Oxford Bandstand Committee*



COMMUNITY CENTER



The Oxford Community Center is a self-sufficiency driven, publicly-owned facility, whose mission is to provide a comfortable environment that encourages creative, intellectual, healthful living and recreational pursuits that address the needs and desires of the Community. Within the building confines of the Oxford Community Center, one can also find the Oxford Superintendent's office of the Oxford School District, the Oxford Ecumenical Food Shelf and Access Oxford. The food shelf serves over **350 families /over 1,500 visits annually**. We are all located at 4 Maple Road.

OCC Summer Program

During the summer months, the Oxford Community Center operates a summer program at Carbuncle Pond, which incorporates open swim hours, the Learn to Swim Program, the half-day summer program, the all day program and the newest addition – the operation of Oxford's splash pad. The partnership created in conjunction with the Recreation Commission has seen steady growth over the last 9 years. OCC hires lifeguards and summer program counselors to ensure that safety is the number one priority in offering a community waterfront recreational component. At the fall 2016 Town Meeting, funds were appropriated to rebuild the decaying bathhouse at Carbuncle Pond. Bay Path Regional High School will be taking on the project as their annual house-build starting in the fall of 2017. The Town of Oxford will be responsible for providing all necessary materials to build this new structure.

This past summer was the grand opening of the **Oxford Splash Pad**. Daily and season passes

were offered to both residents and non-residents. Most pass sales consisted of residents purchasing their passes at a discounted fee prior to the opening of the splash pad. More than 80% of all pass sales were to Oxford residents. **Over 2,600 visits were counted** during its debut summer operation. **Over 750 passes were sold**, which pay for the water, sewer fees and the cost of the pass checkers. Our goal is to keep the cost of the passes as low as possible, while raising the necessary revenue to keep the splash pad operational.

Full-day and half-day summer programs for children in grades 1 through 6, as well as swimming lessons were offered at Carbuncle Pond this summer to children ages 3 and up from Oxford and surrounding communities. Children that attended the full-day and half-day summer programs also received the swim lessons. Children that attended the full-day had access to the splash pad. We had 8 field trips this past summer for children enrolled in our full-day summer program.

A few of our trips included roller skating, going to the zoo, going to the movies, where we saw "The Secret Life of Pets," discovering pirates at the New England Pirate Museum in Salem and the ocean. We are proud to say that our summer programs continue to grow and grow, we saw over 3,700 **visits** by children this summer. A Kid Zone Summer program was offered at the community center for boys & girls ages 3-6. This program ran for 5 weeks and we offered a different theme each week, 4 days per week and 2 hours per day.



Kid Zone and other programs included theater and several new programs, such as painting with Watercolors, Cupcake Decorating, a Wiggles & Giggles class and a class for 4 & 5 year-olds on how to use a musical recorder. We also offered our ever popular cooking programs for children ages 3 through 7th grade. We had over **1,500 visits** by children in these programs last year.

OCC Fitness Center

Located on the ground floor of the Community Center there is a fitness center that is open to all over the age of 18 (and younger with parental consent). The fitness center is based on monthly membership fees (or yearly fees), but may also include daily drop-in fee options. Our membership remains faithful as we see fitness centers opening all around us and we are forever grateful for this. Last year, we averaged about 150 + members of which one-third of the members consisted of those aged 60 and up. Annual income from the fitness center averages more than **\$42,000 per year**.

Our Group Fitness schedule offers morning and evening classes to all ages – teenaged through our eldest class participant who is currently 91 years young! Classes include Group Power® (full body weight lifting), Zumba®, Zumba®Gold, PIYO, 3 varieties of Yoga, Tabata (high intensity intervals for short durations), Cardio Kickboxing, Guided Meditation, Silver Sneakers Classic, Cardio Circuit and Yoga Stretch. The cardio room is enjoyed by members ranging in age from 13 to 89!

The room consists of 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 a Guided Mindful Meditation class to help with stress management and mindful living.

Overall, we enjoyed **over 14,000 visits to our Fitness Program** in 2016! The Fitness Manager and Certified 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 continually study and work to improve our knowledge and maintain our certifications. We enjoy getting to know our class participants and watching the progress toward goals, the enjoyment of finding new friends and the satisfaction that comes with a great workout. Please stop by to visit and learn what OCC Fitness is all about.

Free Space use by various local not-for-profit groups:

Oxford Youth Soccer (registrations and monthly board meetings)
Oxford Little League (Spring and Fall-ball registrations)
Oxford Webster Youth Football and Cheer/Pirates (monthly board meetings)
Oxford Boy Scouts (annual registrations)
Pink Hippies (free yoga classes for breast cancer patients) – weekly/Saturday am
Operation Santa Christmas Party – 1st weekend of December

Rentals:

Gym and Cafeteria rentals included:
St Joseph’s Catholic School (basketball practice for boys’ and girls’ teams)
33 days in 2016, 2 hours each day;
WO Hoops (Webster/Oxford) Women’s Basketball League, 20 nights in 2016, 1 hour each day; Sunday Men’s Basketball Leagues, 48 nights in various time frames;
Indoor Soccer Practice, 7 nights in 2016, 1 hour each night; Oxford Travel League Basketball Practice - 2 hours in 2016
Birthday Parties - 4 hours in 2016
Private Rental, Competitive Dance Group - 7 hours in 2016
Birthday Parties - 6 hours in 2016
Aspire Dance Center Booster Club Dance
OWYFC Dance
Boucher School of Dance
Dance Expressions Club Dance – 2 dances
Senior Pitch – weekly Jan-May / Sept-Dec



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

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

Program Staff: Keith Giard, Claude Bingham, Stacy White, Rose Wing and the 2016 summer staff and volunteers.

CONSERVATION COMMISSION

In 2016, the Conservation Commission continued administering the Massachusetts Wetlands Protection Act by reviewing plans, Issuing permits and conducting site visits to projects in or near wetlands.

The Commission issued non-residential permits for Roadway/Drainage/Utility Improvements (5), Solar Facility Amendments (4), New Commercial Buildings (3), Commercial Site Work (3), Recreational Improvement (1) and Vegetation Control (1). Residential permits issued during the year consisted of New Single-Family Dwellings (3), Residential Septic/Site Work (4), Sheds/Decks (3) and Residential Solar Panel (1). The Commission also issued seven Certificates of Compliance for completed projects, one Emergency Certification and one Enforcement Order. In reviewing these projects, the Commission held 22 Public Meetings.

The Greenbriar Osprey Nest was active this year with a pair of adult osprey and one surviving chick that provided much interest by local and worldwide viewers watching the birds live over the internet. The Webcam was turned on in April enabling viewers watch as eggs were laid and then later hatched. The feeding and raising of the chicks proved to be an educational journey for everyone watching. In late summer, the chick successfully fledged and the osprey left Greenbriar in the fall for their winter migration. Several adjustments were made to the Webcam equipment for ease of maintenance and better view of the nest for next

season. Funding for the Webcam and upkeep was provided by the Cecelia J. Smoleski-Millette Charitable Trust.

The Family Fishing Festival at Carbuncle Pond was another success in June. Mass Wildlife's Angler Education Program provided equipment and taught baiting and casting skills to groups of enthusiastic children. Kids of all ages caught fish and a few good-sized trout were taken home.

At the end of 2016, the Commission membership consisted of Robert Manuel-Chairperson, Edward Stuczko-Vice Chairperson, Arthur Firl, William Zoldak and Albert Shahnarian. Longtime member George Esteves resigned in February. Gabrielle Radik and Thiem Luu also resigned in 2016.

The Commission wishes to thank the other Town Departments for their assistance during the year and looks forward to new growth and development in the Town next year.

*Respectfully submitted,
Judy Lochner, Conservation Agent*

COUNCIL ON AGING



For older people at risk of losing their self-sufficiency, senior centers are an entry point to an array of services that will assist them as they “age in place.” Senior Centers offer a wide range of health, education, recreation, volunteer and other social interaction opportunities for their participants that enhance dignity, support independence and encourage community involvement.

Centers are also a resource for the entire community, providing services and information on aging and assisting family and friends, who care for older persons. Senior Centers can optimally provide a social environment

conducive to the development of a social support system, reducing loneliness and depression. They create opportunities for social networks and empowerment.

The Oxford Senior Center provides opportunities to: (1) participate in disease prevention and health promotion activities; (2) maintain and develop social relationships and a strong support system; (3) develop emotional supports; (4) develop and maintain a positive mental attitude; (5) learn new skills and information; (6) participate in educational and other mentally stimulating programs; (7) engage in voluntary and other productive activities; (8) maintain mobility both locally and regionally with transportation services funded by local, state and federal funding; (9) receive one healthy daily hot meal Monday through Friday.

In 2016, over **12,900** visits by over 450 seniors were recorded with our computer check-in system. It is estimated that over **13,450** Meals on Wheels were delivered to our homebound seniors. In addition, our in-town van provided over **4,800** trips. The Worcester Regional Transit Authority (WRTA) van provided regional transportation to over **1,615** seniors and/or ADA qualified clients, which amounts to over **3,230** trips (to and from). All driver costs associated with the WRTA van operation are fully reimbursed by WRTA.

Our outreach worker made contact with over 528 seniors over the course of 2016 and another **2,635** phone requests for service/information were recorded. On an average day the Oxford senior center has 90 seniors who are serviced for one reason or another.



In-house programs include: health talks and information, strength and balance classes, Chair Yoga, Zumba Gold, Aging Backwards exercise, Mah Jong, cards and games, Pitch, Tea and Talk, blood sugar and blood pressure checks, musical entertainment, enrichment programs, therapeutic painting and jewelry making, flower arrangement, book club, movies, needle working, beano, volunteering opportunities, bi-monthly S.H.I.N.E. appointments (a state health insurance program that provides free health insurance consultations, information and assistance to Massachusetts residents with Medicare).



Stacy Barr, Rep. Frost, Rep. McKenna and MassDOT Reps.

Successful **community programs** included: annual flu shots, fuel assistance and MassDOT staff provided many residents with EZ Pass transponders, in conjunction with State Representatives McKenna and Frost.

In November of 2016, it was voted by the COA Board to change van providers from WRTA to Elderbus (located in Charlton) because of the lack of personnel resources to comply with WRTA contract mandates to respond to all van accidents wherever they may occur. This change will result in a reduction of out-of-town van trips for Oxford Seniors from five days per week to three days. Hours of Elderbus operation shall be 8:30 a.m. to 4:00 p.m. on Mondays, Tuesdays and Thursdays. All user fees shall remain the same. For more information/questions regarding the change in van providers, call the Senior Center at 508-987-6000 during normal operation hours (8:30 a.m. to 2:30 p.m.).

The Oxford Council on Aging receives State grant money from the Executive Office of Elder Affairs to help defray municipal costs of operation.

In addition, State and Federal funding is used to fund Tri-Valley services. Tri-Valley has a contract with the Town of Oxford to provide the Meals on Wheels, daily lunches and many other social services to our most frail, vulnerable and homebound seniors.

Our sincerest thanks go to **Project Coffee** for starting to replace the siding on the COA building.

Council on Aging Executive Board:

Chairman Larry Ackley, Vice Chairman Carole Fegreus, Secretary Mary Brodeur, Gladys Pacenka, Joyce Nilson, Dorothy Ireland, Diane Kaminski, Alice Walker, Karen Erickson, Joan Kasabula and Patricia Mayo.

COA Staff: Tim McKeon, Ed Cosway, Kim Karnes, Susan Brunell and Melody Roland

S.H.I.N.E. volunteer: Barbara Search

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

CULTURAL COUNCIL

The Oxford Cultural Council was allotted \$8,201 in funding; \$6,500 coming from the Massachusetts Cultural Council appropriation, and the remainder leftover from unreimbursed grants from the previous cycle. Twenty-three applications were received; five were delivered via the Postal Service and eighteen were sent via the new online application option. Seventeen received full or partial funding and six were declined. Our largest recipient of grants was the Oxford Public Schools, with six grants and \$4,566 approved. Such projects include field trips for Project COFFEE, African Arts in Education, 5th Grade Field Trip to the Boston Museum of Science and Bring Art to the People. The Oxford Free Public Library was also a large recipient of Cultural Council grants, receiving \$1,210 for Library Passes to the Worcester Art Museum and Tower Hill Botanical Garden, the Animal Adventures Live Animal show and Art in the Yard. Miscellaneous applicants, both old and new, were given approval for The Annual Huguenot Picnic to Ed the Wizard's Reading is Magic.

As a local Cultural Council, the OCC receives its appropriation from the Massachusetts

Cultural Council, which receives funding from the Massachusetts General Court. The OCC directs funds to individuals and organizations that are dedicated to productive and creative efforts in the arts, humanities and interpretive sciences.

In the past year, the Oxford Cultural Council conducted a Community Input Survey, where we surveyed the residents of Oxford on Google Forms about what they wanted our priorities to be. The link to the survey can be found on our Facebook page, Oxford Cultural Council. Chairman Marsh delivered reports on the survey to the School Committee and the Board of Selectmen. The OCC also conducted a poll about whether to keep accepting paper applications. In August, there was an agreement to keep using them for the next year. Paper Applications can be found at the Oxford Town Hall, and online applications can be sent to <http://mass-culture.org/Oxford>. Both application sets have an acceptance period of September 1st to October 15th. Other information can be found at <http://www.massculturalcouncil.org>

The Oxford Cultural Council currently has three active members. We need five to continue receiving state appropriations and continue to do the important work that needs to be done in order to ensure that arts and culture thrive in the community of Oxford. Joining the Council is easy and we hold four meetings per year. If you are interested in getting involved on the Council, contact Chairman Andrew Marsh at oxfordculturalcouncil@gmail.com. You can also find us on Facebook, where we talk about the various events that we sponsor and other related news.

Current members include:

Chairman Andrew J. Marsh
Treasurer Jennifer Woodward
Secretary Pro Tempore Sarah Rulnick

*Respectfully submitted,
Andrew J. Marsh, Chairperson*



FENCE VIEWER

Fencing requires a view of the existing markers, if they are available. You must use modern means of verifying correct measurements and records, as well as a history of the area, to solve most problems. Properties with no old markers require research at the Town Hall Assessor's Office, where you can obtain a map of the area indicating property lines.

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.

At age 96 and more than 31 years as a volunteer Fence Viewer, I am retiring. I have enjoyed assisting Oxford as the Fence Viewer. Beginning in 2017, please contact the DPW office at 508-987- 6006, if you need help with a fence problem.

*Respectfully submitted,
James H. Walker, Fence Viewer*

HISTORICAL COMMISSION

The historical character of Oxford is defined by an interesting mix of well maintained private dwellings scattered throughout the town, historic properties owned by the town and the well defined "Oxford Main Street Historic District" (2011) which stretches from Front Street through Oxford Center to Huguenot Road. This honorary historic district designation clearly identifies this area as residential with some businesses well situated in the Center. Although it is true that much has changed in Oxford through the years under the guise of progress, many properties with historical integrity remain.

Interestingly, there appears to be a deepening sense of urgency developing among people to preserve the remaining historical character of Oxford. It is easy to take things for granted. It is easy to believe that things will forever stay as they are today. It is easy to believe that old properties will stay in place and that historic areas will remain intact. It is very easy for people to look the other way as historic structures disappear one by one and historic areas crumble a few feet at a time. It is important to remember that just because

something may be allowed, does not necessarily make it right.

The Historical Commission continues to be most grateful to town residents and town government for their interest in historical preservation and for the support shown again this year for the successful completion of historical projects. While members of town boards, such as this Commission, may work very hard, success comes with the generous input and support of the community. The responsibility for retaining the historical character of Oxford in the coming years belongs to each of us, residents of many years and new residents alike. In some cases, it is apparent that new residents are more outspoken about the value of that historical character that is sometimes taken for granted. Progress and change can occur along with a strong sensitivity toward preservation.

The Commission initiated a project in 2016 to publicly honor some well maintained historic properties in Oxford. The Commission established a basic set of criteria and studied each old property in town based on that. Ten dwellings built at least 150 years ago and five other structures built at least 100 years ago were selected to be recognized during this coming year. Owners of the properties selected will be notified and presented with a Certificate of Recognition. It is expected that this project will continue for several years.

The much needed work to save the impressive Clock Tower structure at the front of Memorial Hall is nearing completion. Consolidation of the large Civil War Tablets, which are in the Clock Tower has been completed. Names and other information about the men who left from Oxford for the Civil War, but never returned, are recorded on the Tablets. Preservation was a very important consideration in both projects. These complex projects appear to have successfully addressed years of deterioration.

During the year, members of the Commission and friends continued to identify undated and unnamed photographs of town residents. The project has broadened to include identification of buildings, places and events. With proper identification the photographs take on a new meaning. Members of the Commission joined a bus trip organized by the Huguenot Memorial

Society of Oxford, Inc. to the Providence, RI area. Historic sites connected with Gabriel Bernon, who is credited with financing the Settlement of New Oxford in the 1680's, were visited. The Commission later arranged for people to enjoy a special tour of the American Antiquarian Society in Worcester.

An important work of the Commission is to receive and to hold donations of historical items on behalf of the town. We sincerely appreciate the thoughtfulness of so many people, who know the value of preserving pieces of Oxford's history by donating them to the town. Please know that even the shortest obituary or an invoice of years ago will help tell the story of life in Oxford. Another important work is to respond to inquiries about the town's history. Descendants of former Oxford residents often request help with research as they try to trace their ancestry.

The usual meeting night for the Commission is the third Monday of the month beginning at 6:30 p.m. in the first floor meeting room at Memorial Hall. A different night is chosen when the regular meeting night falls on a holiday. Additional meetings are scheduled as needed. Other town meeting space is selected when a larger space is required. Meeting notices are publicized and meetings are open to the public as required by law. Visitors are always welcome. Membership on the Commission is limited to seven, but the Commission has a number of Associate Members, who participate at meetings and join in our various projects. The only difference is that Associates are not allowed to vote.

The Commission and Huguenot Memorial Society hosted a well attended "Walk at the Huguenot Fort" as one of the many events held during The Last Green Valley Walking Weekends last fall. Many people from Connecticut attended to learn more about the Huguenots. Unfortunately, the eleventh annual Picnic and Concert at the Fort was canceled due to inclement weather on both dates.

The Commission wishes to acknowledge the town's loss of Mrs. May Olney White in July of 2016, shortly after her 108th birthday. May helped to establish the Oxford Historical Commission in the early 1970's and was still involved in it as an Associate Member at the

time of her death. Her delightful sense of humor and her, "What's new in Oxford?" always brought about lively conversations. May had a profound desire to share her vast knowledge of Oxford with others. Her genuine love of Oxford and its people, her interest in all aspects of the town and her positive outlook for the town were obvious. May received the "Boston Cane" as the oldest resident of the town a few years ago. There was no question, but that she would walk into the Selectmen's meeting to receive it! She is missed.

In 2017, the Commission looks forward to again working with the Huguenot Memorial Society to sponsor the next Picnic and Concert at the Huguenot Fort set for September 17, 2017 with a rain date of September 24. This free community event includes a concert, entertainment and a program at this park-like setting at the top of Fort Hill Road. In addition, the Commission and the Society plan to celebrate Archaeology Month in October 2017 with a "Walk at the Huguenot Fort" in October during The Last Green Valley Walking Weekends. This event will focus on the Huguenot Fort and the Settlement itself. Everyone is invited to attend both days. These programs offer young people, especially, an opportunity to learn about the town in which they live.

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

REPORT OF THE LIBRARY DIRECTOR

The year 2016 was my thirty first and final year here as your Library Director. I have enjoyed working for the people of Oxford. We said hello this year to new Assistant Library Director Morgan Manzella. Library use continues to be strong. Public access computers continue to be heavily used.

Ms. Manzella has worked hard to improve the Library website and, with financial assistance from the Friends of the Library, it has added a very striking digital signage set up in both the Adult and Children's areas. It keeps patrons informed of all the coming events at the Library.

The full funding of the Library budget has allowed us to present some very interesting and informative programs for adults. We have been able to offer genealogy classes, Haunted New England and Writing workshops. Other events, where the attendees made and took home their finished projects, like jewelry making and aromatherapy workshops, were a big hit.

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.

Internet computers remain a very popular service and we continue to offer computer training on a one-on-one basis.

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 Lion's 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 passes to the Science Museum and the Discovery Museums. Thank you to the Oxford Woman's Club and the 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 to 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 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. This funding has also included a spring and Christmas hands-on workshop presented by the Bemis Nursery, where people took home their finished natural project.

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.

*Respectfully submitted,
Timothy A. Kelley, Library Director*

LIBRARY TRUSTEES' REPORT



The year 2016 saw the establishment of Art in the Yard at the Oxford Free Public Library. We endeavored to bring some public art into the community to liven up the Library landscape and start people thinking of art. We worked with Gloria Hall of Art in the Park Worcester to bring known artists to display here. We had six pieces displayed from June to October. We look forward to continuing to do this in the future.

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.

The LaFontaine family asked that donations be given in memory of Helen LaFontaine. We place such donations in a Trust that will be used to fund items that are not covered by the regular budget.

The Marie T. Wessell Trust was used to add a few more themes to the Discovery Room named in her honor. This holiday season, Jim Wessell donated additional funds to the Trust to continue expanding the offerings of the Discovery Room.

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.

Mr. Kelley retired this December after 31 years of service. The Board interviewed qualified applicants for the position and chose to elevate Morgan Manzella from her Assistant position to become the new Library Director. Welcome Morgan.

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 non-fiction, to e-books and 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, Chairperson*

MASTER PLAN UPDATE COMMITTEE

For the past year, the Town has been working on updating Oxford's Master Plan. The Master Plan looks at the physical development of the community and recommends policies and action steps to improve and enhance the community and improve the overall quality of life.

In early 2016, a Master Plan Update Committee was created with representatives from various boards and residents who expressed an interest in guiding the future of the community. A planning consultant was hired to help guide the process.

The 2016 Town-wide census included a survey on planning issues, which was completed and returned by over 2,200 residents. A community meeting was held on "Leap Day" in the auditorium at Oxford High School to get input and feedback from residents. This information was used to set the framework for addressing issues important to the community.

Over the course of the year, the Master Plan Update Committee met regularly to discuss:

- Conservation-related strategies – how to preserve and protect things important to Oxford residents (natural resources, open space, community character).
- Development-related strategies – how to guide future growth or change that may occur (downtown, business development, residential development, sustainability).
- Infrastructure-related strategies – how to provide the services and facilities the community wants or needs (community facilities, vehicular circulation, pedestrian, bicycle, transit, and utility services).

The first draft of the Master Plan was delivered to the Master Plan Update Committee in January 2017 and is going through a local review and refinement process. Another public meeting will be held in the spring to get comments and feedback from the community on the Draft Master Plan. It is anticipated that the Planning Board will hold a formal public hearing to consider adopting the Master Plan sometime in the fall of 2017.

Members of the Master Plan Update Committee included:

Norman J. LeBlanc, Jr. (Chair)
 Larry P. Ackley, Sr.
 Samir M. Bitar
 Dennis E. Lamarche
 Mark Twombly Lee, Esq.
 Roger McCarthy
 Jean M. O'Reilly
 Mary A. Perveiler
 Gabrielle Radik (to March 2016)
 Robert Racicot (April 2016 to October 2016)
 Albert Grudzinskas (from November 2016)

Respectfully submitted
Norman LeBlanc, Jr., Chairperson

OPEN SPACE COMMITTEE

The Open Space Committee works 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 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 2016.

OXFORD HOUSING AUTHORITY

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

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

Regular Meeting: The second Tuesday of the month at 10:00 a.m. at the Housing 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
Dale J. Mahota	Member

TERMS

Ernest A. White, Jr.	5/2019
Arthur C. Degon, Jr.	5/2018
Patricia Ferdella	5/2020
Karen Erickson	12/2014 (still serving)
Dale J. Mahota	5/2017

PERSONNEL

Elisabeth E. Earle	Executive Director
Cathleen M. Donovan	Tenant Coordinator/Admin Assistant.
Deborah B. Noble	Section 8 Coordinator
Ronald Dranginis	Maintenance Supervisor
James Niedzialkowski	Maintenance Mechanic
Craig Erickson	Maintenance Laborer
Karen Ahlers	Attorney
Gordon/Griffin, LLC	Accountants

The Oxford Housing Authority’s primary function is to administer public housing programs in the Town of Oxford and to recommend and apply for financial assistance to State and Federal agencies for housing programs, when and if needed. The Authority currently administers a total of 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 of elderly/handicap, 14 units of family and 8 units of special needs. The Housing Authority also administers 87 units of the Federal Section 8 Rental Assistance Program (plus a number of portability units).

