

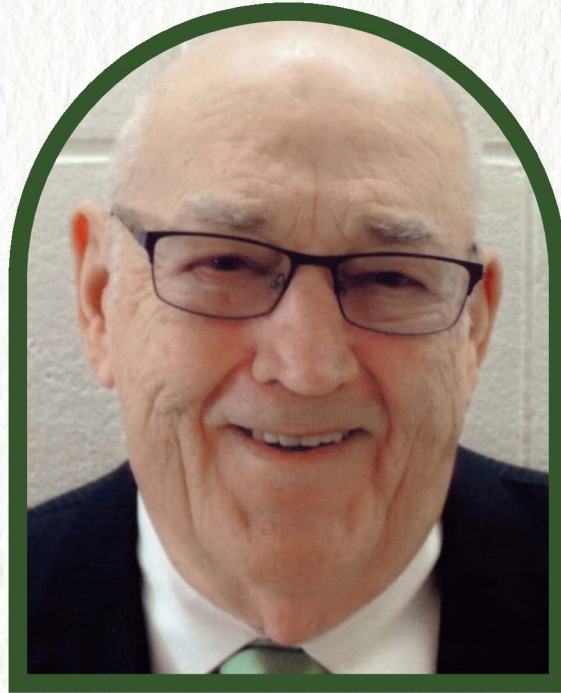
# 2024 Annual Report



T O W N   O F   O X F O R D

Rooted in Tradition Growing with Vision

# IN MEMORY OF



## *Roger Bacon Jr.*

Roger D. Bacon Jr. dedicated over three decades of service to Oxford, leaving an indelible impact on its educational and civic life. Beginning his career at Oxford High School in 1961, he served as a math teacher, coach, guidance counselor, assistant principal, and then principal for 13 years until his retirement in 1994. He chaired the high school building committee and was honored by having the gymnasium named after him. Bacon's profound commitment to community service earned him the title "Mr. Oxford," reflecting his pivotal role in local government, education, athletics, and civic celebrations. His legacy is a testament to the profound influence of steadfast dedication to education, community development, and public service.

*March 23, 1934 - April 17, 2024*



# 2024 ANNUAL TOWN REPORT

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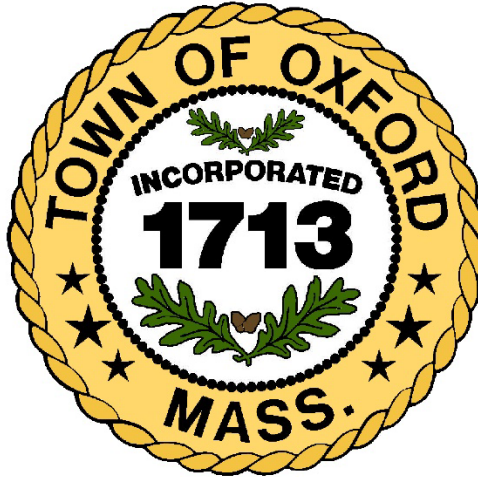
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# 2024



<u>PRECINCTS</u>	<u>REGISTERED VOTERS</u>	<u>VOTING PLACES</u>	<u>GENERAL AREA</u>
1	2,892	A.M. Chaffee School	Southwest
2	2,685	Oxford Middle School	North
3	2,785	Oxford Middle School	Center
4	2,753	A.M. Chaffee School	Southeast
4A	<u>67</u>	Oxford Middle School	Northeast
TOTAL	11,182		

\*\*\*\*\*

## GENERAL INFORMATION

<u>TAX RATE – FY 2024</u>	<u>SIZE</u>	<u>ROAD MILEAGE</u>
\$ 13.48 per \$1,000	26.71 Square Miles	111.68
<u>LOCATION</u>	<u>ELEVATION</u>	<u>POPULATION</u>
14 miles South of Worcester 53 miles West of Boston 37 miles from Providence 165 miles from N.Y. City	510 Ft. above mean sea level at Town Hall	2024 Town Census 13,347

\*\*\*\*\*

## 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**

<b>Emergency from 987 landline phones .....</b>	<b>911</b>
<b>From all other phones .....</b>	<b>508-987-0156</b>
<b>Ambulance billing .....</b>	<b>508-987-6009</b>
ANIMAL CONTROL .....	508-987-6047
BOARD OF APPEALS .....	508-987-6038 ext. 4
ASSESSOR.....	508-987-6036 ext. 3
BUILDING INSPECTOR .....	508-987-6038 ext. 4
CEMETERY SUPERINTENDENT .....	508-987-6006
COMMUNITY CENTER .....	508-987-6002
CONSERVATION COMMISSION .....	508-987-6044
COUNCIL ON AGING (SOCIAL CENTER).....	508 987-6000/6001
DPW.....	508-987-6006

### **FIRE DEPARTMENT**

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

### **POLICE DEPARTMENT**

<b>Emergency from 987 landline phones .....</b>	<b>911</b>
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**TOWN OF OXFORD PHONE NUMBERS CONTINUED**

<b>From all other phones .....</b>	<b>508-987-0156</b>
<b>All other calls .....</b>	<b>508-987-0156</b>
<b>Hearing Impaired .....</b>	<b>508-987-3794</b>
RECREATION COMMISSION .....	508-987-6002
<b>SCHOOL DEPARTMENT</b>	
A.M. Chaffee School.....	508-987-6057
Clara Barton School .....	508-987-6066
High School.....	508-987-6081
Guidance Office .....	508-987-6084
Middle School .....	508-987-6074
Special Education.....	508-987-6099
Superintendent of Schools.....	508-987-6050
SEALER OF WEIGHTS & MEASURES.....	508-987-6030 ext. 2
SEWERAGE INSPECTOR .....	508-987-6038 ext. 4
BOARD OF SELECTMEN .....	508-987-6027 ext. 6
TOWN ACCOUNTANT .....	508-987-6040 ext. 1019
TOWN CLERK .....	508-987-6032 ext. 1
TOWN COLLECTOR .....	508-987-6038 ext. 2
TOWN MANAGER .....	508-987-6030 ext. 8
TOWN TREASURER .....	508-987-6038 ext. 2
TREE WARDEN .....	508-987-6006
VETERAN'S SERVICES .....	508-987-6034 ext. 105
WIRING INSPECTOR .....	508-987-6038 ext. 4



## **FEDERAL AND STATE OFFICIALS**

### **UNITED STATES SENATE**

#### **Senator Elizabeth A. Warren**

309 Hart Senate Office Building  
Washington, DC 20510  
Tel. 202-224-4543  
[www.warren.senate.gov](http://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/](http://www.markey.senate.gov/)

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

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

### **SECOND CONGRESSIONAL DISTRICT**

#### **Congressman James P. McGovern**

370 Cannon House Office Bldg.  
Washington, DC 20515  
Tel. 202-225-6101  
<https://mcgovern.house.gov/>

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



Photo Credit: Martin Falbisoner

**GOVERNOR**

**Her Excellency Maura Healey**  
State House, Rm. 280 Boston, MA 02133  
Tel. 617-725-4005  
888-870-7770

[Constituent.services@state.ma.us](mailto:Constituent.services@state.ma.us)

**LIEUTENANT GOVERNOR**

**Her Excellency Kim Driscoll**  
State House, Rm. 280 Boston, MA 02133  
Tel. 617-725-4005  
888-870-7770

[Constituent.services@state.ma.us](mailto:Constituent.services@state.ma.us)

**STATE SENATOR WORCESTER & NORFOLK DISTRICT**

**Senator Ryan C. Fattman**  
State House, 24 Beacon St., Rm. 213A, Boston, MA 02133  
Tel. 617-722-1420  
[Ryan.Fattman@masenate.gov](mailto:Ryan.Fattman@masenate.gov)

**STATE REPRESENTATIVE SEVENTH WORCESTER DISTRICT**

**Representative Paul K. Frost**  
State House, 24 Beacon St., Rm. 542, Boston, MA 02133  
Tel. 617-722-2489  
[Paul.Frost@mahouse.gov](mailto:Paul.Frost@mahouse.gov)

**STATE REPRESENTATIVE EIGHTEENTH WORCESTER DISTRICT**

**Representative Joseph D. McKenna**  
State House, 24 Beacon St., Rm. 167, Boston, MA 02133  
Tel. 617-722-2810  
[joseph.mckenna@mahouse.gov](mailto:joseph.mckenna@mahouse.gov)



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## ***Town Officers***

### ***Elective Town Officials***

#### ***BOARD of SELECTMEN*** - 3 years

John Barry Eul, Jr. (2026)  
Amy E. Frick (2025)  
Mark T. Lee (2026)  
Russell C. Rheault (2027)  
Vacancy (2025)

#### ***BOARD of LIBRARY TRUSTEES***

- 3 years

John J. Bowes (2026)  
Carole A. Steina (2025)  
Harry Roger Williams, III (2027)

#### ***MODERATOR*** - 3 years

Cheryll Anne LeBlanc (2026)

#### ***SCHOOL COMMITTEE*** - 3 years

Cory J. Burke (2026)  
David P. Cornacchioli (2025)  
Leah Ann Filipkowksi (2026)  
Palmina Elizabeth Griffin (2027)  
Todd M. Proctor (2027)

#### ***SOUTHERN WORCESTER COUNTY REGIONAL VOCATIONAL SCHOOL***

#### ***DISTRICT COMMITTEE*** - 3 years

##### **Oxford Members**

David H. Grenier (2027)  
Benjamin J. LaMountain (2026)

##### **Auburn Members**

Mary R. Johnson (2026)  
George A. Scobie, Jr. (2025)

##### **Charlton Members**

Donald J. Montville (2027)  
Michael E. Tiberii (2026)

##### **Dudley Members**

Alfred Carl Reich, Jr. (2026)  
Timothy M. Schur (2025)

##### **North Brookfield Members**

James N. Caldwell (2027)  
Donald J. Gillette (2026)

##### **Paxton Members**

Peter M. Schur (2025)  
Jeffrey Arthur Wentzell (2026)

##### **Rutland Members**

Joseph R. Becker (2025)  
Anne Marie T. Pantos (2027)

##### **Southbridge Members**

Kathleen Alicea-Tilton (2027)  
Helen I. Lenti (2025)

##### **Spencer Members**

Jesselyn Jane Gaucher (2025)  
Robert L. Zukowski (2026)

##### **Webster Members**

Alfred E. Beland (2025)  
Robert M. Trembley (2027)

#### ***OXFORD HOUSING AUTHORITY*** - 5 years

Karen Erickson (State Appointee)  
Arsenio Sousa Luz (2028)  
Wayne Alfred McFarland (2029)  
Vacancy (Tenant Member)(2027)  
Vacancy (2025)

### ***Appointive Town Officers***

#### ***Appointments by the Town Moderator***

#### ***CECELIA J. SMOLENSKI/MILLETTE CHARITABLE TRUST II***

Jennifer M. Callahan – Town Manager  
Marc E. Peterson – Finance Committee  
Amy E. Frick – Board of Selectmen  
Katherine M. McKenna – Finance Director  
Jean M. O'Reilly  
Donna R. Stone

#### ***FINANCE COMMITTEE*** - 3 years

Deborah E. Amaral (2027)  
David L. Carter, III (2026)  
Michael G. Vigeant (2027)  
Bethany E. Joseph (2027)  
Colleen M. Pappas (2026)  
Marc E. Peterson (2025)  
David Copple (2027)



<b><i>Appointments by Board of Selectmen</i></b>
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***ACTING TOWN MANAGER -***

Justin Michael Leduc (2025)

***ANIMAL CONTROL******OFFICER/SLAUGHTERING/FIELD******DRIVER/POUND KEEPER - 1 year***

Kathleen Flynn (2025)

***ASSISTANT ANIMAL CONTROL******OFFICER - 1 year***

Edward J. Hart (2025)

***ASSISTANT INSPECTOR OF******WIRES – 1 year***

Ronald C. Stevens (2025)

***AUCTIONEER AGENT – Indefinite***

Michelle A. Jenkins

***BOARD of APPEALS – 5 years***

Stephen P. Balcunas (2027)

Peter J. LaFlash (2026)

Thomas P. Purcell (2028)

David E. Silverman (2028)

Alfred Robert St. Germain (2029)

***Associate Members – 3 years***

Robert F. Keogh, Sr. (2026)

Vacancy (2026)

***CENTRAL MASSACHUSETTS REGIONAL******PLANNING COMMISSION (CMRPC)– 1 year***

John Barry Eul, Jr. (2025)

Vacancy (2025)

***CHARLES LARNED ENTERTAINMENT******FUND – 3 years***

Cheyenne Grace Cusson (2026)

Joseph R. DePasquale (2027)

Vacancy (2026)

***CONSTABLES – 3 years***

Michael Baniukiewicz (2026)

Gregory J. Cofsy, (2027)

Richard M. Kneeland (2027)

Stephen Lapomardo (2027)

Michael C.G. Plante (2027)

John G. Puniskis (2027)

Mark Robbins (2026)

***CULTURAL COUNCIL -***

Dana M. Esposito (2027)

Rebecca Lynn Ide (2027)

Robert W. Krasinskas (2026)

Melissa L. Moldover (2025)

Danielle Roberts (2026)

Patricia Caroline Rodier (2026)

Laura Beth Wilson (2026)

Rose M. Wing (2025)

***DOWNTOWN BEAUTIFICATION******COMMITTEE – 1 year***

Joel P. Masley (2025)

Juliana M. Masley (2025)

Cynthia E. Saad (2027)

***INSPECTOR of WIRES – 1 year***

Alfred Wayne Banfill (2025)

***CHIEF of POLICE – 5 years***

Michael Daniels (2028)

***MUNICIPAL LIAISON TO STATE ETHICS******COMMISSION - Indefinite***

Michelle A. Jenkins

***MUNICIPAL LIAISON TO U.S. CENSUS******BUREAU - Indefinite***

Michelle A. Jenkins

***PARKING CLERK – 1 year***

Cheyenne Grace Cusson (2025)

***REGISTRAR of VOTERS - 3 years***

John H. Flattery (2025)

Carol J. Graves (2026)

Michelle A. Jenkins (ex-officio)

Nancy L. Lohner (2027)

***TOWN MANAGER – 5 years***

Jennifer M. Callahan (2026)

***WELCOME TO OXFORD SIGN******COMMITTEE – 1 year***

Glenn E. Krevosky (2025)