*Respectfully submitted,
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-laws 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. Additional staff consisted of Mary Herriage, Planning Clerk.

The Planning Board held twenty-four (24) meetings during the year 2016. 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. One Definitive Subdivision Plan was filed with the Board this year, but was withdrawn without prejudice.

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

Ten (10) Special Permit Applications were filed, all of which were approved. The approved special permits included accessory/in-law apartments, modifications to previously approved solar farms and new commercial buildings.

Twelve (12) Site Plan Review Applications were received and all were approved. The approved plans included new uses on existing sites, parking expansion at existing businesses and new commercial buildings.

Fourteen (14) stormwater management permits were received. Thirteen (13) permits were approved, including ten (10) for single family homes, one (1) duplex and two (2) for land disturbance in excess of 10,000 square feet.

During the year, the Board considered and made recommendations at Town Meetings on five (5) warrant articles, which included street acceptance, Caruncle Beach improvements and Charlton Street improvements.

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

*Respectfully submitted,
Richard A. Escolas, Jr., Chairman*

RECREATION COMMISSION

The year 2016 was very busy for the Recreation Committee. Construction, grand openings and future planning, including upgrades on recreational properties took most of our time.



At Ruel Field, Mr. Dennis Lamarche led a crew of volunteers to complete major work on the bathroom and concession stand building. Work on the concession stand building included roofing, siding, doors and service windows being installed. Utilities are now in place in this building. The interior needs completion, as well as the external cement patio, walkways and landscaping.

The Ruel Field playing areas showed significant gains in the quality of field conditions due to planned and scheduled maintenance that included fertilizer, watering, aerating and rotation of playing fields. Matt Benoit was assigned to be the DPW point person for Ruel Field and oversaw all the maintenance and

planned improvements. Safety netting was discussed and there are plans to add it for two areas at Ruel Field in 2017. The net height needs to be increased between Field 1 and Field 3 to inhibit softballs from entering playing fields. The other area of safety netting concern is on the North side of Field 2, to also inhibit balls from entering private property that abuts playing fields. The player benches on softball field 3 were installed, which included cement pads.

Greenbriar baseball area (Horgan Field) was used by the High School team as their season home field. This field also had a scoreboard installed that was funded by the Oxford Baseball League and the Smolenski-Millette Trust. The Baseball League was also instrumental with a major clean-up of brush and debris within the playing and parking areas. Volleyball, tennis and the skate park continued to have activity on a daily basis. After many meetings and discussions with a host of Town Boards, Committees and the Selectmen, the proposed Dog Park has found a home at Greenbriar Park. A volunteer Dog Park group meets monthly and has started fundraising to begin construction of the park.



Carbuncle saw the opening of the Splash Pad in July with a town celebration on July 30th. Many visitors came to the park to enjoy the pad, which is definitely a great enhancement for the beach area and the summer programs offered by the Oxford Community Center (O.C.C.). The Swim Program and Fun Club were again offered by O.C.C. for the summer, as well as staffing life guards for the splash pad and the beach. Meetings with Bay Path Vocational Technical High School began in early spring to create an architectural design plan for a new beach house. The Bay Path students created 4 plans and 1 was chosen by the Town Manager and Recreation Commission. The plan is for Bay Path to construct a new beach house

utilizing the foundation footprint of the existing building. Funding for this project was appropriated at the 2016 October Town Meeting. Removal of the existing building and the replacement of this structure are slated to begin in 2017.

There has been ongoing discussion between the Town Manager, Recreation Commission and the Selectmen regarding the purchase of a private parcel of land that abuts Carbuncle Park. The Commission believes this is an important acquisition that would have a great and positive impact on Carbuncle Park. Discussion continues with the hope that the town can acquire this parcel. Fencing on the South side of Carbuncle was completed this fall to secure this area and show the boundary of the park. State Trout stocking did not occur this spring due to the construction of the splash pad. At that time, there was no access to the beach by the stocking truck. The fall Trout stocking was provided by the State to make up for the missing spring allotment.

The Treasureland Playground area continues to see much activity. New toddler swings and a special needs swing chair is slated for installation in 2017. The swings were funded by the Smolenski-Millette Trust. The Joslin Fields are in very good shape due to a maintenance program and watering that is coordinated by the Oxford Soccer league. This area is primarily used by the Pee Wee Soccer Program (6 to 8 year olds). Also in this area is the skate and bike park that continues to have daily use. The basketball courts in this area received a seal coat paint to help preserve the hard top on these courts. Plans with the Community Center, High School and Recreation Commission are ongoing with the hopes we can provide a summer basketball program.



Recreational properties continue to be used for a variety of activities by a very diverse group of citizens of all ages. The Recreation Commission continues to research and offer programs with the outlook and focus on the Oxford community's health and well-being. The Commission would like to thank the Oxford DPW crew for their continued support to help provide safe, attractive and maintained recreation areas.

Respectfully submitted,
Joel P. Masley, Chairman
Roger McCarthy, Vice-Chair
Karen Esposito
Greg Gray
Daniel Fitzpatrick
John Gillotte
Stacy Barr, Advisor
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 some cases a site visit. During 2016, the Board acted on nine (9) Special Permit requests, eight (8) Variance requests and one (1) Appeal.

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, Ryan Avery and David Silverman.

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

2016 TOWN CLERK STATISTICS & REVENUE

Vital Statistics

	<u>Births</u>	<u>Marriages</u>	<u>Deaths</u>
2015	112	71	127
2016	127*	83	120*

* Incomplete

Birth Certificates	\$ 3,505.00	
Marriage Intentions	2,065.00	
Marriage Certificates	1,985.00	
Death Certificates	<u>4,970.00</u>	
Total Vital Statistics Receipts		\$ 12,525.00

Animal Control

Dog & Kennel Licenses & Late Charges	\$ 13,420.00	
Cat Licenses & Late Charges	4,002.00	
Duplicate Dog/Cat Tags & Transfers	3.00	
Fines Non-criminal Disposition (Animal Control)	<u>5,305.00</u>	
Total Animal Control Receipts		\$ 22,730.00

Miscellaneous Receipts

Business Certificates	\$ 2,785.00	
Miscellaneous	820.91	
Photostat Copies	37.90	
Raffles and Bazaars	70.00	
List of Residents	120.00	
Pole Locations	120.00	
Registration of Flammables	1,452.50	
Certificate of Residency	5.00	
General By-Laws	.00	
Zoning By-Laws	40.00	
Zoning Maps	.00	
Sub-Division Control Laws	.00	
Charter	.00	
Municipal Legislation	.00	
Fines – Non-criminal Disposition (Board of Health)	700.00	
Notary Fees	56.25	
Marijuana Tickets	1,000.00	
Yard Sale Permits	<u>1,110.00</u>	
Total Miscellaneous Receipts		\$ 8,317.56

Receipts by Debit/Credit/Electronic Check

Birth/Marriage/Death Certificates	2,180.00	
Dog Licenses & Late Charges	2,448.00	
Cat Licenses & Late Charges	<u>558.00</u>	
Total Electronic Receipts		\$ 5,186.00

Total Receipts by Town Clerk paid to Town Treasurer	<u><u>\$ 48,758.56</u></u>
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PUBLIC WORKS



DEPARTMENT OF PUBLIC WORKS

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

Oxford DPW Mission Statement

WINTER SNOW & ICE STATISTICS

The winter of 2015-2016 was mild compared to an average winter. The DPW responded to only 13 measurable snow and/or ice events. The season started on December 29, 2015 with 1.4" of snow and icy mix and ended on April 4, 2016 with 4.7 inches of snow. Officially, 46.1 inches of snow fell on the Town of Oxford.



ENGINEERING

The engineering function of DPW is: to provide planning, design and inspection for all public works projects, to provide technical review of all development proposals within the Town and

to provide support to other Town departments. Starting in 2016, DPW-Engineering formally assumed the function of Fence Viewer to provide guidance on property line questions and disputes. Notable design and/or construction projects include the following:

Projects:

- Leicester Street reconstruction between Route 20 and Ennis Road
- Dana Road culvert replacement
- Dana Road reconstruction between Main Street and the P&W railroad track
- Charlton Street reconstruction design
- Sutton Avenue sidewalk design
- Harwood Street bridge repairs
- Complete Streets Policy work
- Capital planning for pavement management
- 12/56 pumping station wet-well design
- Chaffee School septic design
- Route 20 sewer extension preliminary design

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:

- Reclaimed and paved Leicester Street from Route 20 to Ennis Road
- Reclaimed and paved Dana Road from Main Street to the P&W Railroad track
- Replaced a culvert under Dana Road just west of the P&W Railroad track
- Completed structural repairs to the Harwood Street bridge

Maintenance:

- Painted all centerlines and edge lines
- Painted all crosswalks and stop lines
- Cracksealed various streets
- Swept all streets twice
- Cleaned over 2,000 catch basins
- Rebuilt 10 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 43 in Oxford Cemeteries. Of the total, 20 were full burials and 23 were cremation burials.

Projects:

- Constructed a splash pad at Carbuncle Pond
- Constructed the foundation and exterior for a new concession stand/bathroom facility at Ruel Field with the help of volunteers
- Installed new bleachers at Ruel Field and at the Steve Horgan Field at Greenbriar Park
- Installed a new donated bench in front of the Oxford Public Library
- Sealcoated the Oxford Center Basketball Courts
- Planted five trees in Oxford Center and distributed 100 Dogwood seedlings to be planted around Town with the help of the Boy Scouts in celebration of Arbor Day.

Maintenance:

- Responded to 13 emergency tree calls
- Removed 42 high risk trees from public roadways with in-house and contracted help
- Performed town-wide roadside brush mowing including troublesome intersections

FLEET MAINTENANCE

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.

Saving taxpayer dollars and doing more with less is the norm in municipal government. A great example of this is when Staff coordinated the rehabilitation of a 2001 International dump truck with cracked frame rails. Since the frame is what the truck is built around and the frame was compromised, the truck was taken out of service and was no longer considered road worthy. After lengthy debate and analysis and with the cost of a replacement truck estimated at \$275,000, it was decided to replace the frame rails and body at a comparatively lower cost of \$65,595. The truck is now back in service fighting snow and ice and will serve the Town with many more years of useful life.

Due to the mild winter, the DPW budget line items dedicated to snow and ice were not fully consumed by plowing and salting. The Finance Committee authorized the DPW to spend the snow and ice surplus on new snow and ice technology and equipment to make the Town's snow and ice response more efficient and effective. Eight computerized ground speed controllers were purchased for the eight salt trucks the Town owns to regulate the amount of salt being applied. The controllers modulate the amount of salt coming off of the truck based on the speed of the vehicle. The system promises to significantly reduce salt usage and expense

In 2016, the DPW took delivery of a Ford F-550 dump truck with front and wing plows.



SEWER

The Sewer Division is tasked with maintaining sewer service for approximately 1,000 residents in two service areas. The sewered areas include the North Service Area (Main Street and the surrounding area North of the Oxford High School) and the Southwest Service Area (Old Webster Road). The 2016 annual average daily flow of the North Service Area was 42,000 gallons per day. The 2016 annual average daily flow of the Southwest Service Area was 12,120 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. Effective June 7, 2016, the Board of Sewer Commissioners set a special rate of \$7.57 per 1,000 gallons for sewer flow from the newly constructed splash pad at Carbuncle Pond.

In 2016, the Town applied for a \$2.2 Million MassWorks funding grant for the extension of sewers on Route 20 between Leicester Street and Oxbow Road. The Town's grant application was not funded.

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.

The year turned out to be pretty uneventful in terms of weather. The winter was seasonably cold with lower than average snowfall. It was a pleasant relief from previous winters. The summer saw above average temperatures, but no oppressive "heat waves." The combination of good weather, no "catastrophic" equipment failures and the addition of a new maintenance tech allowed the department to complete more than 2,100 work orders over the course of the year; our highest total ever.

Work on the Town Hall Clock Tower was completed in late December (again thanks to some cooperative weather). Interior and exterior masonry was returned to like new condition and the front buttresses, as well as the roof sections over the Civil War plaques in the front vestibule, were completely rebuilt. P & P General Contractors did an outstanding job with this restoration; their masons really cared about the historical significance of the building and it was reflected in their work. New exterior lighting was installed to illuminate the tower at night, as well as interior lighting within the vestibule to showcase the Civil War plaques.

Conversion from heating oil to natural gas for the Senior Center was completed in the fall. Not only was this a conversion, it was an opportunity to replace all of the furnaces, as well as the cooling coils and outdoor condensing units. The existing equipment was over 20 years old, was inefficient and was quickly approaching replacement time. This is the sixth building that has been converted and there remains just one more building that is on a gas line that can be converted--the DPW Headquarters at 450 Main Street. That last building should be completed before the end of 2017.

Town Meeting saw approval of an article for rebuilding Carbuncle Pavilion. The existing structure is slated for demolition this spring and a new building will be constructed on the original footprint. The project was accepted by Bay Path Regional Vocational Technical High School as their 2017-2018 school year build.

They have already produced concept drawings and this building will be “Purpose Built” as a recreational facility, rather than what existed—a converted cottage. The building will be heated and air conditioned and available for year round use. This should be a great compliment to the new splash pad and make Carbuncle Pond a destination recreational area once again.

The Town Manager has decided that consolidating this department with the DPW operation can provide some increases in efficiencies and savings can be realized by sharing administrative functions. Budget projections and requests for FY2018 reflect the forthcoming consolidation. So, in the short span of a decade, when this department first came into existence as a part of the DPW, it will find itself going back into that family.

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 2016

Municipal Building PM Orders	666
Municipal Building Repair Orders	499
School Building PM Orders	355
School Building Repair Orders	589
Total Completed Work Orders	2,109
Work Orders added to Backlog	19
Total Work Orders in Backlog	78
Municipal Buildings Annual Maintenance Costs – FY16	\$219,949.00
School Buildings Annual Maintenance Costs – FY16	\$230,766.00

Municipal Buildings Annual Custodial Costs – FY16	\$95,580.00
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Repair Orders

January	116
February	85
March	134
April	70
May	93
June	78
July	73
August	87
September	103
October	74
November	89
December	86

Preventative Maintenance Orders

January	73
February	82
March	73
April	68
May	105
June	113
July	68
August	68
September	71
October	85
November	134
December	81

SCHOOLS

SCHOOL ADMINISTRATION 2016

SCHOOL COMMITTEE

Samir M. Bitar, Jr. Chairman
William C. Spitz Vice Chairman
Daniel P. Coonan Secretary
Palmina E. Griffin Member
Cassandra Sue Day Member

SUPERINTENDENT'S OFFICE

Mark Garceau Superintendent of Schools
Donna Foglio Business Manager
Justin Leduc Senior Accountant
Kadion Phillips Director of Technology
Susan Henrichon Director of Student Services

OXFORD HIGH SCHOOL

Ross Thibault Principal
Scott Connery Assistant Principal

COFFEE

David Nugent Director

OXFORD MIDDLE SCHOOL

David Cornacchioli Principal
Amy Belhumeur Assistant Principal

CLARA BARTON ELEMENTARY SCHOOL

Martha Wiley Principal

ALFRED M. CHAFFEE ELEMENTARY SCHOOL

Robert Pelczarski Principal

A complete list of School Department employees can be found on our website: www.oxps.org.

SCHOOL COMMITTEE

It is with pleasure that I respectfully submit the 2016 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 Cassandra Day 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 bargaining units, and most importantly, establish educational goals and policies for the District.

2016 was an exciting year for the Oxford Public Schools. We are grateful for the support of the voters who gave their approval for capital exclusion in May 2015. 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. It also allowed us to kick off a one-to-one technology initiative at Oxford High School.

The Superintendent of Schools, Dr. Mark Garceau, has continued implementing the "Big 3 of District Improvement": Strengthening the instructional core and the systems and supports that ensure college and career readiness for ALL Oxford students, Improving educator effectiveness, leadership capacity and 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" as Oxford High School has advanced to a Level 1 school, the highest designation available from the state, and Oxford is now designated as a Level 2 School District. 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. Once again, we thank them for their 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 conducts safety training and drills which include 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. Additionally, DESE has announced a new "Next-Generation MCAS" which will be computer-based and fully administered statewide in 2019. 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. We strongly encourage parents to instill a love of reading in their children. Consistent attendance at school is crucial, as well as well-balanced meals, so the district is proud to offer before and after school care to students in Kindergarten through Grade 6, as well as full breakfast and lunch service at all schools to help our students be well prepared for the learning day.

Parents are encouraged to become involved in their child's education. Superintendent

Listening Tours was created and occurs 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. In addition to our regular meetings, the School Committee also meets for workshop-style meetings. These workshops are typically called to discuss the budget. The Committee is also participating in the Massachusetts Association of School Committee's District Governance Program and we have passed new operating protocols as a result of that program. The School Committee also has several sub-committees that meet regularly, many of which have parents and other community stakeholders as members. All meetings are posted in accordance with the Massachusetts Open Meeting Law. Please visit www.oxps.org for additional information.

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 efforts 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 continue to ask the community for ongoing support of our future generations.

*Respectfully submitted,
Samir Bitar, Chairman*

OXFORD HIGH SCHOOL

Oxford High School is a Level 1 school which serves students in grades 8-12 with an enrollment of 530. The High School offers many different core as well as elective courses, including 13 Advanced Placement courses, Financial Literacy, Video Production & Techniques, Computer Science, Robotics, and AP Computer Science Principles, among many others.

The Commencement Exercises for the Class of 2016 took place at 6:00 p.m. on the evening of June 3, 2016 in front of a packed Roger D. Bacon Gymnasium. Joining the Class of 2016 to celebrate this important milestone in their lives were members of the faculty, School Committee, Board of Selectmen, Principal Mr. Ross Thibault, Assistant Principal Mr. Scott Connery, Superintendent of Schools Dr. Mark Garceau, Town Manager Mr. Brian Palaia, as well as many friends and family.

The exercises featured several memorable student speeches, including addresses by the Class of 2016 President Molly Ennis, Salutatorian Kayla Rivera, and Valedictorian Rachel Bonney. Each of the student addresses touched on memories made and lessons learned by the Class of 2016 during their time at Oxford High School.

In maintaining the tradition began with the Class of 2015, the Keynote Speaker for the Commencement Exercises was once again selected by the class officers. The Keynote Speaker for the 2016 Commencement Exercises did not disappoint as Senior Naval Science Instructor Michael Masley delivered the address. Commander Masley offered many important pieces of advice to the graduates specifically encouraging them to become critical consumers of information rather than passive believers who accept everything they hear as truth.

Several members of the Oxford High School Faculty retired at the conclusion of the 2016 school year, including long-time Mathematics Teacher Mr. Paul Lirange and Guidance Counselor Edward Sikonski. In addition, long-time Secretaries Mrs. Maryjane Racicot and Ms. Ginny Lilley also retired after many years of service.

In July of 2016, the College Board released score reports for Advanced Placement Exams. For the second consecutive year, Oxford High School witnessed a significant increase in the number of students earning qualifying scores on their AP Exams. In 2016, 68 Oxford High School students earned qualifying scores on their AP Exams, a new high water mark for the school. A qualifying score earns a student college credit without having to pay for or take the course.

The fall of 2016 featured a new school year and a renewed spirit at Oxford High School as many new members were welcomed to the Oxford High School community when the doors opened for the start of the 2016-2017 school year on September 6, 2016 and the High School learned of its improvement from Level 3 to Level 1, based upon several years of effort by both the students and faculty members at OHS.

In addition to welcoming new members to the faculty, the Class of 2020 and the Class of 2021 were welcomed as the 8th grade joined the High School for the first time since the new high school building was opened in the fall of 2002. As part of the school improvement work that has been on-going at OHS for several years now, new programs and courses have once again been added to the Program of Studies.

Some of our new courses include the addition of Computer Science, Robotics and AP Computer Science Principles. In addition, under the direction of Science Teacher Mr. Phillip Leblanc and Computer Science Teacher Mr. James Painchaud, our Robotics Club competed for the first time in the First Tech Challenge on Sunday December 11, 2016 at Andover High School.

In closing out the 2016 year, the Oxford High School Band and Chorus put on a masterful performance for all members of the community. The winter concert opened with the band which has doubled in size since last school year under the direction of Mr. Alton Baggett. After a brief intermission, the Chorus entered a darkened auditorium singing as they entered the stage where they were directed by Choral Director Mrs. Sarah Rutkiewicz. While school improvement efforts will continue, there is little doubt that 2016 was a

successful year of progress at Oxford High School.

Respectfully submitted,
Ross Thibault, Principal
Scott Connery, Assistant Principal

NAVAL JUNIOR ROTC UNIT

The Naval Junior ROTC Unit of Oxford High School entered its twentieth highly successful year of operations. An average of 56 students were enrolled across the four year long academic electives in this special program for School Year 2015-2016. New school year opening saw 31 new freshmen join the nationally recognized unit in September 2015 - the third straight year of 30+ students enrolling and remaining in the special program. Oxford cadets continued their exceptional pattern of success compiling an impressive list of activities, trips, competitions and community service projects encompassing the calendar year 2016 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 fourteenth straight year since league awards began.

OHS teams earned four Best School of League Season awards among eight individual events the Pirates routinely enter in the four meets of the 2015-2016 season. These included four Best School of League Season finishes in 1st place as best school in the drill league for Armed and Unarmed Team Inspection events and both the Armed and Unarmed Color Guard events. In the Color Guard events, it was the 11th time in 13 years of league awards that Oxford teams captured at least one Best School of League Season first place finish and the 8th time overall where Oxford swept both Color Guard events as league champs. They finished 2nd overall in two additional events, and a 3rd place finish in

one other event to cap another highly successful campaign in their final year 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 and Principal Ross Thibault cheering them on, the OHS Pirate Cadets were presented top three finishes in 18 out of a possible 19 available categories including the six Best School of Season awards. Of special note, for the 19th year, the Oxford Naval Junior ROTC Unit had to use the US Army Field Manual for Drill and Ceremonies as prescribed by league rules. OHS senior and drill team and Color Guard commander Desiree Anderson (5), juniors Amanda Calcano and Josh Kichar, and freshman Savanna LaMountain earned individual medals for the season with Cadet Anderson earning 4 straight unarmed medals – the first time for any Oxford student. Drill Team members were tutored throughout the season by Master Chief David E. Youngsman, USNR (Ret) in his sixth year as a Naval Science Instructor and Drill Team Coach aided by volunteer Assistant Drill Team Coaches and former NJROTC Drill Team Championship Team members like Quinn Stauffer, Christopher Buffum and Breeyn Green. 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 ended January 30th 2016. Due to the calendar year restriction for the annual report there is new information to report on drill team activities.

Following the end of the 2015-2016 SNEDL season, Oxford NJROTC elected to pursue a new venue of competition and departed the Southern New England Drill League to become a member of a new league consisting of only Naval Junior ROTC schools. It is called the All Navy New England Drill League (ANNEDL) with membership consisting of nine NJROTC units from as far away east as Waterboro Maine and west to Springfield, Massachusetts. League competition opened on 15 October 2016 and 3 subsequent meets through 10 December ensured the league season was completed before the school year holiday break somewhat like a fall sport. The new Navy league meets expand competition to include an academic team exam (for five students) and at least three

physical fitness events (pushups, curls, sprints or mile run) for an expanded physical fitness team consisting of up to 9 boys and nine girls. Fewer drill team events are offered with one team inspection event (unarmed), one Color Guard appearance, the addition of one first year cadet team event (restricted solely to 1st year students including the commander) and retention of both armed and unarmed regulation drill events but no exhibition events in either category per vote of league members and league rules. The new league also requires exclusive use of the US Marine Corps Drill and Ceremonies Manual. In their inaugural appearance in the new league, Oxford's cadets captured one first place in academics, two third places in both First Year Cadet and Color Guard events, and one second place in both Armed Regulation and Inspection events. Overall at the end of their inaugural season in a transition year, Oxford's cadets missed third place overall amongst all nine schools by one point! Sophomore Cadets Cody Ross, Savanna LaMountain, and Tiara Sanchez and freshman Cadet Kaili Elwood all earned individual medals in the knockout events at each meet. Despite the challenges of learning a new manual and mastering new floor routines and marching techniques and adjusting to new league requirements and new league rules, Oxford cadets were considered to have fared very well in their inaugural transition year.