**WORCESTER REGIONAL TRANSIT  
AUTHORITY** – 1 year  
Laura Beth Wilson (2025)

***Appointments by the Town Manager***

**ASSISTANT ACCOUNTANT/FUND  
ACCOUNTANT** - 3 years  
Patricia A. Arcure (2026)

**ASSISTANT FENCE VIEWER** – 1 year  
Peter J. Gerhard (2025)

**ASSISTANT INSPECTOR OF GAS PIPING  
AND GAS APPLICANCES IN BUILDINGS** –  
1 year  
John E. Murray (2025)

**ASSISTANT INSPECTOR OF PLUMBING** –  
1 year  
John E. Murray (2025)

**ASSISTANT SEWERAGE INSPECTOR** – 1  
year  
Peter J. Gerhard (2025)

**ASSISTANT TOWN CLERK** – 1 year  
Lynn Patrice Kelly (2025)

**ASSISTANT TOWN MANAGER** - 1 year  
Justin Michael Leduc (2025)  
Tony M. Sousa (2025)

**ASSISTANT TREASURER/COLLECTOR** - 3  
years  
Kristina Herrick (2027)

**BOARD of ASSESSORS** - 3 years  
Robert W. Fike (2027)  
Mary Petro (2026)  
Claire D. Wilson (2025)

**BOARD of HEALTH** - 3 years  
Dina Jean Costa (2026)  
David R. Escobar (2025)  
Kerrie Ann Singer (2027)  
**Associate Members** – 3 years  
Ellin Marie Clifford (2026)

**BUILDING COMMISSIONER** – 1 year  
Patrick Stephen Dahlgren (2025)

**CEMETERY COMMISSIONERS** – 3 years  
Jane E. Davis (2027)  
Daniel John Viel (2026)  
Claire D. Wilson (2025)

**COMMUNITY CENTER DIRECTOR** –  
Indefinite  
Shelley L. Lambert

**CONSERVATION COMMISSION** -  
3 years  
Sheila P. Conroy (2026)  
Paul J. Cunningham (2026)  
Arthur Christian Firl, Jr. (2025)  
Wayne Alfred McFarland (2026)  
Thomas J. O'Neill, Jr. (2027)  
J. William Zoldak (2027)  
Vacancy (2025)

**COUNCIL ON AGING** -  
3 years  
Karen M. Erickson (2027)  
Carole A. Fegreus (2025)  
Robert W. Krasinskas (2027)  
Carolyn M. Merson (2026)  
Joyce A. Nilson (2025)  
Jody Marie Williams (2025)  
Rose M. Wing (2026)

**DEPARTMENT of PUBLIC WORKS  
DIRECTOR/SUPERINTENDENT of  
STREETS** – 1 year  
Kevin T. Duffy (2025)

**EXECUTIVE ASSISTANT TO THE BOARD  
of SELECTMEN** – 1 year  
Kaitlin Morin (2025)

**FENCE VIEWER** – 1 year  
Kevin T. Duffy (2025)

**FIRE CHIEF/EMS DIRECTOR** - Indefinite  
Laurent R. McDonald

***HUMAN RESOURCE SPECIALIST –***

Indefinite

Joanne F. Frederick

***INSPECTOR of ANIMALS – 1 year***

Kathleen Flynn (2025)

Edward J. Hart (2025)

***INSPECTOR of GAS PIPING and GAS  
APPLIANCE in BUILDINGS – 1 year***

John Stuart (2025)

***INSPECTOR of PLUMBING – 1 year***

John Stuart (2025)

***MASTER PLAN IMPLEMENTATION  
COMMITTEE – 5 years***

Stephen C. Anderson (2026)

Gordon Cook (2026)

Paul J. Cunningham (2026)

John Barry Eul, Jr. (2026)

Norman J. LeBlanc, Jr. (2026)

Dennis E. Lamarche (2026)

Roger McCarthy (2026)

Jean M. O'Reilly (2026)

***MUNICIPAL HEARING OFFICER -  
3 years***

Alfred Wayne Banfill (2027)

***PERSONNEL BOARD - 3 years***

S. Veronica Bachard (2027)

William R. Capers (2027)

Juliana M. Masley (2026)

Debra Rose McDonald (2026)

Rebecca A. Power (2027)

***PLANNING BOARD - 5 years***

Kristine V. Bird (2025)

Sheila P. Conroy (2028)

Ronald D. Donaghy (2029)

Richard A. Escolas, Jr. (2026)

Craig P. Holmberg (2029)

Roger L. McCarthy, Jr. (2028)

Matthew Einar Pearson (2027)

***RECORDS ACCESS OFFICER – Indefinite***

Michelle A. Jenkins

***RECREATION COMMISSION - 5 years***

Jody John Anderson (2029)

Gregory G. Gray (2029)

Eric E. Lambert (2027)

Joel P. Masley (2026)

Wayne Alfred McFarland (2026)

Kerry A. Russell (2028)

Vacancy (2025)

***SEALER of WEIGHTS and MEASURES – 1  
year***

Ronald William Valinski (2025)

***SENIOR CENTER DIRECTOR – Indefinite***

Laura Beth Wilson

***SEXUAL HARASSMENT GREIVANCE  
OFFICER – 1 year***

Joanne F. Frederick (2025)

***SUPERINTENDENT of SEWERS – 1 year***

Kevin T. Duffy (2025)

***SEWERAGE INSPECTOR – 1 year***

Kevin T. Duffy (2025)

***TOWN ACCOUNTANT/FINANCE  
DIRECTOR – 3 years***

Katherine M. McKenna (2026)

***TOWN ASSESSOR – 3 years***

Vacancy (2026)

***TOWN COUNSEL – Indefinite***

KP Law – Lauren F. Goldberg, Managing  
Attorney

***TOWN PLANNER – Indefinite***

Eric Rumsey

***TREASURER/COLLECTOR – 3 years***

Cheyenne Grace Cusson (2026)

***TREE WARDEN/SUPERINTENDENT of  
INSECT CONTROL – Indefinite***

Jacob M. Mackowiak

***VETERANS' AGENT - 1 year***

David S. Adams (2025)



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

***COMMISSION on DISABILITY*** – 3 years

Carol Marie Kuzdzal (2026)

Debra B. LaMarche (2026)

Wayne Alfred McFarland (2025)

Jennifer L. Pearson (2027)

Kelly J. Twombly (2025)

***HISTORICAL COMMISSION*** - 3 years

Terrence A. Cummings (2025)

Jean M. O'Reilly (2027)

A. Russell Pytko (2025)

Richard A. Shumway (2027)

Emily F. Thomas (2026)

Claire D. Wilson (2026)

Albert J. Zelle (2026)

***TOWN CLERK*** - Indefinite

Michelle A. Jenkins

***Appointments by the Board of Health***

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

Ivan Kwagala

***BURIAL AGENT*** - Indefinite

Michelle A. Jenkins

***Miscellaneous Appointments***

***CONSERVATION AGENT*** – Indefinite

Judith A. Lochner

***DIRECTOR of FACILITIES*** – Indefinite  
Vacancy

***HOUSING AUTHORITY – EXECUTIVE  
DIRECTOR*** – Indefinite

Locksann Mateo

***INSURANCE ADVISORY COMMITTEE*** –  
Indefinite

Angela Bernard

Scott Cheney

Susan Davis

Bonnie Gilligan

Mark Harris

Shawn O'Neill

Charlene Plasse

JoAnn Somers

Claire Wilson

***DIRECTOR of LIBRARIES*** – Indefinite  
Brittany S. McDougal Bialy

***SUPERINTENDENT of SCHOOLS***

Michael Lucas

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# GENERAL GOVERNMENT

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## BOARD OF SELECTMEN

2024 marked a year of positive momentum for the Town of Oxford. The Board of Selectmen remains focused on fostering collaboration in delivering services to the community. While maintaining a commitment to steadfast governance, the Board works alongside all Town departments to ensure residents are at the heart of every decision.



Following the Annual Town Election in May, the Board of Selectmen reorganized to reflect its updated membership. Oxford welcomed Russell C. Rheault as the newest member of the Board of Selectmen - a familiar face who previously served as Town Moderator and on the School Committee. The new Board includes Mark T. Lee as Chairman, John Eul continuing as Vice Chairman, and Amy Frick as Secretary, with a vacancy following Selectman Robert King's resignation.

One significant milestone this year was the retirement of Board of Selectmen Chairman Dennis E. Lamarche. With nearly two decades of public service, Mr. Lamarche has been a pillar of leadership and dedication. He served on the Board of Selectmen for 15 years and held roles on the Planning Board, Master Plan Implementation Committee, Central Massachusetts Metropolitan Planning Organization, and several other ad hoc committees. His contributions reflect his deep commitment to the Town of Oxford. The Town of Oxford extends its warm wishes as he embarks on a well-deserved retirement and new adventure!



The Board of Selectmen continues to meet on the first and third Tuesday of each month. The Board makes policy decisions and issues permits and licenses for car dealerships, alcohol, entertainment, earth removal, animals, and more. Together with the Town Manager, the Board serves as the appointing and executive body of the Town. Additionally, the Board holds the appointing authority for the Town Manager.

The Oxford Board of Selectmen extends a warm thank-you to our incredible Town employees, board and committee members, local businesses, and all the residents who made 2024 memorable. Your dedication to the Town of Oxford continues to drive progress and success. Whether you're new to our community or a lifelong resident, thank you for being a part of this special community. The Town of Oxford is rooted in tradition and growing with vision -honoring history while embracing innovation.

Respectfully Submitted,  
*Mark T. Lee, Chairman*



## TOWN MANAGER

It remains a truly humbling privilege to be Town Manager of Oxford to help both initiate and guide transformative community change. I have always believed in helping to improve the quality of life for both individuals and communities. Working diligently together with all of our Town employees, boards, committees and commissions, I can personally and professionally attest to how we continue to achieve major milestones across important public services, programs, projects and infrastructure, which is enhancing the quality of life for our residents and businesses.

As Town Manager, I am committed to fostering Oxford's strong and sustainable future. Our Town continues to grow, adapt, and innovate to meet the evolving needs of our residents and businesses. While progress is always a priority, I also recognize that responsible growth requires careful planning and financial stewardship. One of my primary objectives is to support the continued development of all governmental departments while ensuring that growth remains fiscally sustainable.

## **FINANCIAL OVERVIEW**

This past year has brought both opportunities and challenges in maintaining the high-quality public services upon which Oxford residents rely. One key challenge emerged early in the FY2025 budget development process, when it became evident that the School Department's preliminary budget request did not fully account for the constraints of Proposition 2 ½. In response, the Manager's Office took proactive steps to foster transparency and collaboration, organizing a financial workshop with the School Committee and Superintendent. The Manager's Financial Team presented the Fiscal 2025 Revenue Budget estimates to the School Committee to enhance understanding of what is required to ensure long-term sustainability across all departments via a balanced budget. Additionally, the Oxford Finance Committee hosted a School Finance Forum in April providing residents, boards, and committees with valuable insights from Mr. Brian Allen, Deputy Superintendent and CFO of Worcester Public Schools.

Despite ongoing financial challenges, the May 8th Annual Town Meeting approved using Stabilization Funds to support the School Department's FY2025 budget request. As I shared at the Town Meeting, utilizing \$509,000 from stabilization for operational costs carries financial considerations, including potential effects on the Town's borrowing rates for future school construction and available FY2026 revenues. While these decisions are not without difficulty, my commitment remains to ensuring Oxford's long-term fiscal health.



Amid these financial complexities, Oxford achieved a significant milestone—receiving the Distinguished Budget Presentation Award for the fourth consecutive year in 2024! This prestigious recognition from the Government Finance Officers



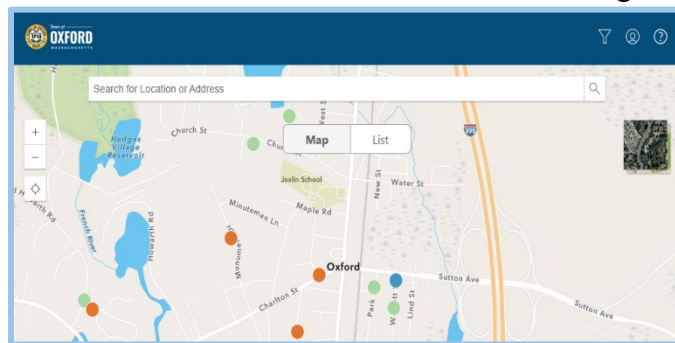
Association (GFOA) of the United States and Canada highlights our dedication to producing a budget that reflects the community's goals and values while maintaining strong financial stewardship.

## **STRATEGIC PROJECTS**



The French River Trail project received much attention in 2024. Oxford hosted its first French River Trail Visioning Session on February 21st, 2024, at the Carbuncle Beach House. This visioning session was used to solicit public input from over 70 attendees and hear about the development of conceptual plans for a future French River Trail. During the summer of 2023, the Town of Oxford received a major state grant of \$500,000 towards a proposed French River Trail that would traverse north south over an abandoned railroad bed and some existing trails. At the visioning session, I presented the community benefits of shared paths and consultants from TEC Engineering presented the conceptual plans and layout of the proposed trail. After the presentation, the audience asked questions and community input was gathered regarding the future trail. We are truly excited about the recreational opportunities and access to historical and cultural features that this trail will bring to the Town of Oxford!

The Town of Oxford also officially announced the launch of its new town website in 2024! We partnered with CivicPlus to upgrade our website platform to bring residents a whole new experience and level of engagement not possible with our previous website. We used data analytics to shape the website based on “traffic” patterns for most visited pages. In addition to a new look and menu layout, some of the upgrades included enhanced mobile responsiveness for devices of all sizes, text alerts in addition to email alerts, and improved ADA accessibility for residents that use screen reader software. Some organizational and navigational changes also occurred, such as moving agendas and minutes to one centralized location and embedding our social media feed for those who do not have a Facebook account. We also included new features with the launch: SeeClickFix - an easy-to-use web or mobile application that allows residents to report and track Public Works concerns including potholes, illegal dumping, graffiti, streetlights, and more! Lastly, we enhanced financial transparency by including OpenCheck to allow residents to search for account payable records by category, department, vendor, fiscal year, and more!



The Town Manager's FY2025 goals included Improving the Town Meeting Experience for residents by implementing an Electronic Voting System for Town Meetings. This initiative

began during the summer of 2024 with the establishment of an Electronic Voting System Review Committee. Committee Members reviewed the experience of other communities, examined software and hardware capabilities, and had product demonstrations by three different vendors. After thoroughly reviewing available products and capabilities, Meridia Incorporated was the vendor the Electronic Voting System Review Group recommended for voting tabulation. Fortunately, the vendor was able to send a representative to attend our Special Town Meeting in October and provide a hands-on look at what electronic voting tabulation can do to improve the Town Meeting experience. The initial product run occurred at the 2024 Special Town Meeting on October 8th, 2024, and was supported by over 95% of the residents who attended! I want to thank everyone on the Electronic Voting System Review Committee for their efforts in bringing this technology to our Town. Using technology to support the town meeting voting process is a most worthy goal and one that can assist in increasing efficiency and accuracy related to the actual voting processes.

The Town Manager's Office applied to the Massachusetts Executive Office of Economic Development to participate in the Massachusetts Vacant Storefronts Program (MVSP) and officially received the designation to participate in March of 2024! I met with the Economic Assistance Coordinating Council (EACC) to review our proposal to designate areas along Main Street and Sutton Avenue to participate in the vacant storefront program. They unanimously voted to approve it. This designation qualifies businesses or individuals to apply to the EACC for refundable EDIP tax credits, up to \$10,000 for leasing and occupying a vacant storefront in that District. The program's purpose is to help municipalities revitalize their commercial areas. Municipalities may apply for certification to designate a commercial area or areas as a Certified Vacant Storefront District. In the case of our Town, staff have identified three target areas along Main Street and Sutton Avenue. Certification for both identified Districts and projects is competitive. After achieving such a designation by the state, businesses or individuals may apply to the state for refundable EDIP tax credits of up to \$10,000 for leasing and occupying a vacant storefront in that district. For the program, a storefront has been vacant for over 12 months.