Oxford's NJROTC Color Guard and Honor Guard represented the school and town at over sixty five 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, and the formal Navy Off-Site Inspection in March. 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 2016 Graduation Ceremonies, Chaffee School and Oxford Middle School Memorial Day ceremonies, a third 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 appeared at the Auburn-Webster Elks

for their annual Flag Day Ritual / Fathers' Day Breakfast in June, NJROTC's annual Military Ball and End of Year Awards banquets and their sixth 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. At the 2016 St Patrick's Day Parade, a fourteen member cadet Honor Guard and Color Guard earned OHS top parade Color Guard honors once again as recipients of the Best Color Guard of Parade (19th consecutive award from parade committee and sixth Best Color Guard Award overall) from among over 240 participating groups and over 85 Color Guards in the three division Worcester parade - the second largest in the Commonwealth of Massachusetts.

Color Guard appearances and unit community service were cited as underlying reasons that the Executive Board of the American Legion of Massachusetts once again provided a \$500.00 donation from its Boston Offices, Additional support from both the chairpersons of the Massachusetts American Legion Boys State and Massachusetts Legion Auxiliary Girls State Programs. Support from those organizations coupled with financial support coordinated by NJROTC with the Smolenski-Millette Trust Fund, tuition support from the American Legion Auxiliary Unit #58 in Oxford and also use of NJROTC funds received through donations allowed a total of ten Oxford students, six female and four males) to attend Girls State and Boys State respectively. Male participants included Will Sullivan, David M. Peloquin, Shane C. McCarthy, and NJROTC Company Commander Tyler V. Provencher. Female participants included Cayce R. Pappas, Julianne E. Welsh, Emily R. Sterczala, Natalie F. Bolio and Cadets Amanda Calcano and NJROTC Executive Officer Kaitlyn T. Zindle. Both female cadets were awarded special medals from the Military Order of World Wars for their exceptional performance and selfless service at Girls State. Both Boys and Girls State 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 were screened, selected and

attended free of charge. Tuitions were again earned by Oxford's cadets for OHS peers by opening Massachusetts American Legion events in the local area and through direct liaison of the OHS Coordinator with the state American Legion Foundation and both Boys State and Girls State Program Directors.

Oxford's Precision and Sporter Class Marksmanship Shooting Teams competed in 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 2016 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 competed with two teams – the top ranked team placing 7th place among 40 teams in NJROTC Area FOUR (Northeast USA and Europe – top 17th percentile) and 235th of 614 teams nationally (top 38th percentile). Further 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 2016. Due to system-wide problems in scoring all exams at the headquarters level, no rankings within the area or across the country were provided for any school – thus Oxford's standings for 2016 are unknown and not available for report.

Due to scheduling cycles and availability, there were no formal Navy Inspections and Pass in Review Ceremony conducted in the calendar year 2016. The last Guest Inspector Inspection of the Oxford Unit on November 4, 2015 and the formal Area Manager 4 Inspection, historically conducted in November before Thanksgiving, will be conducted on 27 February 2017 - results will be included in the 2017 Annual Town Report.

In addition to the six drill competition trips and multiple Color Guard appearances mentioned earlier, cadets enjoyed several major field trips throughout the year. For the ninth year, special

arrangements were made and approved for cadets to participate in one of four available three-day Youth Leadership Conferences (YLC) sponsored by the national Military Orders of World Wars (MOWW) and hosted by Norwich University at Northfield, Vermont. Eight cadets attended the 24-27 February 2016 – including juniors Amanda Calcano, sophomores Tiara Sanchez, Zachary Robinson, Madyson Harnois, and freshmen Sean Janerico, Jillian Pare, Alyssa Courtemanche and Savanna LaMountain. A second group of eight attended the 4-6 December 2015 earlier in the school year and no trip was made to participate in the December 2016 Camp. All participants travelled over 250 miles to attend the nationally recognized leadership development camp. Cadets spent an overnight in Burlington, Vermont and made educational 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, the farm and Ethan Allen's actual home. onsite 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 communications 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 Oxford cadets have in their Naval Science II textbooks used at OHS was on display at the statehouse. 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. This February group of students was the first to complete an educational assignment addressing 50 topics on Vermont from history to geography to traditions and much more prior to the trip which helped enhance the educational experience of all students. Discussions using that assignment coupled with tour stops helped 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. In a similar vein, 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. All donations and unit coverage of tuition fees, camp fees and special events admission fees and coverage of bus transportation for special free events have allowed Oxford cadets new opportunities and exceptional experiences – primarily through the generosity of the Smolenski-Millette Trust Fund as well as the ongoing donations from the larger organizations in Boston.

Oxford cadets conducted their 14th formal Navy Military Ball at the Wachusett Country Club in February 2016, with another large crowd of over 135 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 US Navy Submarine Force Training facilities at Naval Submarine Base in Groton, Conn, college visits to the US Coast Guard Academy at New London, Connecticut and Holy Cross, WPI, and Clark University in Worcester in May, the visit to Norwich University associated with the YLC conference and a first ever trip to Southold NJROTC Unit at Southold Long Island / NY for Oxford’s first appearance in the Area FOUR Brain Brawl Academic Competition over the 25-26 February 2016 timeline. Again, all transportation, rental and ferry fees, hotel accommodations and meals for the 8 member team were covered by a prior grant request to the Smolenski-Millette Trust Fund. 20 cadets were treated to their second straight 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. Again, thanks to an earlier grant request made of the Smolenski-Millette Trust Fund, 10 Oxford Cadets escorted by OHS History Department Chairman Tom Ethier experienced an actual 45 minute flight aboard a B-17G Super Fortress Bomber while 5 other cadets and 2 adults got a similar live flight in a B-25 Mitchell Bomber. Both aircraft flew over Oxford High School, Sunday Oxford Pop Warner Football Games and down route 12 as coordinated by the senior instructor. All excited participants reported thoroughly enjoying the “experience of a lifetime” through such a true exposure to living history studied at school. Collings Foundation Officials also confirmed to CDR Masley that flights made by the 15 cadets that day were the first in their corporate memory they could recall in the United States where students got a live flight totally coordinated by either their parent high school or their Junior ROTC Unit for any service. Two weeks later, 30 Oxford cadets made their inaugural trip to see another great annual event sponsored by the Collings Foundation in Stow, Mass dubbed the “Battle for the Airfield WWII Reenactment.” Once again Oxford cadets witnessed living history as English, American and German air and ground forces simulated a mock one hour battle including various forms of tanks, artillery, live explosions and aircraft all of which combined to make a most memorable presentation. Additionally, two Oxford senior Cadets, Tristan Starr and Connor Pinkham made live flights in, and actually controlled the flight of, a Boeing PT-17 Stearman Trainer Biplane from the WWII Era used to train the Tuskegee Airmen. Once again, bus fares and admission fees for all and flight fees for the two seniors came through a grant requested of the Smolenski-Millette Trust Fund to support unit activities throughout the school year. 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 the last weekend in September 2016 shortly after the new school year opened. Twenty six cadets, over 65% first year freshmen, travelled to Naval Station Newport RI to join over 80 cadets from Quabbin Regional., B.M.C Durfee and J.D O’Bryant High School NJROTC Units for a

most challenging camp. For the fifth straight year, Oxford NJROTC enjoyed a 100% graduation rate and saw several cadets earn individual medals for top performances. These included Cadet Jayden Starr being awarded Most Improved Cadet and Cadet Collin Murphy earning Top Academic Performance for their respective platoons of 36 peer first year cadets his platoon. All participants were observed over an intense four day course operated by volunteer Navy and Marine Corps drill instructors and program instructors.

The twentieth annual End of Year Awards Banquet was conducted on June 6th 2016 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 recognition of 52 weeks of year-round weekly cadet support in the Elks Bingo Concession Booth, the Webster-Auburn Elks not only hosted the annual sit down banquet for all at no charge, but also made a donation of over \$1,150.00 to the NJROTC to support cadet trips and awards.

In July 2016 over 40 family members and cadets, as well as 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 26 June - 14 July 2016. Oxford Cadets Alyssa Singer and Bailey Brescia, both freshman girls, represented OHS. Despite having only one year of NJROTC experience, both Oxford girls more than held their own against more seasoned veteran cadets, earning not only the distinguishing silver chord awarded to all graduates, but special graduation awards as top performers in the 2016 LA-ST Camp with over 145 "Best of the Best" participants representing 58 schools in the region. Please note only 1% of all cadets in the nation are picked to attend and actually graduate from the intensive camp. Cadet Brescia earned the Iron Lady Award for top Female Physical Fitness Score in her platoon of 45 students. Cadet Alyssa Singer earned Most Outstanding Cadet

Overall in her platoon of 45 more experienced upperclassmen and was one of the final four cadets selected for consideration for the Honor Cadet Award – top cadet overall among 145 attending the 2016 Academy. Master Chief David E. Youngsman returned for a fifth consecutive year to Leadership Academy as Blue Platoon Instructor for over 45 top ranked cadets. His volunteer effort dedicated over 265 hours of effort across the 2 week LA-ST experience and his Blue Platoon captured 1st place overall in the Honor Platoon Competition among the four platoons at the academy where one point 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. This marked the 3rd time in 5 years that he had led his students to the prestigious Honor Platoon designation.

In mid-May Master Chief Youngsman represented OHS at the annual three day Navy Area FOUR In-Service Conference for naval science instructors at Joint Air Base McGuire in New Jersey where at least one instructor from each school heard presentations from the Area Four Manager, new policy briefings from headquarters representatives and all gained an overview of the regional and national program achievements within the NJROTC Program. A three day Freshman Introduction Camp at OHS for new incoming cadets was again conducted in the first week in August which included a day trip back to Newport, Rhode Island. Over 60 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 2015-2016, Navy Program Offices in Pensacola, Florida announced that Oxford had earned a record 16th **Naval Service Training Command (NSTC) Distinguished Unit Award – Oxford High's 16th such top national award in the 17 years of the award's existence. Receipt of this award marked Oxford's *twenty-sixth* successive national program recognition earned by active Oxford High School students enrolled in this special college credit producing elective in 20 years of the program's operations at Oxford High.**

Oxford cadets remained very active in special community service works. For the 7th time, they conducted a Charity Auction at the annual Military Ball Charity Auction raising over \$1850 for the Oxford Ecumenical Food Shelf to support local families. Those funds were added to funds earned during 2016 at the fall OHS Homecoming, at the 2016 Home Thanksgiving Football Game, at the Navy Inspection Pass In Review Ceremony, at the annual End of Year Awards Banquet and special charity drawings held around Christmas and Easter. Ultimately, on 15 December 2016, with over 28 OHS cadets helping the Oxford Ecumenical Council at their annual holiday food basket distribution, Cadet Company Supply Officer Connor Pinkham and volunteer cadets in attendance presented Mr. John Kneeland, chairman of the Oxford Ecumenical Council, a check in the amount of \$3000.00 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/gloves/blankets and toiletries for the homeless drives and other special events at OHS. At the end of school year 2015-2016 – continuing a twenty year tradition the unit reported exceeding 3200 hours of documented service conducted in over 25 recurring and emergent projects each calendar year. As the May 2016 NJROTC Instructor In-Service Conference at McGuire AFB, the Area Manager for Area FOUR cited the Area FOUR Average for community Service at about 19 hours per cadet. Oxford cadets once were once again rated the top performing cadets in AREA FOUR by averaging over 56 hours per student – tops amongst the 58 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 2016 cadet responses to solicitations for help included helping Oxford veterans decorate all Oxford cemeteries for Memorial Day with over 1200 new American Flags (for ninth straight year), conducting at least six 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 12 tons of food to over 180 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 multiple occasions during district school's 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, and assisting the Legion and VFW Post Commanders execute the set-up and conduct of each of those parades, assisting staff with game operations at the annual Chaffee Fun Night and helping with the moving and very complex Memorial Day ceremonies at both the Chaffee School and Oxford Middle Schools. Due to changes made at the annual Oxford Tree Lighting Ceremony cadets were unable to fulfill the roles of ten members of a Living Nativity scene for a 20th straight year, but several did assist at the Oxford Police Department's Christmas Party for Children that same day at the Community Center. Cadets continued their twenty 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 2015-2016 School Year, Oxford cadets continued a very fast paced schedule infusing more community service

hours into the OHS NJROTC efforts. Oxford cadets from the opening of school on September 6th have documented over 1200 hours in the first three months of school through December 31, 2015. It should be further highlighted that they completed over 2550 hours through the end of calendar year for SY 2015-2016. Cumulatively, Oxford cadets have surpassed a threshold exceeding 63,500 hours of documented community service covering the unit's first 20.5 years of operations. Research also reminds 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 each and every level of outstanding community support it continues to receive. The Oxford NJROTC is very proud to report that all of its teams competitions, special activities, regular and special trips, equipment support and special operations were supported in 2016 by another very generous grant provided by the trustees of the Cecelia Smolenski-Millette Trust Fund complemented by unsolicited donations from local and regional sources and through the unit capitalizing on unused end of year federal funds made available from the Navy from schools that did not expend their allocations. 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 local initiatives to save the district budget money include the OHS NJROTC unit providing new Navy textbooks printing student note-taking guides, providing new computer technology upgrades for the NJROTC classrooms including realignment of a special overhead projector system in room C-12 provided by the district complemented by the NJROTC Unit's complete purchase and installation of another classroom projection system in Room C-14 in order to

both 1) match capabilities in both NJROTC Classrooms locally and to 2) ensure both NJROTC Classrooms matched the capabilities of other non-NJROTC classrooms provided at OHS for the students – thus providing teaching delivery consistency. NJROTC Unit Oxford High also used funds received to purchase all accessories and equipment for each of the 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 (20th year) and the Submersible Sea Perch STEM program and shared costs for special events such as BLT, providing special bus transport for the school's STEM Team and Robotics Teams to attend a special competition at WPI in Worcester and purchase flags and special equipment for the high school at no cost to the district. Of very special note, OHS NJROTC Instructors obtained permission from the Area Manager and Navy Headquarters Officials to allow, for the very first time on a national scale, non-cadet students at OHS the chance to take a course specifically developed for any cadet in any of the services' junior ROTC Programs. The course, known as Global Cultural Awareness, focuses on six major continental regions and presents a plethora of information to students on the history, the geography, the resources, the religions, intermingled cultures and potential conflicts and much more, especially highlighting why each is of importance to the United States. The Navy's approval to offer the multi-credit course at OHS not only makes OHS the first school in the country to offer this course to its students not enrolled in the Naval Junior ROTC Program but it also provides the district with an entirely new course, ready for immediate stand-up and completely outfitted with all curriculum materials, texts, maps, computer materials, CD disks, and much more, let alone two certified JROTC Instructors to teach the two semester courses – all at no cost to the district for curriculum materials, new staff, texts or the like.

All OHS students enrolled at OHS can take the new course and started doing so at the opening of school year 2016-2017.

Oxford Cadets continued their tradition of very proactive community involvement, logging over 2500 hours of volunteer service to bring their twenty year total to over 63,500 hours of service. Oxford's cadets were cited again for having the highest per capita average of community service among all cadets in the 56 schools in NJROTC Area FOUR (Northeast USA and Europe) by the NJROTC Area 4 Manager. Oxford cadets averaged over 56 hours per student while the Area and national average hovered near 19 hours per cadet.

*U.S. Navy (Ret.)
Senior Naval Science Instructor
Naval Junior Reserve Officer Training
Corps (NJROTC) Unit*

Oxford High's NJROTC Cadets capped their volunteer efforts by presenting a check for \$3000.00 to the Oxford Ecumenical Food Shelf. Cadet community service fundraising efforts spanned over 15 months of charity auctions and raffles conducted at the NJROTC Military Ball, Homecoming 2016, the Annual Navy Inspection, the End of Year Awards Banquet, the 2016 Thanksgiving Home Football Game and special Christmas and Easter drawings. Many raffle items were directly supported by Vermont Teddy Bears who, for the sixth straight year, partnered with the Oxford Cadets in their charity work.

Oxford Ecumenical Council President John Kneeland and Co-Chair Christina St. Martin accepted the check on December 15th, 2016 from Oxford Cadet Connor Pinkham with many cadet volunteers and Oxford Principal Ross A. Thibault in attendance. Mr. Kneeland praised cadet efforts in the "extremely generous donation" and stated the Food Shelf potentially benefits from \$5 to \$6.00 worth of purchasing power for every \$1.00 donated – which made the Oxford Cadet's annual charity project even that more impressive.

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 - 2016 was another year of expectations greatly exceeded with high cadet achievement within the NJROTC Program hosted at Oxford High School.

*Respectfully submitted,
Commander Michael C. Masley, Jr.*



Unique summer vacation travel opportunities continued for the nineteenth year in August 2016 as Oxford Naval Junior ROTC (NJROTC) cadets once again 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. Many parents, School Committee Members and High School Administrators also joined the cadets on their special day trip which, once again, makes Oxford High the sole high school or Junior ROTC Unit in New England to be offered such a free cruise aboard a piece of living history such as time at sea aboard the SS Aurora.



Oxford Cadets show their excitement after a rare student experience of experiencing a 45 minute flight aboard the fully functional B-17G Flying Fortress Bomber in the “Wings of Victory” World War II Aircraft Exhibition conducted at the Worcester Regional Airport in late September 2016. 10 Oxford Cadets and History Department Teacher Tom Ethier took to the skies over Oxford aboard the B-17G shown while another 6 Oxford cadets caught a live flight aboard a B-25 Mitchell Bomber for the experience of a lifetime. Collings Foundation Officials reported to CDR Masley that they knew of no other high school or Junior ROTC Unit in the country that provided such a unique flying opportunity for its students.



Oxford Naval Junior ROTC Cadets enjoyed many opportunities to travel and expand both their knowledge and experiences throughout 2016. Aside from participation in four day Basic Leadership Training (BLT) or thirteen day Leadership Academy and Sail Training at Naval Station Newport RI, or traveling to Vermont to attend Youth Leadership Conferences at Norwich University Oxford cadets were provided multiple other opportunities. Cadet Color Guard appearances permit travel to the Eastern States Exhibition on Celebrate Massachusetts Day to lead the main parade for the sixth year and to appear in their 20th consecutive City of Worcester St Patricks’ Day Parade where they earned their 8th Best Military Color Guard in the Commonwealth’s 2nd Largest Parade of its kind. Oxford cadets are shown above presenting the Colors during Taps during the Town’s 2016 Veterans Day Parade.



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 (SNEDL) competition of the 2016 season at Central High School in Springfield MA on January 30th, 2016. Oxford's cadets earned Best School of League Season Honors (1st Places) in both the Armed and Unarmed Color Guard with their 10th dual Color Guard sweep since 2003, and the Armed and Unarmed Inspection Events – their seventh consecutive first place finish in inspections. Oxford students also placed second in four and then third in one additional event battling 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. Exuberant Oxford Pirate cadets are shown with some of the awards earned at their final appearance at the meet in the Southern New England Drill League. Oxford Naval Junior ROTC provided full support for equipment, transportation, meals, uniforms and accessories for six competitive drill teams and two competitive Color Guards (8 total teams) to compete at every SNEDL league meet. The unit now supports an athletic team, an academic team, four competitive drill teams and one competitive Color Guard as part of their newly initiated membership in the All Navy New England Drill League with eight other Navy Junior ROTC Units whose season ran from October through December 2016 across 4 meets – where Oxford cadets ended up 4th overall among the 9 schools in their inaugural season in the All Navy Drill League.

Oxford High School Class of 2016

Patricia Bernadette Alger	Austin Edwards	William McGee
Samantha Marie Alves*	Molly Catherine Burke Ennis*	Tyler Mead
Desiree Marie Anderson	Emily Jean Esposito	Sean William Merritt
Jonathan Aubin	Lilli Evangelidis	Abigail Kate Morse*
Hunter Madison Bailey*	Jakob Dylan Ewings	Jacob Mullins
Haley Jordan Baker	Kristina Louise Flint	Stephanie Ann Nelson
Wesley Bishop	Erin Ashley Foley	Victoria Ashley Parr*
Rachel Lauren Bonney*	Danielle Lindsay Francis*	Ariana Leigh Perron
Janson Thomas Borowko*	Casey Denise Franks	Christopher William Poutre*
Stephen Thomas Bouchard	Joseph Michael Fusco	Zachary Tyler Renihan
Kianna Dana Marie Brenneman*	Kelsey Lynn Gardner	Shane Kendall Richardson
Ryan James Briggs	Nicole Grady*	Kayla Marie Rivera*
Taylor Ann Brigham	Matthew Craig Grasseschi	Anthony Joseph Rizzo*
Jared Christopher Buckley	Austin William Greene*	Amy Elizabeth Rosebrooks*
Lee Stephen Cappos	Henry Jovani Guardado	James Nicholas Sadowsky*
Matthew Tyler Card	Ryan Handlin	Mikael Sanchez
Cameron Joseph Cardoni	Connor Alan Patrick Harnois	Jarod Thomas Schutrick
Hannah Carolyn Caswell	Gillian Nicole Hicks	Daniel Joseph Scola
Timothy Steven Catacchio	Brianna Marie Higgins*	Alex Robert Shepherd
Taylor Rayann Chalue	Nikole Amber Jones*	James David Slowey
Kyle Chumsae	Brittany Jean Kemp	Tyler Rudy Soto
Caliana Drew Coleman	Sarah Ellen Keohane	Olivia Jean Spring
Nathan Confer	Noah Robert Kersting-Mumm*	Bryce Walter St. Germain*
William Pierre Cournoyer	Joshua Brian Kichar	Donel Rostand Tamokwe Tokam
Jack Courville	Brandon Michael King	Nikolas David Tremblay
Aleksandra Rose Cutroni*	Sean Joseph Kirby	Elizabeth Marie Varney
Cameron Michael Cybula	Brian Timothy Langlois	Kyle Noah Weagle*
Jessica Danielle Daury*	Nicole Aileen Lawless	Tora Frenier Wyman
Brent Dell'Aquila	Sean Patrick Leonard*	
Brett Michael Dickhaut	Alexis Rose Lima	
Dylan DiRoberto	Megan Sara Lotter	* National Honor Society
Brooklyn Mary Downing*	Johnny Angel Lugo Jr.	
Anthony Joseph Dunbar	Jacob Andrew Malkoski	
Sean William Dupuis	Morgan Rose Marrier	
Kyle Richard Durant*	Shaun Michael McCarthy	
Kori Ann Dziedzinski	Thomas Robert McGee*	

OXFORD HIGH SCHOOL SCHOLARSHIP RECIPIENTS – 2016

WEBSTER, DUDLEY, OXFORD CHAMBER
OF COMMERCE SCHOLARSHIP
Victoria Parr

BETTER BUSINESS BUREAU'S BARBARA
J. SINNOTT SCHOLARSHIP FUND
Victoria Parr

OXFORD EDUCATION ASSOCIATION
SCHOLARSHIP
Janson Borowko, Brianna Higgins

OXFORD HIGH BOOSTER CLUB
SCHOLARSHIP
William Cournoyer, Brianna Higgins, Abigail
Morse, Anthony Rizzo

SUSAN KIRK TEACHER SCHOLARSHIP
Samantha Alves

OXFORD POLICE ASSOCIATION
SCHOLARSHIP
Daniel Scola

WILLIAM TAFT TRUST FUND
SCHOLARSHIP
Rachel Bonney, Sarah Keohane, Kayla Rivera,
Anthony Rizzo