During April of 2024, I worked with our Energy Consultants from Good Energy to lock in new rates as part of the Town's Electricity Aggregation Plan. We successfully secured a three-year term beginning in December of 2024 through December of 2027 for both Basic and Green Energy supply with Direct Energy. The Town of Oxford was able to lock in the following new aggregation supply rates: Basic (13.70 ¢/kWh) and 100% Green (15.04 ¢/kWh). Existing participants were automatically enrolled in the new rates starting December 2024. Since bringing this aggregation program to Town, it has resulted in helping to save several million dollars in direct energy costs to residents and businesses.

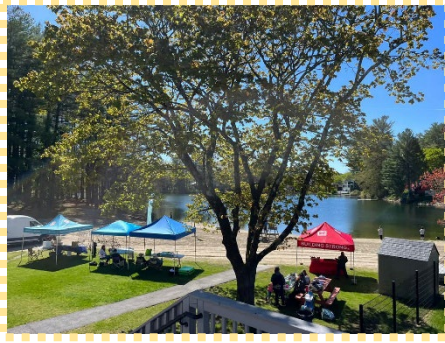
## **GRANT FUNDING**

As local governmental growth in Massachusetts is limited to a total tax levy increase of 2 ½% per year, seeking grant funding is extremely important to help support the needs of Town Departments, which often extend beyond the limits of 2 ½%. I have worked with all Town Departments over the past six years, and we have been very successful in securing tens of millions of dollars in grant funding outside of local taxation. These efforts yield a reduced tax burden on residents, while simultaneously enhancing services and improving infrastructure. As I reflect on 2024, grant funding has been at an unprecedented level, and we have been able to accomplish some major improvements within the Town of Oxford!

The Town of Oxford received many grants throughout 2024, particularly in the areas of Information Technology and Public Health. In March of 2024, State Director of Rural Affairs Anne Gobi, Secretary for the Executive Office of Technology Services and Security Jason Snyder, and other state officials met with myself, several Department Heads and Selectman Eul, at the Police Station to discuss the impact the Community Compact IT grants have had on Oxford. These grant programs included funding for the deployment of virtual server infrastructure, implementation of a real estate appraisal system, upgrades to our dispatch consoles, and digitization of our Land Management records totaling \$250,000! Staff members testified about how such grant funding has improved services in their departments. After the meeting, Police Chief Daniels provided a guided tour of the dispatch area and new consoles. Our State Visitors were shown an actual demonstration of how the dispatchers use the new PowerPhone technology.

The Town of Oxford received a public health grant of \$26,500 from the National Environmental Health Association program to use for Foodborne Illness Outbreak training, education, outreach, and investigation. This was the second year the Public Health Director, Rike Sterrett, had applied for and successfully obtained this important funding to expand resources for the Board of Health Department.

Throughout 2024, the Town of Oxford was awarded several grants in Human Services and Culture and Recreation. This includes multiple grants from the Massachusetts and local cultural councils. The year started with a grant for \$5,750 from the Massachusetts Cultural Council to support the 2024 Bandstand Concert Series and Scarecrows on the Common. Months later, we received a second grant from the Massachusetts Cultural Council Cultural grant totaling \$12,600 to assist our Community Center, Senior Center, and Library with providing several cultural and performing arts events. In December of 2024, the Town of Oxford was approved to receive two more grants totaling \$5,000 from the Massachusetts Cultural Council! The December 2024 grant funding came in two awards: \$2,500 to support the Oxford Farmers' Market and \$2,500 to support the 2025 Winter Festival. Lastly, the Oxford Community Center was awarded another grant from the Massachusetts Cultural Council through the FY25 Festivals & Projects Program, providing an additional \$2,500 to support the 2025 Winter Festival.



used to fund lifeguard and counselor positions for the Oxford Community Center summer programming at Carbuncle Beach.

The Carbuncle Summer programs received considerable grant funding in 2024! The Oxford Community Center was awarded a grant in the amount of \$15,000 from the United Way of Central Massachusetts to support their summer programming. In addition, to help reduce the cost to participants, the Oxford Community Center applied for and received a grant from the Attorney General's Office for \$10,770 as part of the Fiscal 2025 Healthy Summer Youth Jobs Grant Program! This welcome grant assistance was

The newly launched theatre program and general operations of Oxford Community Center received considerable grant support. The Taft Charitable Trust awarded a grant for \$10,000 to support the general operations of the Oxford Community Center and to help offset the costs of programming. Finally, the Janet Malser Humanities Trust awarded \$10,000 to support the Oxford Community Center's theater and art programs. This generous contribution went a long way to advance the programming capabilities and successfully launched the theater program this year!

The Oxford Senior Center also received several grant awards in 2024. The Taft Charitable Trust awarded a grant in the amount of \$10,000 towards nutritional services and providing weekly meals for our seniors. Not only did this reduce the cost to taxpayers, but it also helped to keep our senior meals both nutritious and affordable! The Oxford Senior Center received a second grant from the 2024 FallonHealth Community Impact Grant Program to support senior nutrition. The grant funding supports an array of activities including services that help address hunger across the state. The \$1,000 grant helped to support the senior lunch program provided by the Oxford Senior Center.

I am proud of all of the grant support to the Town of Oxford! I would like to thank Library Director, Brittany McDougal, Community Center Director, Shelley Lambert, and Senior Center Director, Laura Wilson, for their diligence in working to secure outside grant funding to support these programs and services that residents look forward to having each year! The amount of grant funding Oxford seeks and successfully obtains is not only remarkable, but also the envy of many other communities.

Public Safety received substantial grant funding throughout the year! Oxford Fire and Emergency Services received an important equipment grant from the Department of Fire Services totaling \$12,192! This grant funding was used to help replace hoses, nozzles, and valves on some of our fire apparatus. Each year, these hoses are tested to ensure they can withstand operating pressures (up to 250 psi) to be effective and safe for our firefighters to use in response to fire incidents.

Another area of grant funding where the Oxford Fire and Emergency Services Department was successful was the replacement of defibrillators. The Executive Office of Public Safety and

Security awarded the first grant for \$2,500 to purchase an Automatic External Defibrillator (AED). This AED was placed in one of Oxford's ambulances as a backup to the other lifesaving equipment. The huge announcement that Oxford was going to receive its second major grant from Federal Emergency Management Agency (FEMA) totaling \$284,620 was truly exciting to receive. This grant was to help the Town replace the advanced cardiac monitors/defibrillators used in the Department's four ambulances. These pieces of equipment perform a variety of functions such as heart rate, blood pressure and blood oxygen monitoring. Additionally, the devices have the ability to shock patients in the event of cardiac arrest or dangerous arrhythmia.

The Oxford Police Department achieved a major milestone in deploying body-worn cameras in 2024 thanks to grant funding as well! The Executive Office of Public Safety and Security awarded the Department \$61,853.60 to implement body-worn cameras and cover the costs associated with holsters, cameras and triggers. Additionally, the Town's insurance provider awarded Oxford a \$10,000 Risk Reduction Management Grant towards the Oxford Police Department's body worn cameras! The grant proposal was successful as the body camera initiative helped to mitigate the risk exposure associated with future potential public safety insurance claims. This welcome funding was also used to help offset the body-worn camera implementation costs, including hardware and software. Overall, this program has had many positive results for the Department such as the enhancement of police-community relations and the promotion of accountability. The initiative has also provided a training tool for officers in addition to the ability to capture audio-video evidence.

The Town of Oxford received a Municipal Road Safety Program competitive grant funding for \$22,556 to improve some of the traffic issues in our Town including combating speeding, reducing driver cell phone usage, acquiring speed measuring devices, improving pedestrian safety, hosting seat belt installation days and more. Finally, the Police Department was awarded a training grant in the amount of \$29,719 from the State 911 Department to assist with dispatcher training. The grant covered the costs for CPR and PowerPhone training courses for all dispatch staff to attend! I would like to thank both Police Chief Michael Daniels, and Fire and Emergency Services Chief Laurent McDonald, for pursuing these significant grant sources and to help ensure the safety of our staff, residents, businesses and community property!



Our Department of Public Works was very successful with its grant applications this year! The Oxford DPW secured its first the Municipal Vulnerability Preparedness (MVP) Project grant for \$206,100 to transform the former Barton Street municipal garage into a pocket park. An engineering firm was hired to facilitate a community-driven design process for the new park space. In other major grant news, the Executive Office of Energy and Environmental Affairs awarded the Town of Oxford \$1,000,000 towards the reconstruction of the McKinstry

Pond Dam! State Officials have classified McKinstry Pond Dam as a Significant Hazard Potential structure. The Manager and DPW Directors have jointly pursued this funding for multiple years in hopes of fixing it without the entire burden falling on the taxpayers' shoulders



because the costs of repairs are substantial. We are anticipating construction to start in the spring or summer of 2025, with project completion in early 2026.

During the fall of 2024, the Town of Oxford also received approval for its Complete Streets funding grant application for \$60,225. This grant funding will be used for sidewalk and accessibility improvements on Monument Drive from Corbin Road to Charlton Street. The Town is also currently awaiting news from the spring grant round of the Complete Streets Program for another important priority construction project totaling over \$200k to make major pedestrian improvements to Wheelock Street. If funded, such improvements could be added to the 2025 Pavement Management Plan's project construction list. All of our fingers are crossed!

The Town received another grant of \$23,670 as part of the Department of Conservation and Recreation's Urban and Forestry Challenge. This grant funding will be used to plant, protect and maintain Oxford's public tree resources. Additionally, this funding will be used to help to develop partnerships with residents and create healthier streetscapes. Building on the former "Trees for Trees" program, this project will allow for even more planting in strategic areas! I would like to thank our DPW Director, Kevin Duffy, and new Tree Warden, Jacob Mackowiak, for their efforts in pursuing funding for these projects.

## **CAPITAL PROJECTS**

The Town of Oxford accomplished an unprecedented amount of capital improvements throughout 2024! Just in time for the Memorial Day Parade and Observance ceremony, the final aspect of the WWI Monument restoration was completed, with newly restored benches installed. The two large granite benches reflect the time period for masonry and add a wonderful complement to the monument. I would like to thank Terry Cummings and former Selectman John Saad for their contributions in helping with the original restoration design.

With the funding that was authorized in December of 2023, the Town of Oxford could start the much-needed school building repair projects over the Summer of 2024. The Clara Barton and Chaffee Elementary School foundation repairs were completed in Fall of 2024 and included site restoration, loam and seed, and repaving of disturbed areas. The original engineers' estimate for the project was \$858,000 and the project was completed in time and under budget at \$589,440 by Folan Waterproofing. Additionally, the Town of Oxford contracted with P-Three Inc. (Project Planning Professionals), to oversee the design, bidding and construction of the schools' roof and siding replacement projects. P-Three was chosen based on a qualification-based selection process that included both municipal and educational facility construction and repair experience as well as their proven track record leading hundreds of construction and repair projects throughout the Commonwealth. Construction for these projects is expected to begin Summer of 2025.

The owner of the railroad system, Genesee & Wyoming Inc., notified the town of their intention to replace one of the rail lines and remove the second set of rails at the Sutton Avenue rail crossing during the Summer of 2024. Work was tentatively planned for Friday, July 12th and involved closing the roadway in both directions – limiting access to Interstate 395. After much planning with respect to traffic rerouting, the project was delayed until Sunday, August 18th and was expected to continue through to Tuesday, August 20th. However, the project was completed

on the evening of Monday, August 19th with minimal disruption to motorists through the concerted efforts of the railroad owner, DPW, Police and Fire Departments.

The Lowes Pond Dam reconstruction project saw significant progress in 2024! For those unaware of the project, Lowes Pond Dam was deemed a dangerous dam that was abandoned by the owners. The Town of Oxford was the first community in the state to partner with the Department of Conservation and Office of Dam Safety to make safety and recreation improvements to this abandoned dam. Through the Land Court process, the Town of Oxford took ownership of the related properties including Lowe's Pond Dam and abutting abandoned areas (3 and 4 Huguenot Road). Throughout 2024, all the necessary permits and approvals were granted in preparation of construction - including the Ch. 91 waterways application that was submitted in 2023! The Town Manager's Office, in conjunction with the Massachusetts Department of Conservation and Recreation and Office of Dam Safety



hosted a public meeting on September 19th at the Oxford Public Library downstairs meeting room. This informative session presented the final dam reconstruction and site design along with information regarding the upcoming construction schedule. Work on this project is expected to begin in Spring of 2025 and will take approximately nine months. Upon completion, an Operations and Maintenance Plan will provide the Town of Oxford with future responsibilities for both the dam structure and stormwater facilities.

In addition to the funding approved at the May 2024 Town Meeting, the Town of Oxford was also awarded a \$50,000 earmark in the state budget toward an ADA-compliant Town Hall ramp! A competitive bid process for architectural design services was conducted over the summer to upgrade the rear ramp and entrance area at Town Hall. In the end, three solid proposals were received from architectural firms and CSS Architects were selected, to oversee the design and engineering process. CSS Architects has extensive municipal experience with ADA capital projects, and we hope to start construction in 2025.

The Oxford Department of Public Works completed multiple road maintenance projects throughout 2024 in accordance with our Pavement Management and Capital Improvement Plans. Millbury Road reconstruction started on June 26th and the final paving was completed in just under two weeks! The project cost just over \$371,873 to extend the life of the road by over 15 years. Walnut Street shim and overlay resurfacing from Pine Street to Dudley Road was also completed and cost just over \$364,778 to extend the life of the pavement up to 15 years. Finally, Charlton Street from the Charlton line to 105 Charlton Street began on July 25th and received a bonded-wearing course treatment to extend the life of the road up to 12 years with the project costing \$224,550. I would like to thank DPW Director, Kevin Duffy, and the entire DPW staff



for executing these capital projects this past year and ensuring minimal disruption to all residents and stakeholders!

## **HIGHLIGHTS OF 2024**

National elections are fundamental to democracy as they provide an organized method for citizens to choose their leaders and influence the direction of the United States. Therefore, 2024 was extraordinary as the Town Clerk's Office had to ensure the transparency, integrity and accuracy of the multiple elections throughout the year! I wanted to acknowledge our Town Clerk's Office, election workers and volunteers for conducting smooth and successful local, state and presidential elections. This work included the presidential primary, the annual town election, and the state primary, which all culminated with the presidential and state elections. Post-pandemic, all of these election events require early in-person voting, the processing of mail-in ballots, and the certifying of the elections results. I would like to extend my sincerest appreciation to all those who made these elections a success!