MARY OLIVE WOOD SCHOLARSHIP
Taylor Bringham, Kyle Durant, Alexis Lima,
Thomas McGee

DR. WALTER SCHUR SCHOLARSHIP
Anthony Rizzo

DYLAN J. RIEL & JAYCE R. GARCIA
MEMORIAL SCHOLARSHIP
Daniel Scola

DANNY CLEM SCHOLARSHIP
Sean Dupuis, Nicole Grady

MARION LAZARO SCHOLARSHIP
Noah Kersting-Mumm

STEVEN J. HORGAN SCHOLARSHIP
Jared Buckley, Tim Catacchio, Austin Greene,
Thomas McGee, William McGee, Anthony
Rizzo, Daniel Scola,
Bryce St. Germain

GAHAGAN FAMILY TRUST
SCHOLARSHIP
Samantha Alves, Connor Harnois

JOHN S. LANE AND SON SCHOLARSHIP
Amy Rosebrooks

OXFORD DISTRICT NURSING
ASSOCIATION SCHOLARSHIP
Victoria Parr

JANE C. ROBERTSON MEMORIAL
SCHOLARSHIP
Brooklyn Downing

JEFFREY FALLAVOLLITTA
SCHOLARSHIP
Emily Esposito

JEREMIAH MOFFITT SCHOLARSHIP
Emily Esposito

IRWIN AND LILLIAN POTTLE
SCHOLARSHIP
Austin Greene, Abigail Morse

LILLIAN POTTLE SCHOLARSHIP
Jared Buckley

IPG PHOTONICS TECH SCHOLARSHIP
Danielle Francis, Anthony Rizzo,
Alex Shepherd

AMY LAFLECHE MEMORIAL
SCHOLARSHIP
Nicole Grady

F. DUNCAN WILSON SCHOLARSHIP
Molly Ennis

LEICESTER ROD & GUN CLUB
Brianna Higgins
CHAFFEE BROTHERS' SCHOLARSHIP
Emily Esposito

SOUTHBRIDGE SAVINGS BANK
SCHOLARSHIP
Brianna Higgins

MARK CAREY SCHOLARSHIP
Emily Esposito

OXFORD HIGH SCHOOL
SCHOLARSHIP RECIPIENTS (continued)

WAYNE WESTALL SCHOLARSHIP
Shaun McCarthy

THE OXFORD LIONS CLUB
SCHOLARSHIP
Desiree Anderson, Thomas McGee, William
McGee, Anthony Rizzo

LISA YUCATONIS SCHOLARSHIP
Nicole Grady

ST. ANN'S CHURCH-CHIP HANLON
SCHOLARSHIP
Janson Borowko, Sean Dupuis

OHS FACULTY SCHOLARSHIP
Jessica Daury, Jacob Mullins

THE AMERICAN RED CROSS
SCHOLARSHIP AWARD
Victoria Parr, Anthony Rizzo

THE AUBURN/WEBSTER LODGE OF ELKS
#2118 SCHOLARSHIP
Kyle Durant

ELSIE MOSCOFFIAN SCHOLARSHIP
Taylor Brigham

HANNAH HARWOOD SCHOLARSHIP
Thomas McGee

OXFORD WOMEN'S CLUB CLARA
BARTON NURSING SCHOLARSHIP
Victoria Parr

OXFORD WOMEN'S CLUB JOSIE A.
TYLER SCHOLARSHIP
Sean Dupuis, Molly Ennis

ELKS NATIONAL FOUNDATION, INC.
MOST VALUABLE STUDENT
SCHOLARSHIP
Janson Borowko

JOHN AND ABIGAIL ADAMS
SCHOLARSHIP RECIPIENTS - 2016

Samantha Alves
Hunter Bailey
Rachel Bonney
Janson Borowko
William Cournoyer
Jessica Daury
Brooklynn Downing
Sean Dupuis
Danielle Francis
Nicole Grady
Austin Greene
Brianna Higgins
Derek Johnson
Nikole Jones
Sarah Keohane
Noah Kersting-Mumm
Nicole Lawless
Sean Leonard
Thomas McGee
Sean Merritt
Victoria Parr
Christopher Poutre
Shane Richardson
Kayla Rivera
Anthony Rizzo
James Sadowsky
Daniel Scola
Alex Shepherd
Olivia Spring
Bryce St. Germain
Kyle Weagle

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.

Eight students earned high school diplomas in June 2016. We are very proud of these students and their accomplishments!

*Respectfully submitted,
David M. Nugent, Director*

OXFORD MIDDLE SCHOOL

The Oxford Middle School (OMS) enrollment as of October 1, 2015, totaled 569 students. Of this number, 141 were in grade 5, 138 in grade 6, 140 in grade 7, and 150 in grade 8.

With the retirement of Mrs. Hackett at the end of the previous school year, Mr. David Cornacchioli was named Principal and we welcomed Miss Amy Belhumeur as Assistant Principal.

The mission of Oxford Middle School is to form an academic and social bridge connecting the elementary and high school levels. We are a student-centered school and we provide a dynamic and safe environment that ensures learning for all students. We are dedicated to continuous growth and improvement of existing programs and curriculum. In our middle school

concept, 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 six-day block schedule. This means that a letter will represent each day. Specialist classes rotate based on the letter every day.

Our program of study for students includes core curriculum classes and unified arts classes. Our core courses include: English Language Arts, Mathematics, Science, Social Studies, and in grades 7 and 8 STEM is a core class. Our Unified Arts Program consists of General Music, Physical Education, Health, STEM, and this year we were able to add Art.

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.

There are a number of after-school programs and extracurricular activities that take place at the Middle School throughout the school year. They include after-school tutoring, homework center, Student Council, National Junior Honor Society, band, jazz band, games club, ultimate frisbee, ski club, chorus, chamber choir, yearbook, basketball, field hockey, cross country and robotics. 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 2016, our theatre department presented three performances of *Shrek Jr.* to sold-out audiences.

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 Oxford

Middle School Advisory Council (OMSAC), which is a parent advisory council. We believe that allowing all concerned parties to have a voice in the governance of the school gives them insight to what happens on a daily basis at the school.

Finally, we offer sincere thanks to the students, parents, staff, community, Superintendent of Schools Dr. Mark Garceau, 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.

*Respectfully submitted,
David Cornachioli, Principal
Amy Belhumeur, Assistant Principal*

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, the support and cooperation of our students, their families and the community.

The Chaffee School serves all of the Preschool, Kindergarten, and First Grade students. Clara Barton serves all students in Grades 2, 3 and 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. The district continues to use the reading curriculum called Wonders by McGraw-Hill. This program also aligns with the Common Core State Standards with a strong emphasis on the 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) District-wide, there is scheduling in place that allows for a common prep. This designated time encourages academic dialogue and collaboration for all grade levels PreK-4.

Foundations by Wilson is being used with fidelity in Grades PK-3. *Foundations* lays the groundwork for life-long literacy. It is a prevention program to help reduce reading and spelling failure. It is integral to a Multi-tiered System of Supports (MTSS) or Response to Intervention (RTI) framework, providing research-based instruction in Tier 1 as well as early intervention (Tier 2) for students at risk for reading difficulties. Grade 4 students are using the Wilson Just Words Intervention Program. Keys to Literacy and Close Reading are important strategies teachers are implementing across the curriculum to support student learning in grades 2-4.

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.

Both Chaffee and Barton have implemented the “Morning Meeting” element of Responsive Classroom. Responsive Classroom is an approach to teaching that emphasizes social, emotional and academic growth in a strong and safe school community. Developed by classroom teachers, the approach consists of practical strategies for helping children build academic and social-emotional competencies day in and day out. This researched and-evidence based approach to K-8 teaching

focuses on the strong link between academic success and social-emotional learning by beginning each day with a Morning Meeting. Teachers at Barton are expanding and implementing the “Take a Break Area as well as using the “Buddy Teacher”.

Clara Barton continues to support a Safe and Supportive School Climate and Culture. Positive behaviors are encouraged and recognized through Barton Bucks and The Pirates Acts of Kindness Awards. Clara Barton has adopted the Choose to Be Nice Program that focuses on Nine Core Values. (Respect, Kindness, Acceptance, Teamwork, Honesty, Responsibility, Friendship, Patience, and Courage) Monthly All School Meetings recognize students understanding of each of the Core Values. Students present their understandings through poetry, song, storytelling or dance monthly. Clara Barton is in the process of implementing the Zones of Regulation a curriculum geared toward helping students gain skills in consciously regulating their actions, which in turn leads to increased self-control and problem solving. The Social Detective Curriculum also helps students to understand and detect others words and actions.

Our students demonstrate their influence outside of our school community through Pennies for Patients, collections for the Oxford Food Bank, Community Clothing Drive, The Giving Tree, and The Choose to Be Nice Program, 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. Together, we are a tremendous learning community!

*Respectfully submitted,
Martha Wiley, Principal - Barton
Robert Pelczarski, Principal - Chaffee*

STUDENT SERVICES DEPARTMENT

The Oxford Public Schools Department of Special Education and Student Services serves students from age 3 to 22, as required by state regulation 603CMR 28.00 and federal regulation 603 CFR 300. The Department encompasses Civil Rights, English Language Learners, Title I, Section 504, McKinney-Vento homeless students, and Special Education. The Department is responsible for the screening and evaluation of children between the ages of 3 and 21 for possible special needs.

We support the vision of special education, which is to minimize the impact of disability and maximize opportunities and achievement for all our students. Therefore, the Department is committed to promoting learner success and inclusion through a stimulating, nurturing learning environment, high quality instruction, and support services that enable all students to reach their full potential.

Special education services are implemented for eligible students with disabilities who qualify under the law, and consistent with FAPE (free and appropriate education). While students suspected of having a disability may be considered for referral through a Building-Based Team (BBT) process, parents have the right to request an evaluation of their son or daughter at any time, either through the attending school or directly through the 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. Educational environments range from inclusive classrooms to alternative settings for students at risk of failing and/or dropping out of school. Additionally, the district currently provides Section 504 support services to approximately 80 students and English Language Learner support to approximately 10 students.

In an effort to enhance communication, informational handbooks are available in the Department of Student Services section on the Oxford Public School District website.

Section 504, English Language Learners and Parent Special Education Transportation Handbooks are currently available with more informational handbooks to be completed in the coming year.

Special Education

The Department provides a full range of special needs programs at all levels beginning with an integrated preschool and continuing services through graduation, providing transition planning services for students who do not graduate with a diploma. The Department provides an extensive array of supplemental support services including speech/language, occupational therapy, physical therapy, behavioral support services, school adjustment counseling, functional academics and life skills development/training, and other therapeutic supports. Additionally, we continue to support the utilization of augmentative communication through technology, as well as other state-of-the-art adaptive resources.

There were many positive staffing changes in the Special Education Department in 2016. These changes were the result of the District's adoption of the co-teaching model, as well as the changing needs of our students. An additional two special education teachers were added to the Oxford High School, to fully support the co-teaching model so that students with diverse needs could receive their core instruction within the inclusion setting. The District was reorganized, changing the previous model of several part-time Evaluation Team Leaders, to two designated full-time Evaluation Team Leaders for the District. This provides additional teaching time for special education teachers and a more comprehensive process for the management of special education services.

The Department continues to focus on improving special education services for students in our District with a continuum of service delivery available to all students of varying disabilities. During the Fall of 2016, the Wilson Reading System, a research-based, multisensory, structured literacy curricula with varying levels of intensive instruction was implemented across the District to meet the needs of all students and enhance academic achievement. All special education teachers

were trained and will continue to receive training to support certification. Continued program improvements aimed at strengthening our in-district programs will afford the District the ability to rely less on the placement of students in special education schools in the coming years.

English Language Learners (ELL)

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

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

Federal and state laws require that English Language Learner (ELL) students be assessed annually to measure their proficiency in reading, writing, listening, and speaking English, as well as the progress they are making in learning English. In fulfillment of these laws, ELL students are required to participate in ACCESS for ELLs tests, which replaced MEPA tests beginning in the 2012-2013 school year. In

accordance with the regulations, the ELL teacher annually assesses the English proficiency of the ELL, and assists students in becoming more proficient in English through tutorial assistance, classroom teacher consultation and direct instruction, while ensuring equal access to the curriculum.

District Homeless Education Liaison

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

Any child experiencing homelessness in the community of Oxford is entitled to access the same free and appropriate public education that is provided to other children and youth. In Oxford, the homeless liaison is the Director of Special Education and Student Services, who can be reached at: (508) 987-6050 x1115.

Title I

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

The Oxford Public Schools is a targeted-assistance Title I program, which is determined

by the percentage of children from low-income families who attend each school. Students do not have to be from low-income families to receive Title I services. Title I services are provided to those students most at risk of failing to meet the state's requirements.

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

Teachers gathered data for students in Kindergarten through grade 6 to determine their needs for academic assistance at the start of the school year 2016-2017. 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 the Fall of 2016.

New Title I staff was hired at Chaffee Elementary, Barton Elementary, and Oxford Middle Schools for the school year 2016-2017. The recently hired Title I staff is certified Reading Specialists who have specialized training in helping struggling readers. Additionally, the teaching staff received Wonders professional development training to enhance the current instructional strategies provided to all students.

*Respectfully submitted,
Susan J. Henrichon, Ed.D. Director
Special Education and Student Services*



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
2016 Annual Report

Bay Path Regional Vocational Technical High School graduated a class of 259 students in June of 2016, and accepted a class of 306 freshmen in September of 2016. Our current enrollment has reached 1,115 students.

Of the 36 Oxford seniors who graduated, 12 are now gainfully employed in an occupation related to their training and 16 are now attending College. Currently, 166 students from Oxford are enrolled in one of our 21 vocational areas.

Twenty-one 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 2015-2016 school year, our 21 vocational programs completed 1,123 work orders, of which, 89 were for residents of the Town of Oxford.

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

Our Evening School Program continues to serve the adult needs of our 10 town district, as well as an additional 20 surrounding towns. Our Spring and Fall programs had a combined enrollment of 1,481, in programs ranging from Business & Finance, Career/ Licensing; Computers; Cooking; Entertainment; Health & Fitness; Hobbies & Crafts; Home & Job; Language & Art; and Sports & Leisure. The program also offered a wide variety of over 400 online courses, including career certificate programs and courses to satisfy professional development requirements for teachers.

This year, the only “Out of District” students that have been accepted are students who began their high school education at Bay Path while residing in one of the Districts ten member towns and then subsequently moved out of the District before completing their high school education. It is important to note that the town where the students now reside must pay an out of district tuition for each student ranging in cost between \$14,701 and \$16,488. Those towns also pay the transportation costs for those students.

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

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

Respectfully submitted,

John A. Lafleche
Superintendent-Director

2016 BAY PATH GRADUATES FROM
OXFORD

Jared Allen
Joshua Barton
Anthony Bird
Cameron Briggs
Adam Brindley
Thomas Clifford
Alexandra DiReda
Olivia Donnelly
Stephanie Donnelly
Aly DuBois
Zackary Ewings
Jared Gauthier
Anthony Gautier
Joshua Giard
Melissa Greenwich
Chad Johnston
Hunter Kelley
Joshua Koneczny
Bethany MacGregor
Dakota Maher
Kyle McCarthy
Jessica McPherson
Maci Melendy
Jessica Nolan Toukonen
John O'Day
Dylan Ouimette
Rocco Pantalone
Joshua Perry
Matthew Poulin
Adrianna Rocheleau
Danny Roy
Emily St. Germain
Alexander Tolic
Keith Walczak

**Award Receiving Graduates from
Oxford:**

Adam James Brindley, Salutatorian
John & Abigail Adams Scholarship
Massachusetts Vocational Association
Secondary Vocational Technical Student
Achievement Award Nominee
President's Award for Academic Excellence
Deserving Senior in AP Physics
George W. Hanson Trust Scholarship
Tech Pre Articulation Certificate
Southbridge Rotary Club Scholar

Thomas Christopher Clifford
John & Abigail Adams Scholarship

Olivia Noelle Donnelly
John and Abigail Adams Scholarship
President's Award for Academic Excellence
Society of Women Engineers Certificate of
Merit With High Honors
Senior Achiever in Drafting
George W. Hanson Trust Scholarship
Tech Prep Articulation Certificate
Southbridge Rotary Club Scholar.

Zackary Daniel Ewings
John and Abigail Adams Scholarship

Anthony Emmanuel Guatier
John and Abigail Adams Scholarship
Southbridge Savings Bank 2016 Scholarship
Award

Joshua Nomar Giard
John and Abigail Adams Scholarship
Tech Prep Articulation Certificate

Chad Joseph Johnston
President's Award for Academic Excellence
Senior Extra Achiever in Building & Property
Maintenance
Bay Path Education Foundation Scholarship

Hunter James Kelley
John and Abigail Adams Scholarship

Bethany Elaine MacGregor
President's Award for Academic Achievement

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

Dylan Gary Ouimette
Jeffrey O' Brien Scholarship

Matthew Warren Poulin
Senior Extra Achiever in Culinary Arts-Cook

Award Receiving Graduates from Oxford (continued):

Adrianna Teresa Rocheleau

John and Abigail Adams Scholarship
President's Award for Academic Excellence
Massachusetts Vocational Association
Presidential Certificate of Merit
Society of Women Engineers Certificate of
Merit with High Honors
Deserving Senior in Robotics
Senior Extra Achiever in Drafting
Tech Prep Articulation Certificate
Southbridge Rotary Club Scholar
IPG Photonics Corporation Academic
Scholarship

Danny Andrew Roy

President's Award for Academic Achievement
Massachusetts Vocational Association
Presidential Certificate of Merit
Senior Achiever in Power Equipment
Technology

Emily Evonne St. Germain

President's Award for Academic Excellence
Deserving Senior in Skills U.S.A
Class of 1976 Scholarship

Keith Dylan Walczak

Tech Prep Articulation Certificate



**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

Worcester, SS.

To either of the Constables of the Town of Oxford

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in Primaries 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 FIRST DAY OF MARCH, 2016**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Presidential Primary for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE FOR THIS COMMONWEALTH
STATE COMMITTEE MAN WORCESTER & NORFOLK SENATORIAL DISTRICT
STATE COMMITTEE WOMAN WORCESTER & NORFOLK SENATORIAL
DISTRICT
WARD OR TOWN COMMITTEE TOWN OF OXFORD

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 26th day of January, 2016.

Dennis E. Lamarche)	
Michael Voas)	SELECTMEN
Jarred Mahota)	OF
Alan R. Berthiaume)	OXFORD
John G. Saad)	

WORCESTER, SS.

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

Richard M. Kneeland
Constable of Oxford

A true copy, ATTEST:

Date: Feb. 1, 2016

**PRESIDENTIAL PRIMARY
MARCH 1, 2016
OXFORD, MA**

The polls opened at 7:00 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, Barbara J. Grniet (U); Clerk, Patricia L. Ferdella (U); Voting List Check-In, Donna M. Fisher (U) and Nancy K. Elliott (U); Voting List Check-Out, Maryjane Racicot (D) and Rose M. Wing (U); Sgt William C. Marcelonis, Jr./Officer James R. McDonald

Precinct Two: Warden, Sheila Latino (U); 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); Deputy Clerk, Claudette M. Flores (U); Voting List Check-In, Dianne T. Clark-Cahill (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, Linda I. Vigeant (U); Deputy Clerk, Stacey M. Hamel (R); Voting List Check-In, Martha A. Cady (D) and Joann L. Maywalt (R); Voting List Check-Out, Carole A. Fegreus (U) and Judy Hodgerney (U); Constable, Albert M. Adams.

	PRECINCT ONE	PRECINCT TWO	PRECINCT THREE	PRECINCT FOUR	TOTAL
TOTAL VOTES	935	798	878	832	3443
DEMOCRAT					
<i>PRESIDENTIAL PREF</i>					
BLANKS	5	1	0	2	8
BERNIE SANDERS	249	216	250	243	958
MARTIN O'MALLEY	5	1	3	6	15
HILLARY CLINTON	214	169	190	153	726
ROQUE "ROCKY" DELAFUENTE	1	2	0	0	3
NO PREFERENCE	4	2	6	8	20
WRITE-INS	15	1	5	6	27
TOTAL	493	392	454	418	1757
<i>STATE COMM MAN</i>					
BLANKS	133	92	113	97	435
FRANCIS J. LARKIN	273	217	252	240	982
KEVIN J. TAGLIAFERRI	84	81	88	77	330

WRITE-INS	3	2	1	4	10
TOTAL	493	392	454	418	1757
STATE COMM WOMAN					
BLANKS	152	93	122	101	468
LISA A. MOSCZYNSKI	340	297	329	314	1280
WRITE-INS	1	2	3	3	9
TOTAL	493	392	454	418	1757
DEM TOWN COMM (35)					
BLANKS	15519	12107	14101	13040	54767
RICHARD F. HANAUER	186	183	200	173	742
MARY L. WELLS	207	211	234	199	851
JOHN J. BOWES	207	199	220	199	825
RALPH NALBANDIAN	192	185	198	174	749
KEVIN M. EARLY	241	198	222	194	855
JOHN G. SAAD	262	230	259	235	986
JEANNE H. SAAD	219	210	234	214	877
JOHN H. FLATTERY	214	196	216	190	816
WRITE-INS	8	1	6	12	27
TOTAL	17255	13720	15890	14630	61495
REPUBLICAN					
PRESIDENTIAL PREF					
BLANKS	0	1	0	0	1
JIM GILMORE	0	0	0	0	0
DONALD J. TRUMP	243	241	225	224	933
TED CRUZ	65	52	52	53	222
GEORGE PATAKI	0	0	2	0	2
BEN CARSON	20	12	15	10	57
MIKE HUCKABEE	1	0	0	1	2
RAND PAUL	1	1	2	0	4
CARLY FIORINA	1	0	0	0	1
RICK SANTORUM	0	0	0	0	0
CHRIS CHRISTIE	2	0	0	0	2
MARCO RUBIO	57	47	67	75	246
JEB BUSH	3	2	10	3	18
JOHN R. KASICH	43	45	45	42	175
NO PREFERENCE	1	3	1	2	7
WRITE-INS	1	1	0	1	3
TOTAL	438	405	419	411	1673
STATE COMM MAN					
BLANKS	77	79	71	71	298
MICHAEL RICHARD POTASKI	177	161	171	175	684
RYAN STEFFIN CHAMBERLAND	184	164	176	163	687

WRITE-INS	0	1	1	2	4
TOTAL	438	405	419	411	1673
STATE COMM WOMAN					
BLANKS	67	72	64	69	272
KIMBERLY B. ROY	286	241	271	264	1062
JENNIFER MODICA	85	92	84	76	337
WRITE-INS	0	0	0	2	2
TOTAL	438	405	419	411	1673
REP TOWN COMM (35)					
BLANKS	15322	14162	14649	14376	58509
WRITE-INS	8	13	16	9	46
TOTAL	15330	14175	14665	14385	58555
GREEN RAINBOW					
PRESIDENTIAL PREF					
BLANKS	0	0	0	0	0
SEDINAM KINAMO CHRISTIN MOROWASIFZA CURRY	0	0	0	0	0
JILL STEIN	0	0	0	0	0
WILLIAM P. KREML	0	0	0	0	0
KENT MESPLAY	0	0	1	0	1
DARRYL CHERNEY	0	0	0	0	0
NO PREFERENCE	1	0	0	0	1
WRITE-INS	1	0	0	0	1
TOTAL	2	0	1	0	3
STATE COMM MAN					
BLANKS	2	0	1	0	3
WRITE-INS	0	0	0	0	0
TOTAL	2	0	1	0	3
STATE COMM WOMAN					
BLANKS	2	0	1	0	3
WRITE-INS	0	0	0	0	0
TOTAL	2	0	1	0	3

<i>GR TOWN COMM (10)</i>					
BLANKS	20	0	10	0	30
WRITE-INS	0	0	0	0	0
TOTAL	20	0	10	0	30
UNITED INDEP PARTY					
<i>PRESIDENTIAL PREF</i>					
BLANKS	1	0	0	0	1
NO PREFERENCE	0	0	0	2	2
WRITE-INS	1	1	4	1	7
TOTAL	2	1	4	3	10
<i>STATE COMM MAN</i>					
BLANKS	1	1	3	2	7
WRITE-INS	1	0	1	1	3
TOTAL	2	1	4	3	10
<i>STATE COMM WOMAN</i>					
BLANKS	1	1	2	2	6
WRITE-INS	1	0	2	1	4
TOTAL	2	1	4	3	10
<i>UIP TOWN COMM (10)</i>					
BLANKS	19	10	40	29	98
WRITE-INS	1	0	0	1	2
TOTAL	20	10	40	30	100

3443 voters out of 8,698 registered = 40% turnout.