As part of our grant-funded Housing Production Plan efforts, we hosted both a Senior and Community Forum in March. Both events were held at the Senior Center and each attracted different audiences in order to obtain important community feedback from the interactive sessions. There was an informative presentation by Emily Glaubitz from Central Massachusetts Regional Planning Commission (CMRPC). With over 344 responses to the Housing Production Plan Survey, a summary of the results was shared, including data that showed 49% of the Oxford population would qualify for affordable housing based on income. Additionally, 57% of seniors who responded desire increased housing options in Oxford.



In 2023, the Town of Oxford contracted the CMRPC to develop a Housing Production Plan using a \$25,000 state grant. To guide the development of the Town's first plan, the Oxford Housing Production Plan Working Group was formed, consisting of four municipal staff, including Eric Rumsey, Laura Wilson, Patrick Dahlgren, and Tony Sousa, and a representative of the Planning Board, Matt Pearson. CMRPC staff worked collaboratively with the group to understand local housing conditions, seek input from the community using multiple platforms, and develop strategies to support the town in meeting our housing needs.

The major goal of the plan was to provide the Town with a guiding document for implementing affordable housing options to meet Chapter 40B regulations. The document represents the culmination of demographic and housing research, community outreach, zoning, regulatory review, and an implementation plan. A copy of the final plan and the state's approval letter were made available on the Town's website via the Planning Board's webpage. In the end, having a state-approved plan helps us qualify for designation as a Housing Choice Community, thereby getting exclusive access and priority to specific state grant programs. I want to give special acknowledgment to Assistant Town Manager, Tony Sousa for leading this entire grant and planning process!

A Small Business Forum, hosted by CMRPC and the Town Manager's Office, was held in June at Carbuncle Beach House. We had approximately 25 small business owners and representatives,

including members of the Oxford Business Association, in attendance. To kick off the event, I provided an overview of recent and ongoing private developments in Town, as well as public initiatives, including the Community Business Video, the Vacant Storefront Program, and the Small Business Survey. CMRPC gave a community snapshot of economic development data and a preview of the most recent feedback from the small business survey. The group discussion included topics involving infrastructure needs such as roadway improvements, storefront/streetscape needs, ADA accessibility, and sewer capacity limitations. Thank you to all who attended the event. I look forward to providing future updates on all of our ongoing economic development work.



We have truly dedicated staff who put their best efforts forward each day working for the Town of Oxford. We indeed have many high achievers among our employees. This year, Representative Joseph McKenna nominated Senior Center Director, Laura Wilson, as a 2024 Commonwealth Heroine! The Massachusetts Commission on Women annually presents the Commonwealth Heroine Awards and only Legislators may submit nominations. Nominations are made of truly incredible woman that have made significant contributions to their community. We have all witnessed how Director Laura Wilson

is an exceptional public service leader! As a Commonwealth Heroine, Director Wilson and Representative McKenna attended a Statehouse Awards Celebration on June 14th, 2024. Congratulations, Laura, your nomination is certainly well-deserved!

After 30 years, Facilities Technician Kenneth Donnelly officially retired from the Town of Oxford. His work remains recognized throughout Town Hall by signage and many of the graphics displayed on Town and commercial vehicles. I would like to once again, publicly thank him for his three decades of stellar commitment to the care of our municipal buildings and service to the residents of Oxford. Additionally, Ken was very instrumental in attending all of the Town's veterans parades and events to set up our sound system. We continue to miss Kenny and everything he did for our staff and municipal buildings. We wish him the best for a long and happy retirement!

The Town of Oxford experienced a few public health concerns during 2024. We received reports of the Highly Pathogenic Avian Influenza from the state after being detected in the Cape Cod area. The Massachusetts Department of Agricultural Resources advised poultry owners to take measures to prevent wild birds, their feathers or waste from having contact with domesticated birds. The avian flu was reported to be spreading among wild bird species, especially waterfowl. The Board of Health encouraged residents who had chickens, ducks, and geese to help stop the spread of the avian flu from infecting domestic poultry, other birds, and animal species. During the summer of 2024, a cyanobacteria bloom temporarily closed Carbuncle Beach. The waterbody was unsafe for people and pets. Accordingly, the Board of Health issued a public health advisory. Residents were encouraged to avoid swimming, avoid ingesting the water, and keep pets away.

Additionally, in August the Town quite unexpectedly experienced a case of Eastern Equine Encephalitis (EEE) during a period when increased cases of West Nile and EEE were being detected across the Commonwealth. The Board of Health responsibly joined with several surrounding communities (Sutton, Douglas, Webster) in making recommendations to the public to help reduce risk during the time when the Town was at Critical Risk Status. The state monitored area mosquito populations to detect any spread of the deadly virus. They also conducted street level spraying to assist in reducing risk levels by reducing mosquito populations in our region. Although frequently a fatal disease once contracted, we were all very relieved to learn that after being in critical condition, our local resident survived the ordeal and continued the long and remarkable journey to recovery. Even the Office of President Joe Biden contacted the Town to offer any assistance or resources it might need during the time of critical risk status!

The Town had multiple events that were well attended and extremely successful! To kick off the year, the 3rd Annual Fun, Frost & Family Festival attracted hundreds of attendees, and the Polar Plunge raised over \$4,400 for the Special Olympics! The pancake breakfast ran out as over 180 hungry individuals took part! This has become a truly an amazing event and is the result of a great deal of work by many. I would like to thank the Oxford Business Association, the Janet Malser Humanities Trust, the Massachusetts and Oxford Cultural Councils, and all of the businesses that sponsored the event. I would also like to thank all the residents, volunteers, town departments, and staff that made this a special townwide event. Last but not least, a huge thank you to Community Center Director, Shelley Lambert, for all of her hard work to bring the Oxford community together!

The 2024 Oxford Veteran Appreciation Luncheon was held on Thursday, November 7<sup>th</sup>, and was once again a success! The Oxford Senior Center had over 160 attendees, including Oxford veterans, guests, state officials, and guest speaker Staff Sergeant Almahdi Mousa. Music was provided by the Oxford High School band, and the NJROTC was there to display the colors. I would like to thank David Adams, Quilts of Valor, all of the volunteers, and of course our Oxford Veterans for making this such a great annual event!

The 2024 Holiday Lights Parade and Annual Tree Lighting was held on December 1st, 2024, and had over 40 floats in the parade and attracted thousands of residents to see both the parade and Joslin Common bandstand lighting. This event would not have been possible without the support of multiple Town Departments, local businesses, and of course the residents of Oxford! Following the Light Parade, the Fire Department's Tower 1 delivered Santa and Mrs. Claus to the bandstand where hundreds of residents greeted them. The Oxford Police Department provided hot chocolate to the crowd in which 700 cups were given out!



The Oxford Department of Public Works was truly in the holiday spirit by providing everyone's favorite holiday characters such as the King of Misfit Toys, the Grinch, the Abominable Snowman, Cindy Lu Who, Giant Gingerbread Man, Rudolph, Buddy the Elf, and Santa's Elves!

This event was even more special thanks to the generous donations provided by local businesses. Thank you to Robbins Garden Center for donating the tree for our bandstand for over 25 years! Additionally, thank you to N&J Donuts for donating donut holes, Jess' Sweets & Treats for donating cookies, and BDJ Entertainment for providing the music!

Lastly, thank you to the Oxford Community Center for handing out hundreds of jingle bell bracelets, necklaces, and cookies! Thank you to the Oxford Fire and EMS Chief Laurent McDonald and Deputy Chief Jon Belanger for throwing the switch to light the tree! Lastly, I would like to extend a sincere "Thank You" to everyone who volunteered and the residents of Oxford for making this a momentous holiday event to cap off a truly busy year!