CMC/CMMC
Town Clerk - - Oxford, Massachusetts

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 Fourth day of May 2016** 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 2017, or act thereon.
Sponsored by the Town Manager

ARTICLE 3. To see if the Town will vote pursuant to G.L. c. 40, §5B to create a special purpose stabilization fund to be known as the Special Education Stabilization Fund to be used for costs related to the provision of special education services; and further to raise by taxation or transfer from available funds and appropriate a sum of money into the Special Education Stabilization Fund; or act thereon.
Sponsored by the Town Manager

ARTICLE 4. To see if the Town will vote to raise by taxation or transfer a sum of money from available funds and appropriate said amount to the Stabilization Fund, for Fiscal Year 2017, 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 Retirement Trust Fund, for Fiscal Year 2017, 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 Municipal Building Insurance Trust Fund, for Fiscal Year **2017**, or act thereon.
Sponsored by the Town Manager

ARTICLE 7. To see if the Town will vote to transfer a sum of money from available funds and appropriate said amount to the Energy Contingency Fund, for Fiscal Year 2017, or act thereon.
Sponsored by the Town Manager

ARTICLE 8. To see if the Town will vote to raise by taxation or transfer a sum of money from available funds and appropriate said amount to the Other Post Employment Benefits (OPEB) Liability Trust Fund, for Fiscal Year 2017, or act thereon.
Sponsored by the Town Manager

ARTICLE 9. To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money for Roadway Repair and Restoration, or act thereon.
Sponsored by the Town Manager and DPW Director

ARTICLE 10. To see if the Town will vote to appropriate a sum of money to pay costs of making repairs to the Memorial Hall Tower, 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 11. 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 2016 Operational Budget; any vote under this article to take effect forthwith upon its adoption, or act thereon.
Sponsored by the Town Manager

ARTICLE 12. To see if the Town will vote to raise by taxation or transfer from available funds or borrow and authorize the Town Treasurer, with the approval of the Board of Selectmen, to issue a note or notes and/or bond or bonds and appropriate a sum of money for the Capital Outlay Program for Fiscal Year 2017, or act thereon.
Sponsored by the Town Manager

ARTICLE 13. To see if the Town will vote to transfer from the Stabilization Fund Reserved for the High School Debt and appropriate a sum of money to the Fiscal Year 2017 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, 2016 (Fiscal Year 2017), 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 (Fiscal Year 2017 Chapter 90 Apportionment), or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 19. To see if the Town will vote to authorize pursuant to the provisions of M.G.L. Chapter 44, section 53E ½ the following revolving funds, or take any other action relative thereto.

Sponsored by the Town Manager

Town Clerk: to receive cat licensing fees, authorizing the Town Clerk to expend up to Fifteen Thousand Dollars (\$15,000.00) without further appropriation from such to pay for various expenses in relation to the licensing and care of cats;

Wiring Inspector: to receive Inspection fees and fines, authorizing the Wiring Inspector to expend up to Seventy-Five Thousand Dollars (\$75,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Plumbing Inspector: to receive Inspection fees and fines, authorizing the Plumbing Inspector to expend up to Sixty Thousand Dollars (\$60,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Gas Inspector: to receive Inspection fees and fines, authorizing the Gas Inspector to expend up to Twenty Thousand Dollars (\$20,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Board of Health: to receive Inspection fees and fines, authorizing the Board to expend up to Sixty Thousand Dollars (\$60,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Building Inspector Fees: to receive Inspection fees and fines, authorizing the Building Inspector to expend up to One Hundred Thousand Dollars (\$100,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Sealer of Weights and Measures: to receive Inspection fees and fines, authorizing the Sealer of Weights and Measures to expend up to Ten Thousand Dollars (\$10,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

ARTICLE 20. To see if the Town will vote to transfer a sum of money from available funds and appropriate said amount to the Compensated Absences Fund, for Fiscal Year 2017, or act thereon.

Sponsored by the Town Manager

ARTICLE 21. To see if the Town will vote to amend the General bylaws to insert a new chapter creating a Community Preservation Committee as set forth below; provided, however that by its terms such bylaw shall take effect only if the Town approves the adoption of the Community Preservation Act at the 2016 Annual Town Election, or act thereon.

COMMUNITY PRESERVATION COMMITTEE BYLAW

Section 1: Composition, Term

A. Composition

There is hereby established in accordance with the provisions of G.L. c.44B a Community Preservation Committee consisting of seven members. The composition of the Committee and the appointing authority for the members thereof shall be as follows:

- One member of the Planning Board as designated by the Board;
- One member of the Conservation Commission as designated by the Commission;
- One member of the Historical Commission as designated by the Commission;
- One member of the Recreation Commission as designated by the Commission;
- One member of the Housing Authority as designated by the Housing Authority; and
- Two members-at large appointed by the Town Manager. (who are not town employees or currently holding appointed or elected positions).
- Two members-at large appointed by the Town Moderator. (who are not town employees or currently holding appointed or elected positions).

B. Term

A member of the Community Preservation Committee designated by a multiple-member body may be appointed for a term of one, two or three years, as may be authorized, or until they sooner vacate their seat on said multiple-member body.

The two at-large members shall be appointed for staggered three year terms, with the first appointments being for two and three years, respectively. A vacancy in the position of at-large member shall be filled for the remainder of the unexpired term.

Any member of the Committee may be removed by their appointing authority prior to the expiration of their appointed term after notice and an opportunity for a hearing.

Should any of the multiple-member bodies that have appointing authority under this Bylaw be no longer in existence or functioning for whatever reason, the appointing authority for that commission or board shall become the responsibility of the Town Manager. Appointments made by the Town Manager of such individuals shall be for three years, provided, however, that the Town Manager may make initial appointments of one, two or three years to provide for staggered terms.

Section 2: Duties

A. Annual Needs Study. The Community Preservation Committee shall study the needs, possibilities and resources of the Town regarding community preservation, including the consideration of regional projects for community preservation. The Committee shall consult with existing municipal boards, including the Conservation Commission, the Historical Commission, the Planning Board, the Recreation Commission, Open Space Committee, and the Housing Authority, or persons acting in those capacities or performing like duties, in conducting such studies. As part of its study, the Committee shall hold one or more public informational hearings on the needs, possibilities and resources of the Town regarding community preservation possibilities and resources, notice of which shall be posted publicly and published for each of two weeks preceding a hearing in a newspaper of general circulation in the town.

- B. Recommendations to Town Meeting. The Community Preservation Committee shall make recommendations to Town Meeting for the acquisition, creation and preservation of open space; for the acquisition, preservation, rehabilitation and restoration of historic resources; for the acquisition, creation, preservation, rehabilitation and restoration of land for recreational use; for the acquisition, creation, preservation and support of community housing; and for the rehabilitation or restoration of open space and community housing that is acquired or created as provided in this section; provided, however, that funds expended pursuant to this chapter shall not be used for maintenance. With respect to community housing, the Community Preservation Committee shall recommend, whenever possible, the reuse of existing buildings or construction of new buildings on previously developed sites. With respect to recreational use, the acquisition of artificial turf for athletic fields shall be prohibited; provided, however, that any project approved by a municipality for the acquisition of artificial turf for athletic fields prior to July 1, 2012 shall be a permitted use of community preservation funding. Recommendations to the Town Meeting shall include the anticipated costs and sources of funding for particular projects other than CPA monies if needed to complete the project.
- C. Setting Aside of Funds for Community Preservation Act Purposes. The Community Preservation Committee may include in its recommendation to the Town Meeting a recommendation to set aside for later spending funds for specific purposes that are consistent with community preservation but for which sufficient revenues are not then available in the Community Preservation Fund to accomplish that specific purpose or recommended action to set aside for later spending funds for general purposes that are consistent with community preservation.

Section 3: Regulations

The Community Preservation Committee shall be authorized to promulgate regulations to implement and facilitate this bylaw, including, for example, establishment of forms, deadlines, and supporting document for submission of project funding applications. Such regulations shall take effect two weeks after the date of their adoption and shall be posted on the Town's website and made available in the office of the Town Clerk.

Section 4: Annual Revenues

In every fiscal year, the Community Preservation Committee shall recommend that Town Meeting either spend, or set aside for later spending: not less than 10 % of the annual revenues in the Community Preservation Fund for open space (including land for recreational use); not less than 10% of the annual revenues in the Community Preservation Fund for historic resources; and not less than 10 % of the annual revenues in the Community Preservation Fund for community housing. The Community Preservation Committee may also, but need not, recommend that Town Meeting appropriate not more than 5% of the annual revenues in the Community Preservation Fund for administrative expenses of the Committee.

Section 5: Severability

In case any section, paragraph or part of this Bylaw should be for any reason declared invalid or unconstitutional by any court of last resort, every other section, paragraph or part shall continue in full force and effect.

Section 6: Effective Date

This bylaw shall take effect upon acceptance of the Community Preservation Act by the voters at the 2016 Annual Town Election and approval by the Attorney General of the Commonwealth, and after all requirements of G.L. c.40, §32 have been met. The Town Clerk shall notify the appointing authorities set forth herein forthwith following the effective date of this bylaw and such appointing authorities shall make appointments to the Committee within 30 days thereafter. This is contingent upon passage of the Community Preservation Act at the ballot.

Sponsored by the Town Manager

ARTICLE 22. To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 71, §37M allowing for the consolidation of administrative functions, including but not limited to financial, personnel, management information systems and maintenance functions of the School Department with those of the Town; and further allow for the consolidation of facilities maintenance functions as well as the positions of Finance Director/Business Manager and Human Resource Manager between the School Department and the Town, provided, however, that such consolidation may occur only upon approval by a majority vote of the School Committee, and subject to an agreement between School Committee and the Board of Selectmen addressing these consolidated functions and positions; or act thereon.

Sponsored by the Town Manager

ARTICLE 23. To see if the Town will vote to accept as a public way the roadway known as Carbuncle Drive which is located on property owned by the Town of Oxford off Main Street as shown on a plan entitled "Street Acceptance Plan" prepared by LaPrad Land Surveying for the Inhabitants of the Town of Oxford and dated April 4, 2016, as previously laid out as a public way by the Board of Selectmen; and further to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise the fee to and/or easements in said roadway, together with all related drainage, utility and other easements; a plan and description of which is on file in the Office of the Town Clerk; or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 24. To see if the Town will vote to accept as public ways the roadways known as Sullivan Boulevard as extending from Station 22+37.74, Misty Meadow Lane as extending from station 26+87.65, and Henry Marsh Road as shown on a plan entitled "Street Acceptance Plan" prepared by LaPrad Land Surveying for the Inhabitants of the Town of Oxford and dated April 4, 2016, as previously laid out as public ways by the Board of Selectmen, and further to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise the fee to and/or easements in said roadways, together with all related drainage, utility, and other easements, a plan and description of which is on file in the Office of the Town Clerk; or act thereon.

Sponsored by the Town Manager and DPW Director

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 Seventeenth day of May 2016**, to cast their votes for the following Town offices and ballot questions:

Two Selectmen for three years
One School Committee Member for three years
One Library Trustee for three years
One Housing Authority Member to fill a vacancy for one year

BALLOT QUESTIONS

QUESTION 1

Shall the Town of Oxford accept sections 3 to 7, inclusive of chapter 44B of the General Laws, as proposed by its legislative body, a summary of which appears below?"

Sections 3 to 7 of Chapter 44B of the General Laws of Massachusetts, also known as the Community Preservation Act ("Act"), establishes a dedicated funding source for the: acquisition, creation and preservation of open space; acquisition, preservation, rehabilitation and restoration of historic resources; acquisition, creation, preservation, rehabilitation and restoration of land for recreational use; acquisition, creation, preservation and support of community housing; and rehabilitation or restoration of open space and community housing acquired or create as provided under said Act. In Oxford, the Act will be funded by a surcharge of 1.5% on the annual tax levy on real property and by matching funds provided by the state, to take effect beginning July 1, 2016. The following exemption(s) from such surcharge, permitted under Section 3(e) of said Act, will apply: (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 town; and (2) \$100,000 of the value of each taxable parcel of residential real property. The surcharge to be paid by a taxpayer receiving an exemption or an abatement of real property authorized by G.L. c.59 or any other law will be reduced in proportion to such exemption or abatement. A Community Preservation Committee must be created pursuant to by-law and will make recommendations on the use of the funds. Town Meeting must approve any such recommendation before the funds may be expended for any purpose.

YES _____ NO _____

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

And you are directed to serve this Warrant, by posting up attested copies thereof at the Post Office on the Plains, the Post Office in North Oxford, Memorial Hall, Huguenot Steamer No. 2 and the Post Office in Rochdale in said Town, seven days at least before the time of said meeting. HEREOF FAIL NOT, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of said meeting.

Given under our hands this 12th day of April, 2016.

Dennis E. Lamarche, Chairman)
Michael Voas, Vice-Chairman)
Jarred J. Mahota, Secretary)
Alan R. Berthiaume, Member)
John G. Saad, 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 14, 2016

ANNUAL TOWN MEETING MAY 4, 2016

The meeting was called to order by Town Moderator Russell C. Rheault at 7:01 in the afternoon in the Oxford High School. The Moderator announced that a quorum had been attained. There were One Hundred Forty-eight (148) voters and Twenty-seven (27) 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. The National Anthem was performed by the Oxford Middle School Chamber Choir conducted by Ms. Sarah Rutkiewicz. Veteran Father Alfred Zadig led the voters in the Pledge of Allegiance. A moment of silence was observed for the departed townspeople, with particular mention of retired Patrolman Franklin "Sonny" Saad.

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

Oxford Town Meeting May 4, 2016 School Operational Needs Override Committee

Please allow this report to serve as the Official Report to the Townspeople for the above meeting.

The School Operational Needs Override Committee has formed to provide a reporting mechanism to the townspeople of Oxford regarding the need for the Town of Oxford Schools, operational override.

This report would provide a recommendation to the people if the School Department needed an operational override to support their day to day operations.

This committee met a total of five times, each time with a quorum. The meetings took place beginning January of this year to May 3, 2016.

Guests to the committee including the Town Manager Mr. Brian Palaia (twice), Dr. Mark Garceau, School Superintendent (once) and Mr. Sam Bitar, School Committee Chairman (once).

The committee has determined that there is a need on behalf of the Oxford Public Schools for an operational override.

However, the committee was also tasked with determining if the schools would be able to adequately delegate the funds towards their costs and expenses, with a goal of improving the overall Status of the Schools from a Level 3 to a Level 1 or 2.

It was determined that at this time, the schools do not have adequate plans in place to do that. The committee believes that once the school committee and the school administration decide upon a set of goals with an eye towards a five year plan, they would be in a better position to allocate the financial resources of the town, towards overall improvement of the educational system.

Until a plan is put in place, we do not believe that the funds would be spent efficiently.

As a secondary note, it is important for the schools to recognize that the override not only needs to include the cost of additional day to day operational expenses, it also needs to factor in a formula to wean themselves off of the Unrestricted Government Aid Funds (UGGA); it needs to improve upon it's continuous update of their policies and procedures and properly address the Audit Report Results that occurred and was presented to both BOS and SC in February this year.

Sincerely,

Cheryll A LeBlanc, Paul Sepuka, William Spitz, Veronica Hamel and Melissa Nowak

A motion was moved and seconded, and it was

VOTED: To extend the Committee until June 1, 2007.

A Unanimous Vote.

Article 2. RESERVE FUND

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

VOTED: That the sum of One Hundred Twenty-Five Thousand Dollars (\$125,000.00) be transferred from Free Cash and appropriated for a Reserve Fund for Fiscal Year 2017.

A Unanimous Vote.

Article 3. SPECIAL EDUCATION STABILIZATION FUND

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

VOTED: That the Town create a special purpose stabilization fund under General Law Chapter 40, Section 5B for Special Education Costs and that the sum of Fifty Thousand Dollars (\$50,000.00) be raised by taxation and appropriated to the Special Education Stabilization Fund.

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

A Unanimous Vote.

Article 4. STABILIZATION FUND FY 17

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

VOTED: That the sum of Twenty-Five Thousand Dollars (\$25,000.00) be raised by taxation and the sum of One Hundred Seven Thousand Five Hundred Dollars (\$107,500.00) be transferred from Free Cash and that the total sum of One Hundred Thirty-Two Thousand Five Hundred Dollars (\$132,500.00) be appropriated to the Stabilization Fund.

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

Carried .

Article 5. RETIREMENT TRUST FUND FY17

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 Retirement Trust Fund.

A Unanimous Vote.

Article 6. MUNICIPAL BUILDING INSURANCE TRUST FUND FY17

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 Municipal Building Insurance Trust Fund.

Carried.

Article 7. ENERGY CONTINGENCY FUND FY17

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Thirty Thousand Dollars (\$30,000.00) be transferred from Free Cash and appropriated to the Energy Contingency Account.

A Unanimous Vote.

Article 8. OPEB LIABILITY TRUST FUND FY17

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Twenty-Five Thousand Dollars (\$25,000.00) be raised by taxation and the sum of Twenty-Seven Thousand Five Hundred Dollars (\$27,500.00) be transferred from Free Cash and that the total sum of Fifty-Two Thousand Five Hundred Dollars (\$52,500.00) be appropriated to the OPEB Liability Trust Fund.

A Unanimous Vote.

Article 9. ROADWAY REPAIR AND RESTORATION

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Two Hundred Sixty Thousand Dollars (\$260,000.00) be raised by taxation and the sum of One Hundred Thousand Dollars (\$100,000.00) be transferred from Free Cash, and the total sum of Three Hundred Sixty Thousand Dollars (\$360,000.00) be appropriated to the Roadway Repair and Restoration Account.

A Unanimous Vote.

Article 10. MEMORIAL HALL TOWER

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.

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

Article 11. FIRE/EMS FY16 OPERATIONAL BUDGET

A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That the sum of Sixty Thousand Dollars (\$60,000.00) be transferred from the Ambulance Receipts Reserved for Appropriation Account and appropriated to the Fire/EMS Fiscal Year 2016 Operational Budget, said action to take effect forthwith upon adoption.

Carried.

Article 12. CAPITAL OUTLAY FY17

(1) A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That Three Hundred Thirty-Three Thousand Sixty-One Dollars (\$333,061.00) be raised by taxation and appropriated for the following items, each item marked with an asterisk being considered a separate appropriation:

Town Government – Memorial Hall:

- | | |
|---------------------------------|---------------|
| 1. Replace primary GEMS Servers | \$ 30,061.00* |
|---------------------------------|---------------|

Fire Department:

- | | |
|---|---------------|
| 1. Fire House & Annex Gutter replacement | \$ 12,000.00* |
| 2. Carpet Replacement at Fire Headquarters | \$ 20,000.00* |
| 3. Replacement of Self Contained Breathing Apparatus (SCBA) | \$ 20,000.00* |

Police Department:

- | | |
|-----------------------|---------------|
| 1. Palm-Print Scanner | \$ 26,000.00* |
|-----------------------|---------------|

Department of Public Works:

- | | |
|---|---------------|
| 1. Replace (1) One Ton Dump with Accessories | \$ 97,000.00* |
| 2. Replace (1) Three Quarter Pick Up Truck with Accessories | \$ 48,000.00* |

School Department:

- | | |
|---|---------------|
| 1. Replacement of Septic System at Chaffee School | \$ 60,000.00* |
| 2. HVAC Control System at Clara Barton School | \$ 20,000.00* |
| | \$333,061.00 |

Carried.

(2) A motion was moved and seconded, recommended by the Finance Committee and
VOTED: That Two Hundred Thirty-Six Thousand Dollars (\$236,000.00) be transferred from Free Cash and appropriated for the following items, each item marked with an asterisk being considered a separate appropriation:

Town Government – Memorial Hall:

- | | |
|-----------------------------------|---------------|
| 1. Attendance Enterprise Software | \$ 32,000.00* |
|-----------------------------------|---------------|

School Department:

1. Middle School Textbooks	\$ 54,000.00*
2. ADA Improvements to Oxford Middle School	\$100,000.00*
3. Vehicle(s) Replacement	<u>\$ 50,000.00*</u>
	\$236,000.00

A Unanimous Vote.

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

VOTED: That One Hundred Thousand Dollars (\$100,000.00) be transferred from Sewer Enterprise Retained Earnings and appropriated for the following item:

Sewer Enterprise:

1. Station Wet Well Rehabilitation	<u>\$100,000.00</u>
	\$100,000.00

Carried.

Article 13. STABILIZATION FUND FOR HIGH SCHOOL DEBT TO FY 2017 DEBT SERVICE ACCOUNT

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

VOTED: That the sum of Two Hundred Sixty Thousand Dollars (\$260,000.00) be transferred from the Stabilization Fund Reserved for the High School Debt Fund and appropriated to the Fiscal Year 2017 Debt Service Account.

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

Carried.

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 2017:

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 2017:

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.

A Unanimous Vote.

Article 17. BUDGET FY 2017

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, 2016 - June 30, 2017) Budget, which was read and the following items were held: Land Management, EMS/Fire, Sealer of Weights, Animal Control, Department of Public Works, Council on Aging, Library, Retirement & Insurance, Sewer Enterprise, Community Center Enterprise, Water Enterprise

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, 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	1,800
Selectmen	79,674
Town Manager	204,827
Finance Committee	744
Finance Department	1,493,713
Legal Services	82,500
Personnel Board	3,200
Town Clerk	182,219
*Land Management	*
Memorial Hall	93,969
Facilities Maintenance	635,443
PUBLIC SAFETY	
Police	2,275,139
*EMS/Fire	*
EOC	28,371
*Sealer of Weights	*
*Animal Control	*
PUBLIC WORKS	
*DPW	*
Municipal Utilities	581,454
HUMAN SERVICES	
*Council on Aging	*
Veteran's Services	211,466
CULTURE AND RECREATION	
*Library	*
Historical Commission	600
Celebrations	8,200

DEBT SERVICE	
Debt Financing	1,166,411
EMPLOYEE BENEFITS	
*Retirement & Insurance	*
SEWER	
*Sewer Enterprise	*
COMMUNITY CENTER	
*Community Center Enterprise	*
WATER	
*Water Enterprise	*
EDUCATION	
School General	15,239,162
School Bus Transportation	1,210,544
School Community Services	25,000
Medicaid Billing	7,500
SWCRVSD (Bay Path)	1,336,360
SWCRVSD (Bay Path-Debt)	180,004

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 Thirty-Seven Thousand One Hundred Twenty Dollars (\$37,120.00) be raised by taxation; and, Fifty-Five Thousand Dollars (\$55,000.00) be transferred from the Board of Health Receipts Reserved for Appropriation Account; and, Eighty-Nine Thousand Dollars (\$89,000.00) be transferred from the Building Inspector Revolving Account; and, that the total amount of One Hundred Eighty-One Thousand One Hundred Twenty Dollars (\$181,120.00) be appropriated for the FY2017 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 Five Hundred Sixty-One Thousand Nine Hundred Nine Dollars (\$561,909.00) 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 One Hundred Sixty-One Thousand Nine Hundred Nine Dollars (\$1,161,909.00) be appropriated for the FY2017 EMS/FIRE Budget.

A Unanimous Vote.

SEALER OF WEIGHTS: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Four Thousand Two Hundred Dollars (\$4,200.00) be transferred from the Sealer of Weights Revolving Account and be appropriated for the FY2017 Sealer of Weights Budget.

A Unanimous Vote.

ANIMAL CONTROL: A motion was moved and seconded, recommended by the Finance Committee and **VOTED**: That the sum of Twenty-Seven Thousand Nine Hundred Dollars (\$27,900.00) be raised by taxation; and, Sixteen Thousand Dollars (\$16,000.00) 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-Seven Thousand Nine Hundred Dollars (\$47,900.00) be appropriated for the FY2017 Animal Control Budget.

Carried.

DEPARTMENT OF PUBLIC WORKS: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of One Million Eight Hundred Eight Thousand Two Hundred Twenty-Five Dollars (\$1,808,225.00) be raised by taxation; and, Fourteen Thousand Dollars (\$14,000.00) be transferred from the Conservation Receipts Reserved for Appropriation Account; and, Ten Thousand Dollars (\$10,000.00) be transferred from the Cemetery Perpetual Care Trust Fund; and, the total amount of One Million Eight Hundred Thirty-Two Thousand Two Hundred Twenty-Five Dollars (\$1,832,225.00) be appropriated for the FY2017 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 Sixty-Two Thousand Three Hundred Twenty-Four Dollars (\$62,324.00) 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-Nine Thousand Five Hundred Dollars (\$29,500.00) be transferred from the WRTA Reserved for Appropriation Account; and, the total amount of Ninety- Five Thousand Eight Hundred Twenty-Four Dollars (\$95,824.00) be appropriated for the FY2017 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 Twenty-Eight Thousand Eight Hundred Fifty-Eight Dollars (\$428,858.00) be raised by taxation; and, Twenty-One Thousand Dollars (\$21,000.00) be transferred from the Library State Aid Fund; and, the total amount of Four Hundred Forty-Nine Thousand Eight Hundred Fifty-Eight Dollars (\$449,858.00) be appropriated for the FY2017 Library Budget.

A Unanimous Vote.

RETIREMENT & INSURANCE: A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Seven Million Ninety-Six Thousand Five Hundred Forty-Seven Dollars (\$7,096,547.00) be raised by taxation; and, One Hundred Thousand Dollars (\$100,000.00) be transferred from the Retirement Trust Fund Account; and, Fifty Thousand Dollars (\$50,000.00) be transferred from the OPEB Liability Trust Fund; and, Fifteen Thousand Dollars (\$15,000.00) be transferred from the Municipal Building Insurance Trust Fund and, the total amount of Seven Million Two Hundred Sixty-One Thousand Five Hundred Forty-Seven Dollars (\$7,261,547.00) be appropriated for the FY2017 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-Five Thousand Three Hundred Ninety Dollars (\$355,390.00) be appropriated for the FY2017 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 Four Hundred Twenty-Two Thousand Three Hundred Thirty-Three Dollars (\$422,333.00) be appropriated for the FY2017 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 Eight Thousand Two Hundred Twenty-Eight Dollars (\$108,228.00) be appropriated for the FY2017 Water Enterprise Operational Budget, said appropriation to be offset by Water Enterprise receipts.

Carried.

BUDGET - FISCAL YEAR 2017
July 1, 2016 - June 30, 2017

	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
GENERAL GOVERNMENT			
Moderator	\$1,800		\$1,800
Selectmen	\$79,674		\$79,674
Town Manager	\$204,827		\$204,827
Finance Committee	\$744		\$744
Finance Department	\$1,493,713		\$1,493,713
Legal Services	\$82,500		\$82,500
Personnel Board	\$3,200		\$3,200
Town Clerk	\$182,219		\$182,219
Land Management	\$181,120	\$144,000	\$37,120
Memorial Hall	\$93,969		\$93,969
Facilities Maintenance	\$635,443		\$635,443
GENERAL GOVERNMENT	\$2,959,209		
LESS APPLIED INCOME		\$144,000	
TOTAL GENERAL GOVERNMENT			\$2,815,209
PUBLIC SAFETY			
Police	\$2,275,139		\$2,275,139
EMS/Fire	\$1,153,429	\$600,000	\$553,429
EOC	\$28,371		\$28,371
Sealer of Weights	\$4,200	\$4,200	0
Animal Control	\$47,900	\$20,000	\$27,900
PUBLIC SAFETY	\$3,509,039		
LESS APPLIED INCOME		\$624,200	
TOTAL PUBLIC SAFETY			\$2,884,839
PUBLIC WORKS			
DPW	\$1,832,225	\$24,000	\$1,808,225
Municipal Utilities	\$581,454		\$581,454
PUBLIC WORKS	\$2,413,679		
LESS APPLIED INCOME		\$24,000	
TOTAL PUBLIC WORKS			\$2,389,679

	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
HUMAN SERVICES			
Council on Aging	\$95,824	\$33,500	\$62,324
Veteran's Services	\$211,466		\$211,466
HUMAN SERVICES	\$307,290		
LESS APPLIED INCOME		\$33,500	
TOTAL HUMAN SERVICES			\$273,790
CULTURE AND RECREATION			
Library	\$449,858	\$21,000	\$428,858
Historical Commission	\$600		\$600
Celebrations	\$8,200		\$8,200
CULTURE AND RECREATION	\$458,658		
LESS APPLIED INCOME		\$21,000	
TOTAL CULTURE & RECREATION			\$437,658
DEBT SERVICE			
Debt Financing	\$1,166,411		\$1,166,411
TOTAL DEBT SERVICE	\$1,166,411		\$1,166,411
EMPLOYEE BENEFITS			
Retirement & Insurance	\$7,261,547	\$165,000	7,096,547\$
EMPLOYEE BENEFITS	\$7,261,547		
LESS APPLIED INCOME		\$165,000	
TOTAL EMPLOYEE BENEFITS			\$7,096,547
SEWER			
Sewer Enterprise	\$355,390	\$355,390	0
SEWER ENTERPRISE	\$355,390		
LESS APPLIED INCOME		\$355,390	
TOTAL SEWER ENTERPRISE			0
COMMUNITY CENTER			
Community Center Enterprise	\$422,333	\$422,333	0
COMMUNITY CENTER ENTERPRISE	\$422,333		
LESS APPLIED INCOME		\$422,333	
TOTAL COMMUNITY CENTER ENTERPRISE			0
WATER			
Water Enterprise	\$108,228	\$108,228	0
WATER ENTERPRISE	\$108,228		

	APPROPRIATION	TRANSFERRED FROM AVAILABLE FUNDS OR OFFSET RECEIPTS	RAISED BY TAXATION
LESS APPLIED INCOME		\$108,228	
TOTAL WATER ENTERPRISE			0
EDUCATION			
School General	\$15,239,162		\$15,239,162
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)	\$1,336,360		\$1,336,360
SWCRVSD (Bay Path-Debt)	\$180,004		\$180,004
TOTAL EDUCATION	\$17,998,570		\$17,998,570
GRAND TOTAL	\$36,960,354		
LESS APPLIED INCOME		\$1,897,651	
NET RAISED BY TAXATION			\$35,062,703

Article 18. STATE HIGHWAY AID FY 2017 CHAPTER 90 APPORTIONMENT

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** That the sum of Five Hundred Ten Thousand Seven Hundred Eighty-Seven Dollars (\$510,787.00) be appropriated from the Commonwealth of Massachusetts, State Highway Aid (Fiscal Year 2017 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 19. REVOLVING FUNDS – MGL CHAPTER 44, § 53E ½

A motion was moved and seconded, recommended by the Finance Committee and **VOTED:** To authorize pursuant to the provisions of M.G.L. Chapter 44, section 53E ½ the following revolving funds.

Town Clerk: to receive cat licensing fees, authorizing the Town Clerk to expend up to Fifteen Thousand Dollars (\$15,000.00) without further appropriation from such to pay for various expenses in relation to the licensing and care of cats;

Wiring Inspector: to receive Inspection fees and fines, authorizing the Wiring Inspector to expend up to Seventy-Five Thousand Dollars (\$75,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Plumbing Inspector: to receive Inspection fees and fines, authorizing the Plumbing Inspector to expend up to Sixty Thousand Dollars (\$60,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Gas Inspector: to receive Inspection fees and fines, authorizing the Gas Inspector to expend up to Twenty Thousand Dollars (\$20,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Board of Health: to receive Inspection fees and fines, authorizing the Board to expend up to Sixty Thousand Dollars (\$60,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Building Inspector Fees: to receive Inspection fees and fines, authorizing the Building Inspector to expend up to One Hundred Thousand Dollars (\$100,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.

Sealer of Weights and Measures: to receive Inspection fees and fines, authorizing the Sealer of Weights and Measures to expend up to Ten Thousand Dollars (\$10,000.00) without further appropriation from such fund for the purpose of paying costs associated with said inspections.
A Unanimous Vote.

Article 20. COMPENSATED ABSENCES FUND

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 Compensated Absences Fund.

Carried.

Article 21. GENERAL BY-LAWS – COMMUNITY PRESERVATION COMMITTEE

A motion was moved and seconded to waive the reading of the proposed By-law which is written in the warrant and that Article 21 be adopted as printed in the Warrant.

Recommended by the Finance Committee and the 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 amend the General By-Laws to insert a new Chapter creating a Community Preservation Committee as set forth in Article 21 of the Warrant for the May 4, 2016 Annual Town Meeting; provided however that by its terms, such by-law shall take effect only if the Town approves the adoption of the Community Preservation Act at the 2016 Annual Town Election, or act thereon, as described in Article 21 on the Warrant for the May 4, 2016 Annual Town Meeting, and voted to recommended favorable action on said Article.

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

An amendment was made and seconded: That Paragraph 1 of Subsection B of Section 1 is replaced with the following: “A member of the Community Preservation Committee designated by a multiple-member body may be appointed for a term of three years, or until they sooner vacate their seat on said multiple-member body.”

Town Counsel Mark Reich explained why the proposed by-law was written as presented with staggered terms for the appointed members.

A brief discussion ensued. The Moderator called for a vote on the amendment. The amendment was defeated. The Moderator called for a vote on the main motion.

VOTED: To amend the General bylaws by inserting a new chapter creating a Community Preservation Committee as set forth below; provided, however that by its terms such bylaw shall take effect only if the Town approves the adoption of the Community Preservation Act at the 2016 Annual Town Election.

COMMUNITY PRESERVATION COMMITTEE BYLAW

Section 1: Composition, Term

A. Composition

There is hereby established in accordance with the provisions of G.L. c.44B a Community Preservation Committee consisting of seven members. The composition of the Committee and the appointing authority for the members thereof shall be as follows:

- One member of the Planning Board as designated by the Board;
- One member of the Conservation Commission as designated by the Commission;
- One member of the Historical Commission as designated by the Commission;
- One member of the Recreation Commission as designated by the Commission;
- One member of the Housing Authority as designated by the Housing Authority; and
- Two members-at large appointed by the Town Manager. (who are not town employees or currently holding appointed or elected positions).
- Two members-at large appointed by the Town Moderator. (who are not town employees or currently holding appointed or elected positions).

B. Term

A member of the Community Preservation Committee designated by a multiple-member body may be appointed for a term of one, two or three years, as may be authorized, or until they sooner vacate their seat on said multiple-member body.

The two at-large members shall be appointed for staggered three year terms, with the first appointments being for two and three years, respectively. A vacancy in the position of at-large member shall be filled for the remainder of the unexpired term.

Any member of the Committee may be removed by their appointing authority prior to the expiration of their appointed term after notice and an opportunity for a hearing.

Should any of the multiple-member bodies that have appointing authority under this Bylaw be no longer in existence or functioning for whatever reason, the appointing authority for that commission or board shall become the responsibility of the Town Manager. Appointments made by the Town Manager of such individuals shall be for three years, provided, however, that the Town Manager may make initial appointments of one, two or three years to provide for staggered terms.

Section 2: Duties

A. Annual Needs Study. The Community Preservation Committee shall study the needs, possibilities and resources of the Town regarding community preservation, including the consideration of regional projects for community preservation. The Committee shall consult with existing municipal boards, including the Conservation Commission, the Historical Commission, the Planning Board, the Recreation Commission, Open Space Committee, and the Housing Authority, or persons acting in those capacities or performing like duties, in conducting such studies. As part of its study, the Committee shall hold one or more public informational hearings on the needs, possibilities and resources of the Town regarding community preservation possibilities and resources, notice of which shall be posted publicly and published for each of two weeks preceding a hearing in a newspaper of general circulation in the town.

B. Recommendations to Town Meeting. The Community Preservation Committee shall make recommendations to Town Meeting for the acquisition, creation and preservation of open space; for the acquisition, preservation, rehabilitation and restoration of historic resources; for the acquisition, creation, preservation, rehabilitation and restoration of land for recreational use; for the acquisition, creation, preservation and support of community housing; and for the rehabilitation or restoration of open space and community housing that is acquired or created as provided in this section; provided, however, that funds expended pursuant to this chapter shall not be used for maintenance. With respect to community housing, the Community Preservation Committee shall recommend, whenever possible, the reuse of existing buildings or construction of new buildings on previously developed sites. With respect to recreational use, the acquisition of artificial turf for athletic fields shall be prohibited; provided, however, that any project approved by a municipality for the acquisition of artificial turf for athletic fields prior to July 1, 2012 shall be a permitted use of community preservation funding. Recommendations to the Town Meeting shall include the anticipated costs and sources of funding for particular projects other than CPA monies if needed to complete the project.

C. Setting Aside of Funds for Community Preservation Act Purposes. The Community Preservation Committee may include in its recommendation to the Town Meeting a recommendation to set aside for later spending funds for specific purposes that are consistent with community preservation but for which sufficient revenues are not then available in the Community Preservation Fund to accomplish that specific purpose or recommended action to set aside for later spending funds for general purposes that are consistent with community preservation.

Section 3: Regulations

The Community Preservation Committee shall be authorized to promulgate regulations to implement and facilitate this bylaw, including, for example, establishment of forms, deadlines, and supporting document for submission of project funding applications. Such regulations shall take effect two weeks after the date of their adoption and shall be posted on the Town's website and made available in the office of the Town Clerk.

Section 4: Annual Revenues

In every fiscal year, the Community Preservation Committee shall recommend that Town Meeting either spend, or set aside for later spending: not less than 10 % of the annual revenues in the Community Preservation Fund for open space (including land for recreational use); not less than 10% of the annual revenues in the Community Preservation Fund for historic resources; and not less than 10 % of the annual revenues in the Community Preservation Fund for community housing. The Community Preservation Committee may also, but need not, recommend that Town Meeting appropriate not more than 5% of the annual revenues in the Community Preservation Fund for administrative expenses of the Committee.

Section 5: Severability

In case any section, paragraph or part of this Bylaw should be for any reason declared invalid or unconstitutional by any court of last resort, every other section, paragraph or part shall continue in full force and effect.

Section 6: Effective Date

This bylaw shall take effect upon acceptance of the Community Preservation Act by the voters at the 2016 Annual Town Election and approval by the Attorney General of the Commonwealth, and after all requirements of G.L. c.40, §32 have been met. The Town Clerk shall notify the appointing authorities set forth herein forthwith following the effective date of this bylaw and such appointing authorities shall make appointments to the Committee within 30 days thereafter. This is contingent upon passage of the Community Preservation Act at the ballot.

A Unanimous Vote.

Article 22. MGL CHAPTER 71, § 37M – CONSOLIDATION OF ADMINISTRATIVE FUNCTIONS

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

VOTED: To accept the provisions of Massachusetts General Laws, Chapter 71, §37M allowing for the consolidation of administrative functions, including but not limited to financial, personnel, management information systems and maintenance functions of the School Department with those of the Town; and further allow for the consolidation of facilities maintenance functions as well as the positions of Finance Director/Business Manager and Human Resource Manager between the School Department and the Town, provided, however, that such consolidation may occur only upon approval by a majority vote of the School Committee, and subject to an agreement between School Committee and the Board of Selectmen addressing these consolidated functions and positions.

Carried.

Article 23. STREET ACCEPTANCE – PUBLIC WAY - CARBUNCLE DRIVE

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

Recommended by the Finance Committee and the 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 as a public way the roadway known as Carbuncle Drive which is located on property owned by the Town of Oxford off Main Street as shown on a plan entitled “Street Acceptance Plan” prepared by LaPrad Land Surveying for the Inhabitants of the Town of Oxford and dated April 4, 2016, as previously laid out as a public way by the Board of Selectmen; and further to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise the fee to and/or easements in said roadway, together with all related drainage, utility and other easements; a plan and description of which is on file in the Office of the Town Clerk; or act thereon, as described in Article 23 on the Warrant for the May 4, 2016 Annual Town Meeting, and voted to recommend favorable action on said Article.

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

VOTED: To accept as a public way the roadway known as Carbuncle Drive which is located on property owned by the Town of Oxford off Main Street as shown on a plan entitled "Street Acceptance Plan" prepared by LaPrad Land Surveying for the Inhabitants of the Town of Oxford and dated April 4, 2016, as previously laid out as a public way by the Board of Selectmen; and further to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise the fee to and/or easements in said roadway, together with all related drainage, utility and other easements; a plan and description of which is on file in the Office of the Town Clerk.

DESCRIPTION OF EASEMENT FOR CARBUNCLE DRIVE, OXFORD MASSACHUSETTS TO
THE TOWN OF OXFORD, MASSACHUSETTS

Carbuncle Drive

Description of land in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford on the westerly side of Main Street (Rte. 12) owned by The Inhabitants of the Town of Oxford and shown as Carbuncle Drive on a plan by LaPrad Land Surveying, entitled "Street Acceptance Plan Carbuncle Drive, Oxford, MA", dated April 4, 2016 bounded and described as follows:

Beginning at a point on the westerly sideline of Main Street (Rte. 12)
at the most northeasterly corner of Carbuncle Drive herein described,

Said point also being located S 71°04'59" W and 25.00 feet distant from Baseline Station 161+86.94 of the 1921 Massachusetts Highway Layout for Main Street (Route 12), as shown on the above referenced plan;

Thence S 18°55'01" E along the westerly sideline of Main Street, through Baseline Station 0+08.62 Carbuncle Drive a distance of 86.00' feet to a point at the most southeasterly corner of Carbuncle Drive;

Thence along the southerly sideline of Carbuncle Drive the following three (3) courses:

S 79°23'39" W a distance of 813.79' feet to a point;

S 71°06'17" W a distance of 334.20' feet to a concrete bound;

And S 65°21'47" W a distance of 102.82' feet to a concrete bound at the most southwesterly corner of Carbuncle Drive herein described;

Thence N 01°06'45" W along the most westerly sideline, through Baseline Station 12+47.60 Carbuncle Drive a distance of 88.65' feet to a concrete bound at the most northwesterly corner of Carbuncle Drive;

Thence the following five (5) courses being along the northerly sideline of Carbuncle Drive:

N 88°53'15" E a distance of 79.00' feet to a concrete bound;

N 71°06'17" E a distance of 330.88' feet to a concrete bound;

N 79°23'39" E a distance of 663.48' feet to a concrete bound;

Continuing in a northeasterly direction by a curve to the left having a radius of 225.00' feet an arc distance of 69.33' feet to a concrete bound;

And N 61°44'25" E a distance of 84.09' feet TO THE POINT OF BEGINNING.

The above described Carbuncle Drive contains 64,848 square feet / 1.4887 acres, more or less and is subject to easements of record.

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

Carried.

**Article 24. STREET ACCEPTANCE – PUBLIC WAY – SULLIVAN BOULEVARD,
MISTY MEADOW LANE & HENRY MARSH ROAD**

A motion was moved and seconded that Article 24 e adopted as printed in the Warrant.

Recommended by the Finance Committee and the 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 as public ways the roadways known as Sullivan Boulevard as extending from Station 22+37.74, Misty Meadow Lane as extending from station 26+87.65, and Henry Marsh Road as shown on a plan entitled "Street Acceptance Plan" prepared by LaPrad Land Surveying for the Inhabitants of the Town of Oxford and dated April 4, 2016, as previously laid out as public ways by the Board of Selectmen, and further to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise the fee to and/or easements in said roadways, together with all related drainage, utility, and other easements, a plan and description of which is on file in the Office of the Town Clerk, or act thereon, as described in Article 24 on the Warrant for the May 4, 2016 Annual Town Meeting, and voted to recommend favorable action on said Article.

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

VOTED: To accept as public ways the roadways known as Sullivan Boulevard as extending from Station 22+37.74, Misty Meadow Lane as extending from station 26+87.65, and Henry Marsh Road as shown on a plan entitled "Street Acceptance Plan" prepared by LaPrad Land Surveying for the Inhabitants of the Town of Oxford and dated April 4, 2016, as previously laid out as public ways by the Board of Selectmen, and further to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise the fee to and/or easements in said roadways, together with all related drainage, utility, and other easements, a plan and description of which is on file in the Office of the Town Clerk.

**DESCRIPTION OF EASEMENT FOR SULLIVAN BOULEVARD, OXFORD
MASSACHUSETTS TO THE TOWN OF OXFORD, MASSACHUSETTS**

Sullivan Boulevard

Description of land in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford and shown as Sullivan Boulevard on a plan by LaPrad Land Surveying, entitled " Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA and dated April 4, 2016 bounded and described as follows:

Beginning at a point on the northwesterly sideline of Sullivan Boulevard N 02°07'46" E and 34.48 feet distant from previously accepted Baseline Station 22+37.74 for Sullivan Boulevard, as shown on the above referenced plan;

Thence S 02°07'46" W crossing Sullivan Boulevard through said Baseline Station a distance of 68.96' feet to a point on the southeasterly sideline of Sullivan Boulevard;

Thence the following five (5) courses being along the southeasterly and southerly sideline of Sullivan Boulevard:

S 48°36'07" W a distance of 444.13' feet to a concrete bound;

In a southwesterly direction by a curve to the right having a radius of 455.34' feet an arc distance of 333.78' feet to a concrete bound at the most northeasterly corner of Henry Marsh Road;

N 89°23'53" W along the northerly sideline of Henry Marsh Road a distance of 90.00' feet to a concrete bound at the most northwesterly corner of Henry Marsh Road;

N 89°23'53" W a distance of 460.00' feet to a concrete bound;

And in a southwesterly direction thence by a curve to the left having a radius of 20.00' feet an arc distance of 31.42' feet to a concrete bound at the easterly sideline of Misty Meadow Lane,

Thence N 00°36'07" E along the easterly sideline of Misty Meadow Lane a distance of 90.00' feet to a point at the most northeasterly corner of Sullivan Boulevard;

Thence the following four (4) courses being along the northerly and northwesterly sideline of Sullivan Boulevard:

In a southeasterly direction by a curve to the left having a radius of 20.00' feet an arc distance of 31.42' feet to a concrete bound;

S 89°23'53" E a distance of 550.00' feet to a pk nail;

In a northeasterly direction by a curve to the left having a radius of 405.34' feet an arc distance of 297.13' feet to concrete bound;

And N 48°36'07" E a distance of 491.62' feet TO THE POINT OF BEGINNING.

The above described Sullivan Boulevard contains 67,838 square feet / 1.5573 acres, more or less and may be subject to easements of record.

Drainage Easement 4

Description of Drainage Easement in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford, located on the southeasterly side of Sullivan Boulevard and shown as Drainage Easement 4 on a plan by LaPrad Land Surveying, entitled "Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA", dated April 4, 2016 bounded and described as follows:

Beginning at a concrete bound on the southeasterly sideline of Sullivan Boulevard at the most northeasterly corner of the easement herein described, said bound also being S 41°23'53" E and 25.00 feet distant from Baseline Station 27+05.61 for Sullivan Boulevard, as shown on the above referenced plan;

Thence S 41°23'53" E a distance of 30.00' feet to a point;

Thence in a southwesterly direction by a curve to the right having a radius of 485.34' feet an arc distance of 106.59' feet to a point;

Thence N 28°48'54" W a distance of 30.00' feet to a point along the southeasterly sideline of Sullivan Boulevard;

Thence in a northeasterly direction along the southerly sideline of Sullivan Boulevard by a curve to the left having a radius of 455.34' feet an arc distance of 100.00' feet TO THE POINT OF BEGINNING.

The above described Drainage Easement 4 contains 3,099 square feet / 0.0711 acres, more or less and may be subject to easements of record.

Drainage Easement 5

Description of Drainage Easement in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford, located on the northwesterly side of Sullivan Boulevard and shown as Drainage Easement 5 on a plan by LaPrad Land Surveying, entitled "Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA", dated April 4, 2016 bounded and described as follows:

Commencing at a concrete bound on the northwesterly sideline of Sullivan Boulevard, said concrete bound also being located N 41°23'53" W and 25.00 feet distant from Baseline Station 27+05.61 for Sullivan Boulevard, as shown on the above referenced plan;

Thence in a southwesterly direction along the northwesterly sideline of Sullivan Boulevard by a curve to the right having a radius of 405.34 feet an arc distance of 30.00 feet TO THE TRUE POINT OF BEGINNING;

Thence continuing in a southwesterly direction along the northwesterly sideline of Sullivan Boulevard by a curve to the right having a radius of 405.34' feet an arc distance of 22.17' feet to a point;

Thence N 34°01'27" W a distance of 39.45' feet to a point;

Thence N 52°50'33" E a distance of 20.00' feet to a point;

Thence S 37°09'27" E a distance of 40.00' feet TO THE TRUE POINT OF BEGINNING.

The above described Drainage Easement 5 contains 839 square feet / 0.0193 acres, more or less and may be subject to easements of record.

Drainage Easement 6

Description of Drainage Easement in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford, located on the northwesterly side of Sullivan Boulevard and shown as Drainage Easement 6 on a plan by LaPrad Land Surveying, entitled "Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA", dated April 4, 2016 bounded and described as follows:

Beginning at a point on the northwesterly sideline of Sullivan Boulevard N 02°07'46" E and 34.48 feet distant from previously accepted Baseline Station 22+37.74 for Sullivan Boulevard, as shown on the above referenced plan;

Thence S 48°36'07" W along the northwesterly sideline of Sullivan Boulevard a distance of 90.00' feet to a point at the most southwesterly corner of the easement herein described;

Thence N 02°07'46" E a distance of 150.00' feet to a point;

Thence N 48°06'40" E a distance of 145.12' feet to a point;

Thence S 41°23'53" E a distance of 110.00' feet to a point on the northwesterly sideline of Sullivan Boulevard;

Thence S 48°36'07" W along the northwesterly sideline of Sullivan Boulevard a distance of 158.42' feet TO THE POINT OF BEGINNING.

The above described Drainage Easement 6 contains 21,490 square feet / 0.4933 acres, more or less and may be subject to easements of record.

**DESCRIPTION OF EASEMENT FOR MISTY MEADOW LANE, OXFORD MASSACHUSETTS
TO THE TOWN OF OXFORD, MASSACHUSETTS**

Misty Meadow Lane

Description of land in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford and shown as Misty Meadow Lane on a plan by LaPrad Land Surveying, entitled " Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA and dated April 4, 2016 bounded and described as follows:

Beginning at an intersection point with the easterly sideline of Misty Meadow Lane and the westerly end of Sullivan Boulevard, said point also being S 89°23'53" E and 25.00 feet distant from previously accepted Baseline Station 26+87.65 for Misty Meadow Lane, as shown on the above referenced plan;

Thence S 00°36'07" W along the westerly end of Sullivan Boulevard and the easterly sideline of Misty Meadow Lane a distance of 13.45' feet to a concrete bound;

Thence S 00°36'07" W continuing along the easterly sideline of Misty Meadow Lane a distance of 940.55' feet to a concrete bound;

Thence in a southerly direction along said sideline by a curve to the right having a radius of 1117.84' feet an arc distance of 21.01' feet to a concrete bound at the most southeasterly corner of Misty Meadow Lane, said concrete bound also being located at the referenced Oxford/Dudley Town Line in Plan Book 623, Plan 30.

Thence S 86°37'40" W along said Town Line crossing Misty Meadow Lane through Baseline Station 17+10.91 for Misty Meadow Lane a distance of 50.20' feet to a concrete bound at the most southwesterly corner of Misty Meadow Lane;

Thence in a northwesterly direction along the westerly sideline of Misty Meadow Lane by a curve to the left having a radius of 1067.84' feet an arc distance of 24.49' feet to an iron rod;

Thence N 00°36'07" E continuing along the westerly sideline of Misty Meadow Lane a distance of 954.00' feet to a point at the most northwesterly corner of the roadway herein described, said point also being N 89°23'53" W and 25.00 feet distant from previously accepted Baseline Station 26+87.65 for Misty Meadow Lane;

Thence S 89°23'53" E crossing Misty Meadow Lane through said Baseline Station a distance of 50.00' feet TO THE POINT OF BEGINNING.

The above described Misty Meadow Lane contains 48,837 square feet / 1.1211 acres, more or less and may be subject to easements of record.

**DESCRIPTION OF EASEMENT FOR HENRY MARSH ROAD, OXFORD MASSACHUSETTS
TO THE TOWN OF OXFORD, MASSACHUSETTS**

Henry Marsh Road

Description of land in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford and shown as Henry Marsh Road on a plan by LaPrad Land Surveying, entitled "Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA", dated April 4, 2016 bounded and described as follows:

Beginning at a concrete bound at the most northeasterly corner of Henry Marsh Road, said concrete bound also being located S 00°36'07" W and 25.00 feet distant from Baseline Station 30+21.07 for Sullivan Boulevard,
as shown on the above referenced plan;

Thence in a southwesterly direction by a curve to the left having a radius of 20.00' feet an arc distance of 31.42' feet to an iron pipe on the easterly sideline of Henry Marsh Road;

Thence S 00°36'07" W continuing along the easterly sideline of Henry Marsh Road a distance of 923.33' feet to a drill hole at the most southeasterly corner of the roadway herein described, said drill hole also being located at the referenced Oxford/Dudley Town Line in Plan Book 623, Plan 30;

Thence S 86°37'40" W along said Town line and crossing Henry Marsh Road through baseline Station 27+59.79 a distance of 50.12' feet to a concrete bound at the most southwesterly corner of Henry Marsh Road;

Thence N 00°36'07" E along the westerly sideline of Henry Marsh Road a distance of 926.80' feet to a concrete bound;

Thence in a northwesterly direction continuing along said sideline by a curve to the left having a radius of 20.00' feet an arc distance of 31.42' feet to a concrete bound on the southerly sideline of Sullivan Boulevard;

Thence S 89°23'53" E along the southerly sideline of Sullivan Boulevard through Baseline Station 37+04.86 for Henry Marsh Road a distance of 90.00' feet TO THE POINT OF BEGINNING.

The above described Henry Marsh Road contains 47,425 square feet /1.0887 acres, more or less and may be subject to easements of record.

Drainage Easement 1

Description of Drainage Easement in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford, located on the easterly side of Henry Marsh Road and shown as Drainage Easement 1 on a plan by LaPrad Land Surveying, entitled

"Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA", dated April 4, 2016 bounded and described as follows:

Beginning at a point on the easterly sideline of Henry Marsh Road at the most southeasterly corner of the drainage easement herein described, said point also being at the most northwesterly corner of the Cemetery Lot, as shown on the above referenced plan:

Thence N 00°36'07" E along the easterly sideline of Henry Marsh Road a distance of 25.00' feet to a point;

Thence S 89°23'53" E a distance of 400.00' feet to a point;

Thence S 00°36'07" W a distance of 19.54' feet to a point;

Thence S 86°37'40" W a distance of 295.15' feet to a point along the easterly sideline of the Cemetery Lot;

Thence the following two (2) courses being along said Cemetery lot:

N 02°01'10" E a distance of 16.33' feet to a point;

And S 89°53'08" W a distance of 105.97' feet to a point TO THE POINT OF BEGINNING.

The above described Drainage Easement 1 contains 11,331 square feet / 0.2601 acres, more or less and may be subject to easements of record.

Drainage Easement 2

Description of Drainage Easement in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford, located on the easterly side of Henry Marsh Road and shown as Drainage Easement 2 on a plan by LaPrad Land Surveying, entitled "Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA", dated April 4, 2016 bounded and described as follows:

Beginning at a point on the easterly sideline of Henry Marsh Road at the most northeasterly corner of the drainage easement herein described, said point also being S 00°36'07" W and 587.50 feet distant from an iron pipe along the easterly sideline of Henry Marsh Road, as shown on the above referenced plan:

Thence S 89°23'53" E a distance of 400.00' feet to a point;

Thence S 00°36'07" W a distance of 25.00' feet to a point;

Thence N 89°23'53" W a distance of 400.00' feet to a point;

Thence N 00°36'07" E along the easterly sideline of Henry Marsh Road a distance of 25.00' feet TO THE POINT OF BEGINNING.

The above described Drainage Easement 2 contains 10,000 square feet / 0.2296 acres, more or less and may be subject to easements of record.

Drainage Easement 3

Description of Drainage Easement in the Commonwealth of Massachusetts, County of Worcester, Town of Oxford, to be conveyed to The Inhabitants of the Town of Oxford, located on the easterly side of Henry Marsh Road and shown as Drainage Easement 3 on a plan by LaPrad Land Surveying, entitled "Street Acceptance Plan, Sullivan Boulevard, Misty Meadow Lane, Henry Marsh Road, Oxford, MA", dated April 4, 2016 bounded and described as follows:

Beginning at a point on the easterly sideline of Henry Marsh Road at the most northeasterly corner of the drainage easement herein described, said point also being S 00°36'07" W and 287.50 feet distant from an iron pipe along the easterly sideline of Henry Marsh Road, as shown on the above referenced plan:

Thence S 89°23'53" E a distance of 400.00' feet to a point;

Thence S 00°36'07" W a distance of 25.00' feet to a point;

Thence N 89°23'53" W a distance of 400.00' feet to a point;

Thence N 00°36'07" E along the easterly sideline of Henry Marsh Road a distance of 25.00' feet TO THE POINT OF BEGINNING.

The above described Drainage Easement 3 contains 10,000 square feet / 0.2296 acres, more or less and may be subject to easements of record.

A Unanimous Vote.

A motion was moved and seconded and it was unanimously **VOTED** to dissolve the meeting.
The meeting dissolved at 8:49 p.m.

CMC/CMMC
Town Clerk--Oxford, Massachusetts

**ANNUAL TOWN ELECTION
MAY 17, 2016
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 duly sworn to their duties and voting started immediately.

Precinct One: Warden, Kathleen E. Purcell (U); Clerk, Stacey M. Hamel (R); Voting List Check-In, Donna M. Fisher (U) and Nancy K. Elliott (U); Voting List Check-Out, Maryjane Racicot (D) and Joann E. Nelson (U); Constable Michael C.G. Plante

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

Precinct Three: Warden, Sheila Latino (U); Clerk, Dorothy Ellen Murphy (U); Voting List Check-In Claudette M. Flores (U) and Patricia L. Ferdella (U); Voting List Check-Out, Judy A. Hodgerney (U) and Robert W. Krasinskas (U); Constable, Ralph W. Miller.

Precinct Four: Warden, Debra R. McDonald (U); Clerk, Linda I. Vigeant (U); Voting List Check-In, Martha A. Cady (D) and Joann L. Maywalt (R); Voting List Check-Out, Carole A. Fegreus (U) and Beverly A. Plante (U); Constable, Albert M. Adams.

	PREC ONE	PREC TWO	PREC THREE	PREC FOUR	TOTAL
TOTAL VOTES	202	130	174	135	641
<i>SELECTMAN – 3 YRS (2)</i>					
Blanks	98	46	88	67	299
Alan R. Berthiaume	95	56	90	59	300
Cheryll A. LeBlanc	113	90	96	85	384
Meaghan Elizabeth Troiano	98	67	73	59	297
Write-ins	0	1	1	0	2
TOTAL	404	260	348	270	1282
<i>SCHOOL COMM – 3 Yrs</i>					
Blanks	17	9	19	26	71
Karl I. Brown	50	25	28	27	130
Cassandra Sue Day	81	69	91	56	297

Desmond A. White	53	25	35	26	139
Write-ins	1	2	1	0	4
TOTAL	202	130	174	135	641
<i>LIBRARY TRUSTEE 3 Yrs</i>					
Blanks	31	17	25	28	101
Carole A. Steina	171	112	149	107	539
Write-ins	0	1	0	0	1
TOTAL	202	130	174	135	641
<i>HOUSING AUTHORITY 1 Yr Vacancy</i>					
Blanks	27	11	21	22	81
Dale J. Mahota	174	117	152	113	556
Write-ins	1	2	1	0	4
TOTAL	202	130	174	135	641
<i>QUESTION 1 (CPA)</i>					
BLANKS	21	15	15	10	61
YES	86	55	67	47	255
NO	95	60	92	78	325
TOTAL	202	130	174	135	641

641 voters out of 8,789 registered = 7.3% turnout.

____CMC/CMMC
Town Clerk - - Oxford, Massachusetts

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

Worcester, SS.

To either of the Constables of the Town of Oxford

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in Primaries 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 **THURSDAY, THE EIGHTH DAY OF SEPTEMBER, 2016**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

REPRESENTATIVE IN CONGRESS	SECOND CONGRESSIONAL DISTRICT
COUNCILLOR	SEVENTH DISTRICT
SENATOR IN GENERAL COURT	WORCESTER & NORFOLK DISTRICT
REPRESENTATIVE IN GENERAL COURT	SEVENTH WORCESTER DISTRICT
REPRESENTATIVE IN GENERAL COURT	EIGHTEENTH WORCESTER DISTRICT
SHERIFF	WORCESTER COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 26th day of July, 2016.

<u>Dennis E. Lamarche</u>)	
<u>Michael Voas</u>)	SELECTMEN
<u>Alan R. Berthiaume</u>)	OF
<u>Cheryll A. Leblanc</u>)	OXFORD
<u>John G. Saad</u>)	

WORCESTER, SS.

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

Richard M. Kneeland
Constable of Oxford

A true copy, ATTEST:

Date: August 18, 2016

**STATE PRIMARY - SEPTEMBER 8, 2016
OXFORD, MA**

The polls opened at 7:00 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 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, Kathleen E. Purcell (U); Clerk, Beverly A. Plante (U); Voting List Check-In, Donna M. Fisher (U) and Nancy K. Elliott (U); Voting List Check-Out, Maryjane Racicot (D) and Joann E. Nelson (U); Constable Michael C.G. Plante

Precinct Two: Warden, Nancy C. Rand (R); Clerk, Nancy A. Maki (U); Voting List Check-In, Carol A. Spooner (U) and Rita R. Domian (D); Voting List Check-Out, Bettie K. Carlson (D) Claudette M. Flores (U) and Mary Stacey (U); Constable, Richard M. Kneeland.

Precinct Three: Warden, Sheila Latino (U); Clerk, Dorothy Ellen Murphy (U); Voting List Check-In, Dianne T. Clark-Cahill (U) and Patricia L. Ferdella (U); Voting List Check-Out, Judy A. Hodgerney (U) and Robert W. Krasinskas (U); Constable, Ralph W. Miller.

Precinct Four: Warden, Linda I. Vigeant (U); Clerk, Stacey M. Hamel (R); Voting List Check-In, Martha A. Cady (D), Mary Stacey (U) and Debra R. McDonald (U); Voting List Check-Out, Carole A. Fegreus (U) and Rose M. Wing (U); Police Officer Joseph Conlon and Sgt. Jeremy Grniet.

	PRECINCT ONE	PRECINCT TWO	PRECINCT THREE	PRECINCT FOUR	TOTAL
TOTAL VOTES	81	58	33	60	232
DEMOCRAT	29	23	12	16	80
<i>REPRESENTATIVE IN CONGRESS</i>					
BLANKS	0	2	2	0	4
JAMES P. McGOVERN	29	21	10	16	76
WRITE-INS	0	0	0	0	0
TOTAL	29	23	12	16	80
<i>COUNCILLOR</i>					
BLANKS	2	6	2	0	10
MATTHEW CJ VANCE	26	17	10	16	69
WRITE-INS	1	0	0	0	1
TOTAL	29	23	12	16	80

SENATOR GENERAL COURT					
BLANKS	27	21	12	15	75
WRITE-INS	2	2	0	1	5
TOTAL	29	23	12	16	80
REPRESENTATIVE GENERAL COURT 7th DIST					
BLANKS	XXXXX	0	2	XXXXX	2
TERRY BURKE DOTSON	XXXXX	23	9	XXXXX	32
WRITE-INS	XXXXX	0	1	XXXXX	1
TOTAL	XXXXX	23	12	XXXXX	35
REPRESENTATIVE GENERAL COURT 18th DIST					
BLANKS	27	XXXXX	XXXXX	15	42
WRITE-INS	2	XXXXX	XXXXX	1	3
TOTAL	29	XXXXX	XXXXX	16	45
SHERIFF					
BLANKS	28	20	12	15	75
WRITE-INS	1	3	0	1	5
TOTAL	29	23	12	16	80
REPUBLICAN REPRESENTATIVE IN CONGRESS					
BLANKS	50	33	21	44	148
WRITE-INS	2	2	0	0	4
TOTAL	52	35	21	44	152
COUNCILLOR					
BLANKS	7	4	1	0	12
JENNIE L. CAISSIE	45	31	20	44	140
WRITE-INS	0	0	0	0	0
TOTAL	52	35	21	44	152
SENATOR GENERAL COURT					
BLANKS	3	3	0	1	7
RYAN C. FATTMAN	48	32	21	43	144
WRITE-INS	1	0	0	0	1
TOTAL	52	35	21	44	152

REPRESENTATIVE GENERAL COURT 7th DIST					
BLANKS	XXXXX	2	2	XXXXX	4
PAUL K. FROST	XXXXX	32	19	XXXXX	51
WRITE-INS	XXXXX	1	0	XXXXX	1
TOTAL	XXXXX	35	21	XXXXX	56
REPRESENTATIVE GENERAL COURT 18th DIST					
BLANKS	5	XXXXX	XXXXX	1	6
JOSEPH D. MCKENNA	47	XXXXX	XXXXX	43	90
WRITE-INS	0	XXXXX	XXXXX	0	0
TOTAL	52	XXXXX	XXXXX	44	96
SHERIFF					
BLANKS	2	2	0	3	7
LEWIS G. EVANGELIDIS	50	32	21	41	144
WRITE-INS	0	0	0	0	0
TOTAL	52	35	21	44	152
GREEN RAINBOW VOTES	0	0	0	0	0
UNITED INDEPENDENT PARTY VOTES	0	0	0	0	0

232 voters out of 8,904 registered = 2.6% turnout.

CMC/CMMC
Town Clerk - - Oxford, Massachusetts

**THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF OXFORD
SPECIAL TOWN MEETING**

WORCESTER, SS.

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

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Town affairs to meet at the Oxford High School, 100 Carbuncle Drive, formerly known as 495 Main Street, in said Oxford on **Wednesday, the Fifth day of October 2016** 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 accept the provisions of M.G.L. c. 44, § 53F½ to establish a Solid Waste Collection and Disposal Enterprise Fund effective Fiscal Year 2017, or act thereon.

Sponsored by the Town Manager

ARTICLE 3. To see if the Town will vote to raise and appropriate a sum of money to operate the Solid Waste Collection and Disposal Enterprise pursuant to M. G.L. c. 44, § 53F½, to which shall be credited all fees and receipts paid to the Town pursuant to the Solid Waste Collection and Disposal Program, for Fiscal Year 2017. Said funds may be expended by the Department of Public Works for costs incurred for a Residential Town Wide Solid Waste Collection and Disposal Program, or act thereon.

Sponsored by the Town Manager

ARTICLE 4. To see if the Town will vote, pursuant to the provisions of M.G.L. c. 40, §58, to authorize the imposition of a municipal charges lien in the event of a failure to pay charges or fees resulting from the provision of solid waste collection services by the Town, said lien to take effect in the manner provided by statute, or act thereon.

Sponsored by the Town Manager

ARTICLE 5. To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, or eminent domain, upon such terms and conditions as the Board of Selectmen deem appropriate, such interests in land, including permanent and temporary easements for roadway, drainage, utility and other purposes, as are necessary to provide for the improvement of Charlton Street between Main Street and Old Howarth Road as are more or less depicted on the plan entitled: Charlton Street Roadway Improvement Project, a copy of which has been placed on file with the Town Clerk, and to raise and appropriate or transfer from available funds and appropriate a sum of money as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article, or act thereon.

Sponsored by the Town Manager and DPW Director

ARTICLE 6. To see if the Town will vote to raise by taxation or transfer from available funds or borrow pursuant to the provisions of M.G.L. c. 44 § 7(3A) any other enabling authority, a sum of money for the construction of a new recreational building at 12 Carbuncle Drive, including demolition of the old Carbuncle Bath House and related site improvements, and further including any costs of design,

engineering, furnishing, and equipping and any other costs related or incidental thereto; and further to authorize the Town Treasurer, with the consent of the Board of Selectmen, to issue a note or notes or a bond or bonds for such purposes, or act thereon.

Sponsored by the Town Manager

ARTICLE 7. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation providing that the position of Police Chief, after passage of the Act, not be subject to the Civil Service statute, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments, or act thereon:

AN ACT EXEMPTING THE POLICE CHIEF OF THE TOWN OF OXFORD FROM THE CIVIL SERVICE LAW

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

Section 1. Notwithstanding any general or special law to the contrary, all future Police Chiefs within the police department of the Town of Oxford shall be exempt from Chapter 31 of the Massachusetts General Laws.

Section 2. Section 1 shall not impair the civil service status of the Police Chief employed in the Town of Oxford on the effective date of this act.

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

Sponsored by the Board of Selectmen.

ARTICLE 8. To see if the Town will vote to transfer a sum of money from the Stabilization Fund reserved for celebrations and appropriate to a Founders Day Celebration account, or act thereon.

Sponsored by the Town Manager

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

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

Given under our hands this 13th day of September, 2016.

Dennis E. Lamarche, Chairman)

Michael Voas, Vice-Chairman)

Cheryll A. Leblanc, Member)

John G. Saad, 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 fourteen days before the date of the meeting, as within directed.

Richard M. Kneeland

Constable of Oxford

A true copy, ATTEST:

Date: September 14, 2016

SPECIAL TOWN MEETING OCTOBER 5, 2016

The meeting was called to order by Town Moderator Russell C. Rheault at 7:30 in the afternoon in the Oxford High School. The Moderator announced that a quorum had been attained. There were Six Hundred Thirty-five (635) voters present; non-voters were seated in the Library.

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

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

The audience was advised of the fire evacuation routes. The NJROTC presented the colors. Veteran Charles Squire 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

REPORT OF THE SCHOOL COMMITTEE

Good evening, my name is Sam Bitar. I am honored to be the chairman of the Oxford School Committee. I come before you tonight on behalf of the School Committee in an effort to inform Town Meeting of the progress made since our last report.

There has been extraordinary growth and progress at our schools, particularly Oxford High School. The progress that has been made, and the improvement efforts that continue are rooted in providing students with the educational opportunities necessary to be college and career ready upon graduation with many opportunities available to them!

We are thrilled to report that the latest Accountability data from the state has shown OHS has advanced to a level 1 school, the highest designation available from the state, and Oxford is now designated as a level 2 district. We have expanded our Advanced Placement offerings to 13 different courses, and our students have access to those beginning as early as in their sophomore year.

Thanks to the voters of Oxford, we have benefitted tremendously from an influx of instructional technology, including outfitting every academic classroom with interactive projectors, improving the Wi-Fi at OHS to accommodate increased access, upgrading the telephone and communication system, purchasing Chromebooks, and improving our building security through the purchase of additional cameras and having a live feed of security cameras to the Oxford Police Department. We have moved the 8th grade back to OHS and just launched a 1:1 Chromebook initiative at Oxford High School. By providing students with a dedicated electronic device we are providing them with access and opportunities that many students in many other districts simply do not have.

This will allow students to conduct academic research, submit, review and revise assignments through the use of apps such as Google Classroom, and much more.

Your School Committee has been busy over the past several months. We've successfully negotiated contract renewals for our teachers, cafeteria and custodial works, and our library and instructional aides, all of which represent a fair and responsible wage schedule, with a zero COLA in the first year.

While we are proud of our accomplishments, there is still much work to be done. We thank you for your support of the schools and ask for your continued support in the future.

REPORT OF THE SCHOOL DEPARTMENT OPERATIONAL NEEDS COMMITTEE

A verbal report was presented by Selectman Cheryll Leblanc, who indicated that the committee will continue to research the matter of whether there is a need for a Proposition 2 ½ override for the School Department. The Committee has had an extensive meeting and will meet again in January of next year.

Article 2. SOLID WASTE COLLECTION & DISPOSAL ENTERPRISE FUND

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

That Article 2 be adopted as printed in the Warrant.

A presentation was made by Sean Divoll, DPW Director.

At the request of the Moderator, a motion was moved and seconded and it was voted to allow a representative of the local haulers to speak.

Presentations were made by Erin Pratt of Pratt Trucking and a representative from Casella Waste Systems whose name was inaudible.

Several voters spoke regarding the article. A motion was moved and seconded to move the question; however, the Moderator opted to allow the discussion to continue since a number of voters were still waiting to speak.

Following discussion, the Moderator called for a vote. The motion was DEFEATED.

A motion was immediately made and seconded to reconsider the vote. It was determined that the both individuals voted on the prevailing side. Following a brief discussion, the Moderator proceeded with Article 3.

Article 3. SOLID WASTE COLLECTION & DISPOSAL ENTERPRISE BUDGET

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

That that the Town adopt a Solid Waste Collection and Disposal Enterprise budget and appropriate estimated expenses of Four Hundred Sixty Thousand One Hundred Fifty-Seven Dollars (\$460,157.00) for Fiscal Year 2017.

The motion was DEFEATED.

**Article 4. MUNICIPAL CHARGES LIEN – SOLID WASTE COLLECTION
NON-PAYMENT**

A motion was moved and seconded and recommended by the Finance Committee:
That Article 4 be adopted as printed in the Warrant

The motion was DEFEATED.

Article 5. CHARLTON STREET IMPROVEMENTS - EASEMENTS

The following motion was moved and seconded, recommended by the Finance Committee and recommended by the Planning Board:
That Article 5 be adopted as printed in the Warrant.

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 authorize the Board of Selectmen to acquire by gift, purchase, or eminent domain, upon such terms and conditions as the Board of Selectmen deem appropriate, such interests in land, including permanent and temporary easements for roadway, drainage, utility and other purposes, as are necessary to provide for the improvement of Charlton Street between Main Street and Old Howarth Road as are more or less depicted on the plan entitled: Charlton Street Roadway Improvement Project, a copy of which has been placed on file with the Town Clerk, and to raise and appropriate or transfer from available funds and appropriate a sum of money as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this Article, or act thereon, as described in Article 5 on the Warrant for the October 5, 2016 Special Town Meeting, and voted to recommend favorable action on said Article.

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

A discussion ensued.

VOTED: To authorize the Board of Selectmen to acquire by gift, purchase, or eminent domain, upon such terms and conditions as the Board of Selectmen deem appropriate, such interests in land, including permanent and temporary easements for roadway, drainage, utility and other purposes, as are necessary to provide for the improvement of Charlton Street between Main Street and Old Howarth Road as are more or less depicted on the plan entitled: Charlton Street Roadway Improvement Project, a copy of which has been placed on file with the Town Clerk, and to raise and appropriate or transfer from available funds and appropriate a sum of money as funding for such acquisition and costs related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article.

Carried.

Article 6. CARBUNCLE BATH HOUSE

The following motion was moved and seconded, recommended by the Finance Committee and recommended by the Planning Board:

That sum of Three Hundred Thousand Dollars (\$300,000.00) be borrowed and that the Town Treasurer, with the consent of the Board of Selectmen, be authorized to issue a note or notes or a bond or bonds for the purposes of constructing a new recreational building at 12 Carbuncle Drive, including demolition of the old Carbuncle Bath House and related site improvements, and further including any costs of design, engineering, furnishing, and equipping and any other costs related or incidental thereto.

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 raise by taxation or transfer from available funds or borrow pursuant to the provisions of M.G.L. c. 44 § 7(3A) any other enabling authority, a sum of money for the construction of a new recreational building at 12 Carbuncle Drive, including demolition of the old Carbuncle Bath House and related site improvements, and further including any costs of design, engineering, furnishing, and equipping and any other costs related or incidental thereto; and further to authorize the Town Treasurer, with the consent of the Board of Selectmen, to issue a note or notes or a bond or bonds for such purposes, or act thereon, as described in Article 6 on the Warrant for the October 5, 2016 Special Town Meeting, and voted to recommend favorable action on said Article.

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

VOTED: That sum of Three Hundred Thousand Dollars (\$300,000.00) be borrowed and that the Town Treasurer, with the consent of the Board of Selectmen, be authorized to issue a note or notes or a bond or bonds for the purposes of constructing a new recreational building at 12 Carbuncle Drive, including demolition of the old Carbuncle Bath House and related site improvements, and further including any costs of design, engineering, furnishing, and equipping and any other costs related or incidental thereto.

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

Article 7. CHIEF OF POLICE EXEMPT FROM CIVIL SERVICE

The following motion was moved and seconded and, recommended by the Finance Committee:
To postpone article 7 indefinitely.
A discussion ensued.

Voted: To postpone article 7 indefinitely. Carried.

Article 8. STABILIZATION FUND FOR CELEBRATIONS TO FOUNDERS DAY CELEBRATION ACCOUNT

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 the Stabilization Fund reserved for Celebrations and appropriated to the Founders Day Celebration Account, said action to take effect forthwith upon adoption.

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

A motion was moved and seconded and it was unanimously **VOTED** to dissolve the meeting.
The meeting dissolved at 9:48 p.m.

Town Clerk--Oxford, Massachusetts

CMC/CMMC

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

Worcester, SS.

To the Constables of the Town of Oxford

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in the State Election 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 EIGHTH DAY OF NOVEMBER, 2016**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices and questions:

ELECTORS OF PRESIDENT AND VICE PRESIDENT	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS	SECOND CONGRESSIONAL DISTRICT
COUNCILLOR	SEVENTH DISTRICT
SENATOR IN GENERAL COURT	WORCESTER & NORFOLK DISTRICT
REPRESENTATIVE IN GENERAL COURT	SEVENTH WORCESTER DISTRICT
REPRESENTATIVE IN GENERAL COURT	EIGHTEENTH WORCESTER DISTRICT
SHERIFF	WORCESTER COUNTY

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would allow the state Gaming Commission to issue one additional category 2 license, which would permit operation of a gaming establishment with no table games and not more than 1,250 slot machines.

The proposed law would authorize the Commission to request applications for the additional license to be granted to a gaming establishment located on property that is (i) at least four acres in size; (ii) adjacent to and within 1,500 feet of a race track, including the track's additional facilities, such as the track, grounds, paddocks, barns, auditorium, amphitheatre, and bleachers; (iii) where a horse racing meeting may physically be held; (iv) where a horse racing meeting shall have been hosted; and (v) not separated from the race track by a highway or railway.

A YES VOTE would permit the state Gaming Commission to license one additional slot-machine gaming establishment at a location that meets certain conditions specified in the law.

A NO VOTE would make no change in current laws regarding gaming.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would allow the state Board of Elementary and Secondary Education to approve up to 12 new charter schools or enrollment expansions in existing charter schools each year. Approvals under this law could expand statewide charter school enrollment by up to 1% of the total statewide public school enrollment each year. New charters and enrollment expansions approved under this law would be exempt from existing limits on the number of charter schools, the number of students enrolled in them, and the amount of local school districts' spending allocated to them.

If the Board received more than 12 applications in a single year from qualified applicants, then the proposed law would require it to give priority to proposed charter schools or enrollment expansions in districts where student performance on statewide assessments is in the bottom 25% of all districts in the previous two years and where demonstrated parent demand for additional public school options is greatest.

New charter schools and enrollment expansions approved under this proposed law would be subject to the same approval standards as other charter schools, and to recruitment, retention, and multilingual outreach requirements that currently apply to some charter schools. Schools authorized under this law would be subject to annual performance reviews according to standards established by the Board.

The proposed law would take effect on January 1, 2017.

A YES VOTE would allow for up to 12 approvals each year of either new charter schools or expanded enrollments in existing charter schools, but not to exceed 1% of the statewide public school enrollment.

A NO VOTE would make no change in current laws relative to charter schools.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would prohibit any farm owner or operator from knowingly confining any breeding pig, calf raised for veal, or egg-laying hen in a way that prevents the animal from lying down, standing up, fully extending its limbs, or turning around freely. The proposed law would also prohibit any business owner or operator in Massachusetts from selling whole eggs intended for human consumption or any uncooked cut of veal or pork if the business owner or operator knows or should know that the hen, breeding pig, or veal calf that produced these products was confined in a manner prohibited by the proposed law. The proposed law would exempt sales of food products that combine veal or pork with other products, including soups, sandwiches, pizzas, hotdogs, or similar processed or prepared food items.

The proposed law's confinement prohibitions would not apply during transportation; state and county fair exhibitions; 4-H programs; slaughter in compliance with applicable laws and regulations; medical research; veterinary exams, testing, treatment and operation if performed under the direct supervision of a licensed veterinarian; five days prior to a pregnant pig's expected date of giving birth; any day that pig is nursing piglets; and for temporary periods for animal husbandry purposes not to exceed six hours in any twenty-four hour period.

The proposed law would create a civil penalty of up to \$1,000 for each violation and would give the Attorney General the exclusive authority to enforce the law, and to issue regulations to implement it. As a defense to enforcement proceedings, the proposed law would allow a business owner or operator to rely in good faith upon a written certification or guarantee of compliance by a supplier.

The proposed law would be in addition to any other animal welfare laws and would not prohibit stricter local laws.

The proposed law would take effect on January 1, 2022. The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would prohibit any confinement of pigs, calves, and hens that prevents them from lying down, standing up, fully extending their limbs, or turning around freely.

A NO VOTE would make no change in current laws relative to the keeping of farm animals.

QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

The proposed law would permit the possession, use, distribution, and cultivation of marijuana in limited amounts by persons age 21 and older and would remove criminal penalties for such activities. It would provide for the regulation of commerce in marijuana, marijuana accessories, and marijuana products and for the taxation of proceeds from sales of these items.

The proposed law would authorize persons at least 21 years old to possess up to one ounce of marijuana outside of their residences; possess up to ten ounces of marijuana inside their residences; grow up to six marijuana plants in their residences; give one ounce or less of marijuana to a person at least 21 years old without payment; possess, produce or transfer hemp; or make or transfer items related to marijuana use, storage, cultivation, or processing.

The measure would create a Cannabis Control Commission of three members appointed by the state Treasurer which would generally administer the law governing marijuana use and distribution, promulgate regulations, and be responsible for the licensing of marijuana commercial establishments. The proposed law would also create a Cannabis Advisory Board of fifteen members appointed by the Governor. The Cannabis Control Commission would adopt regulations governing licensing qualifications; security; record keeping; health and safety standards; packaging and labeling; testing; advertising and displays; required inspections; and such other matters as the Commission considers appropriate. The records of the Commission would be public records.

The proposed law would authorize cities and towns to adopt reasonable restrictions on the time, place, and manner of operating marijuana businesses and to limit the number of marijuana establishments in their communities. A city or town could hold a local vote to determine whether to permit the selling of marijuana and marijuana products for consumption on the premises at commercial establishments.

The proceeds of retail sales of marijuana and marijuana products would be subject to the state sales tax and an additional excise tax of 3.75%. A city or town could impose a separate tax of up to 2%. Revenue received from the additional state excise tax or from license application fees and civil penalties for violations of this law would be deposited in a Marijuana Regulation Fund and would be used subject to appropriation for administration of the proposed law.

Marijuana-related activities authorized under this proposed law could not be a basis for adverse orders in child welfare cases absent clear and convincing evidence that such activities had created an unreasonable danger to the safety of a minor child.

The proposed law would not affect existing law regarding medical marijuana treatment centers or the operation of motor vehicles while under the influence. It would permit property owners to prohibit the use, sale, or production of marijuana on their premises (with an exception that landlords cannot prohibit consumption by tenants of marijuana by means other than by smoking); and would permit employers to prohibit the consumption of marijuana by employees in the workplace. State and local governments could continue to restrict uses in public buildings or at or near schools. Supplying marijuana to persons under age 21 would be unlawful.

The proposed law would take effect on December 15, 2016.

A YES VOTE would allow persons 21 and older to possess, use, and transfer marijuana and products containing marijuana concentrate (including edible products) and to cultivate marijuana, all in limited amounts, and would provide for the regulation and taxation of commercial sale of marijuana and marijuana products.

A NO VOTE would make no change in current laws relative to marijuana.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 5th day of October, 2016.

<u>Dennis E. Lamarche</u>)	
<u>Michael Voas</u>)	SELECTMEN
<u>Alan R. Berthiaume</u>)	OF
<u>Cheryll A. Leblanc</u>)	OXFORD
<u>John G. Saad</u>)	

WORCESTER, SS.

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

Michael C.G. Plante
Constable of Oxford

A true copy, ATTEST:



EARLY VOTING

For the first time in Massachusetts history, early voting was conducted during the ten business days leading up to the Presidential Election. In Oxford, all four precincts voted at the Town Hall. The Town Clerk's office was also open on Saturday, October 29th for the convenience of the voters. Overall, 2,157 voters took advantage of this opportunity and we heard many positive comments about this new process.

**STATE ELECTION - NOVEMBER 8, 2016
OXFORD, MA**

The polls opened at 7:00 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 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, Stacey M. Hamel (R); Clerk, Beverly A. Plante (U); Deputy Clerk/Ballot Processor, Joann E. Nelson (U); Ballot Processor, Joann L. Maywalt (R); Voting List Check-In, Donna M. Fisher (U) and Nancy K. Elliott (U); Voting List Check-Out, Maryjane Racicot (D) and Mary A. Stevens (R); Constable Michael C.G. Plante

Precinct Two: Warden, Nancy C. Rand (R); Clerk, Patricia L. Ferdella (U); Deputy Clerk/Ballot Processor, Rita R. Domian (D); Ballot Processor: Rosalie Allen; Voting List Check-In, Carol A. Spooner (U) and Bettie K. Carlson (D); Voting List Check-Out, Carole L. Rider (U); Mary C. Thebado (D); Constable, Richard M. Kneeland.

Precinct Three: Warden, Sheila Latino (U); Clerk, Dorothy Ellen Murphy (U); Deputy Clerk/Ballot Processor, Claudette M. Flores (U); Ballot Processor, Nancy A. Maki (U); Voting List Check-In, Dianne T. Clark-Cahill (U) and Mary Stacey (U); Voting List Check-Out, Judy A. Hodgerney (U) and Robert W. Krasinskas (U); Constable, Ralph W. Miller.

Precinct Four: Warden, Debra R. McDonald (U); Clerk, Linda I. Vigeant (U); Deputy Clerk/Ballot Processor, Barbara J. Grniet (U); Ballot Processor, Joann L. Maywalt (R); Voting List Check-In, Martha A. Cady (D), and Rose M. Wing (U); Voting List Check-Out, Carole A. Fegreus (U) and Cynthia E. Saad (D); Police Officer Robert Picard and James McDonald.

	PRECINCT ONE	PRECINCT TWO	PRECINCT THREE	PRECINCT FOUR	TOTAL
TOTAL VOTES	1780	1740	1837	1668	7025
<i>PRESIDENT</i>					
BLANKS	26	19	24	20	89
CLINTON & KAINE	703	682	707	652	2744
JOHNSON & WELD	107	80	126	92	405
STEIN & BARAKA	23	23	19	18	83
TRUMP & PENCE	882	907	920	867	3576
WRITE-INS	35	27	38	17	117
McMULLIN & JOHNSON	4	2	3	2	11
TOTAL	1780	1740	1837	1668	7025

REPRESENTATIVE IN CONGRESS					
BLANKS	495	454	520	464	1933
JAMES P. McGOVERN	1252	1254	1291	1167	4964
WRITE-INS	33	32	26	37	128
TOTAL	1780	1740	1837	1668	7025
COUNCILLOR					
BLANKS	95	96	99	76	366
JENNIE L. CAISSIE	1287	1221	1301	1205	5014
MATTHEW CJ VANCE	397	421	432	385	1635
WRITE-INS	1	2	5	2	10
TOTAL	1780	1740	1837	1668	7025
SENATOR GENERAL COURT					
BLANKS	362	403	449	348	1562
RYAN C. FATTMAN	1399	1319	1361	1300	5379
WRITE-INS	19	18	27	20	84
TOTAL	1780	1740	1837	1668	7025
REPRESENTATIVE GENERAL COURT 7th DIST					
BLANKS	XXXXX	106	124	XXXXX	230
PAUL K. FROST	XXXXX	1104	1156	XXXXX	2260
TERRY BURKE DOTSON	XXXXX	528	553	XXXXX	1081
WRITE-INS	XXXXX	2	4	XXXXX	6
TOTAL	XXXXX	1740	1837	XXXXX	3577
REPRESENTATIVE GENERAL COURT 18th DIST					
BLANKS	382	XXXXX	XXXXX	353	735
JOSEPH D. McKENNA	1381	XXXXX	XXXXX	1302	2683
WRITE-INS	17	XXXXX	XXXXX	13	30
TOTAL	1780	XXXXX	XXXXX	1668	3448
SHERIFF					
BLANKS	359	327	373	347	1406
LEWIS G. EVANGELIDIS	1407	1401	1451	1307	5566
WRITE-INS	14	12	13	14	53
TOTAL	1780	1740	1837	1668	7025

<i>QUESTION 1</i>					
BLANKS	87	89	103	78	357
YES	905	848	915	758	3426
NO	788	803	819	832	3242
TOTAL	1780	1740	1837	1668	7025
<i>QUESTION 2</i>					
BLANKS	29	35	37	22	123
YES	577	617	567	566	2327
NO	1174	1088	1233	1080	4575
TOTAL	1780	1740	1837	1668	7025
<i>QUESTION 3</i>					
BLANKS	36	35	32	24	127
YES	1269	1247	1366	1250	5132
NO	475	458	439	394	1766
TOTAL	1780	1740	1837	1668	7025
<i>QUESTION 4</i>					
BLANKS	17	25	23	15	80
YES	1006	963	972	865	3806
NO	757	752	842	788	3139
TOTAL	1780	1740	1837	1668	7025

7,025 voters out of 9,260 registered = 76% turnout.

_____CMC/CMMC
Town Clerk - - Oxford, Massachusetts

Aquarion Water Company of Massachusetts – Oxford System
Statement of Income
(in thousands)

December 31, 2015

Operating revenues	\$ <u>1,499</u>
Operating expenses:	
Operating maintenance and general expenses:	
Source of Supply	23
Pumping	135
Treatment	103
T&D	171
Customer Accounting	58
IT	68
Administration & General	494
Depreciation	250
Taxes other than income taxes:	
Payroll Taxes	22
Property Taxes	98
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Total operating expenses	1,422
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Operating income (loss)	77
Other income and expense	
Allowance for funds used during construction	(5)
Miscellaneous other deductions (income)	(60)
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Income before interest charges and income taxes	142
 Interest expense	 155
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Income before income taxes	(13)
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Income taxes	
Federal income taxes	(0)
State income taxes	1
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Total Income Taxes	1
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Net Income (loss)	\$ (14)
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Appendix to 2015 Statement of Receipts & Expenditures

This appendix to the 2015 income statement contains descriptions for each of the major expenditure categories.

Please note that the revenue shown on the income statement is specific to the Oxford water system. The expenses shown on the income statement are a combination of costs that have been directly charged to the Oxford water system, and allocations of costs incurred for Aquarion Water Company of Massachusetts (“AWCMA”) operations. While revenues and some expenses are attributable to a specific water system such as the Oxford system, other expenses are broader in nature and are incurred for AWCMA as a whole. In those instances, allocations using utility plant values or the number of customers become a reasonable means of allocating costs between our three systems in Massachusetts. All costs are kept in accordance with the Uniform System of Accounts for water utilities.

1. “Source of Supply” expenses:

“Source of Supply” includes labor, materials, contractor costs and any other expenses related to the maintenance and operation of the various sources of supply (i.e., wells). Approximately 33% of the \$23,000 reflects direct charges to our Oxford system relating to well maintenance cost. Approximately 67% of the \$23,000 is an allocation of source of supply costs that are not attributable to a specific system. These expenses are comprised predominantly of security costs and costs associated with maintaining AWCMA’s data network. The allocation to the Oxford system is based on a percentage of AWCMA’s utility plant value that is in the Oxford system.

2. “Pumping” Expenses:

“Pumping” includes labor, materials, contractor costs and any other expenses related to the pumping of water from the various sources. Approximately 98% of the \$135,000 reflects direct charges to our Oxford system, with approximately \$93,000 of this being electricity cost and \$23,000 being labor cost. Approximately 2% of the \$135,000 is an allocation of pumping costs that are not attributable to a specific system. These expenses are comprised predominantly of costs associated with maintaining AWCMA’s fleet of vehicles. The allocation to the Oxford system is based on a percentage of AWCMA’s utility plant value that is in the Oxford system.

3. “Treatment” Expenses:

“Treatment” includes labor, materials, contractor costs and any other expenses related to the treatment of water from the various sources. Approximately 94% of the \$103,000 reflects direct charges to our Oxford system, with approximately \$53,000 of this being the cost of chemicals used to treat the water and \$30,000 being labor cost. Approximately 6% of the \$103,000 is an allocation of treatment costs that are not attributable to a specific system. These expenses are comprised predominantly of costs associated with maintaining AWCMA’s fleet of vehicles. The allocation to the Oxford system is based on a percentage of AWCMA’s utility plant value that is in the Oxford system.

4. Transmission and Distribution “T&D” Expenses:

“T&D” includes labor, materials, contractor costs and any other expenses related to the maintenance and operation of various transmission and distribution assets including mains, hydrants, service lines, valves, blowoffs, meters and tanks. Approximately 96% of the \$171,000 reflects direct charges to our Oxford system, with approximately \$38,000 of this being for the storage tank lease with the Town, approximately \$75,000 being labor cost, and approximately \$19,000 being associated with the repair of main breaks.

Approximately 4% of the \$171,000 is an allocation of T&D costs that are not attributable to a specific system. These expenses are comprised predominantly of costs associated with maintaining AWCMA's fleet of vehicles. The allocation to the Oxford system is based on a percentage of AWCMA's utility plant value that is in the Oxford system.

5. "Customer Accounting" Expenses:

"Customer Accounting" includes costs for meter reading, billing, collections and customer service. Approximately 17% of the \$58,000 reflects direct charges associated with meter reading, with all of the 17% being labor costs. Approximately 83% of the \$58,000 is an allocation of costs that are not attributable to a specific system. These expenses are comprised predominately of costs associated with bill printing, postage, customer service support, etc. The allocation is based on a percentage of customers served by the Oxford system to AWCMA total customer base.

6. "IT" Expenses:

"IT", or Information Technology, reflects the costs of maintaining the Company's hardware and software related to asset information, customer information, accounting information, SCADA, telecommunications, etc. The entire \$68,000 represents an allocation of AWCMA costs for IT. The allocation is based on a percentage of customers served by the Oxford system to AWCMA total customer base.

7. "Administration & General" Expenses:

"Administrative & General" reflects a variety of costs including labor (12%); benefits costs (30%) including medical and pension costs; insurances (7%); legal fees (3%) and rate case expense amortizations (2%). Approximately 21% of the \$494,000 reflects direct charges to our Oxford system primarily relating to \$104,000 of outside services, while approximately 70% is an allocation of costs that are not attributable to a specific system. These expenses comprised predominately of costs associated with employee benefits, insurance, and accounting services allocated to AWCMA, etc. to operate the Company as a whole. The allocation is based on a percentage of customers served by the Oxford system to AWCMA total customer base.

8. "Depreciation" Expense:

Depreciation is based on the DPU-approved depreciation rates applied to utility plant in service in each respective year. The figure does not include any depreciation for contributed property.

9. "Payroll Taxes" Expense:

Labor, or payroll costs, are charged to the functional areas denoted in items 1 through 7 above. Payroll taxes reflect the corresponding taxes for those labor charges. The labor charges are for employees of AWCMA, as well as employees of Aquarion Water Company of Connecticut who provide support to AWCMA.

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: _____