I want to extend a heartfelt "Thank You" to the residents of Oxford for their ongoing contributions, cooperation, and commitment to making this community a wonderful place to live. I also would like to thank all town employees, boards, and committees, as their dedication to the betterment of the Town, coupled with a positive spirit, is what makes Oxford special. Again, it has been an honor to serve as the Town Manager of the Town of Oxford during this past year and all the previous years! As always, I look forward to continuing to work together for the betterment of the Town. Onward Oxford!

Respectfully Submitted,



*Jennifer Callahan, Town Manager*



## **PERSONNEL BOARD**

The Personnel Board was organized as follows for the 2024 calendar year:

- S. Veronica Bachand, Chair
- Rebecca A. Power, Vice Chair
- William R. Capers, Member
- Debra McDonald, Member
- Juliana Masley, Member

On October 30, 2024, the Personnel Board met with the Finance Director, Katie McKenna, to discuss the pay plan increase for FY26. Ms. McKenna recommended no increase to the pay plan for FY26.

During the 2023-2024 Fiscal year, the Personnel Board held multiple meetings where they reviewed the following:

- Presented by Ms. McKenna- The Town was awarded a Community Compact Grant. The purpose of this grant is to review the classifications and compensation of all pay plan positions. The Personnel Board will be reviewing the information provided to them by the Collins Center regarding the changes proposed for the current pay plan.

The Personnel Board will continue to provide guidance, oversight, and support to Town Management as it reviews and implements changes. The Personnel Board would like to

thank the Board of Selectmen, Town Manager, and townspeople for their continued support.

Respectfully Submitted,  
*S. Veronica Bachand, Chairperson*



## **BOARD OF ASSESSORS**

The Board of Assessors was organized for the calendar year 2024 as follows:

Alexander Sendzik, Chairman	Full-time
Robert Fike, Member	Part-time
Claire Wilson, Member	Part-time

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

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

The annual classification hearing to determine the percentage of tax to be borne by each class of property for Fiscal Year 2024 was held on November 7th, 2023. The second half fiscal year 2024 tax bills were issued on December 31, 2023.

The numbers and amounts of statutory exemptions that were approved for FY 2024 were as follows:

Clause 41C (Senior)	40 - \$ 25,949.41
Clause 17D (Surviving Spouse)	17 - \$ 3,920.49
Clause 22 (Veteran)	70 - \$ 39,310.82
Clause 22B (Veteran)	1 - \$ 1,875.00
Clause 22C (Veteran)	1 - \$ 1,500.00
Clause 22D (Veteran)	10 - \$ 41,447.96
Clause 22E (Veteran)	41 - \$ 58,385.03

Clause 22F (Veteran)	1 - \$ 5,106.22
Clause 37 (Blind)	<u>6 - \$ 3,627.48</u>
Total	187 - \$ 181,152.41

The number and amounts of real estate, personal property, and motor vehicle excise tax abatements that were approved and processed during 2024 were as follows:

FY2024 Personal Property	4 - \$ 4,880
FY2024 Real Estate	<u>22 - \$ 31,646</u>
Total	26 - \$ 36,526

Motor Vehicle Excise Tax Abatements:

FY2024	Total 507 - \$ 51,981
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The annual classification hearing before the Board of Selectmen for FY2025 to determine whether to continue with a single tax rate for all classes of real and personal property was October 29, 2024. The Board of Selectmen decided to split the tax rate: \$12.67 for Residential and \$14.23 for CIP. FY2025 final tax bills were issued for December 31, 2024.

The numbers and amounts of statutory exemptions that were approved for FY 2025 during calendar year 2024 were as follows:

Clause 41C (Senior)	34 - \$ 22,754.35
Clause 17D (Surviving Spouse)	15 - \$ 3,543.75
Clause 22 (Veteran)	74 - \$ 39,570.45
Clause 22B (Veteran)	0 - \$ 0.00
Clause 22D (Veteran)	10 - \$ 43,455.58
Clause 22E (Veteran)	41 - \$ 57,399.18
Clause 22F (Veteran)	1 - \$ 5,356.88
Clause (Blind)	<u>7 - \$ 4,058.35</u>
Total	189 - \$ 153,881.60

The Board of Assessors and the staff in the Assessor's Office wish to thank all of our fellow Town employees, the residents and businesses of the Town of Oxford for their continued support and cooperation. As we close out the final chapter of 2024, the members of the Assessor's Office and the Board of Assessors wish all of the citizens and businesses of Oxford a brighter, happier and healthier New Year!

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



# FINANCIAL REPORTS



## OXFORD ACCOUNTANT REPORT

### Balance Sheet - Government Fund Types as of June 30, 2024

	General	Special Revenue	Capital Projects
<b><u>ASSETS</u></b>			
Cash and cash equivalents	12,080,624.43	9,819,239.98	146,151.74
Receivables:			
Personal property taxes	25,234.86		
Real estate taxes	223,804.88		
Roll back taxes	27,405.29		
Allowance for abatements and exemption:	(1,755,634.82)		
Tax liens	884,621.04		
Motor vehicle excise	291,322.85		
Departmental	88,247.96		
Due from other governments	17,748.23		
Other receivable:		990,560.55	
Foreclosures/Possessions	68,705.79		
<b>TOTAL ASSETS</b>	<b>\$ 11,952,080.51</b>	<b>\$ 10,809,800.53</b>	<b>\$ 146,151.74</b>
<b><u>LIABILITIES AND FUND EQUITY</u></b>			
Liabilities:			
Accrued payroll	552,549.40		
Abandoned Property and unclaimed	11,889.75		
Other liabilities	527,811.63		
Deferred revenue			
Real and personal property taxes	(1,479,189.79)		
Tax liens	884,621.04		
Foreclosures/Possessions	68,705.79		
Motor vehicle excise	291,322.85		
Departmental	88,247.96		
Due from other governments	0.00		
Other receivable:		747,982.55	
Notes payable			1,726,100.00
<b>TOTAL LIABILITIES</b>	<b>\$ 945,958.63</b>	<b>\$ 747,982.55</b>	<b>\$ 1,726,100.00</b>
Fund Equity:			
Reserved for encumbrance	348,648.55		
Reserved for continuing appropriations	3,940,055.37		
Reserved for expenditure:	2,390,968.00		
Reserved for charter school sending assess			
Undesignated fund balance	4,326,449.96	10,061,817.98	(1,579,948.26)
<b>TOTAL FUND EQUITY</b>	<b>\$ 11,006,121.88</b>	<b>\$ 10,061,817.98</b>	<b>\$ (1,579,948.26)</b>
<b>Total Liabilities and Fund Equity</b>	<b>\$ 11,952,080.51</b>	<b>\$ 10,809,800.53</b>	<b>\$ 146,151.74</b>



**Balance Sheet - Proprietary & Fiduciary Fund Types  
as of June 30, 2024**

	Proprietary Fund Types	Fiduciary Fund Types	
	Enterprise	Trust and Agency	Long-term Debt
<b><u>ASSETS</u></b>			
Cash and cash equivalents	694,104.90	17,779,032.13	
Receivables:			
Tax liens	2,055.89		
User fees	18,945.04		
Utility liens added to taxes	514.45		
Special assessments	207,847.26		
Due from other governments		126,335.11	
Other receivables	63,467.66		
Amounts to be provided - payment of bonds			4,555,000.00
Amounts to be provided - vacation/sick leave			491,159.58
<b>TOTAL ASSETS</b>	<b>\$ 986,935.20</b>	<b>\$ 17,905,367.24</b>	<b>\$ 5,046,159.58</b>
<b><u>LIABILITIES AND FUND EQUITY</u></b>			
Liabilities:			
Deferred revenue			
Due from other governments		126,335.11	
Other receivables	292,830.30		
Agency Funds		472,189.09	
Bonds payable			4,555,000.00
Vacation and sick leave liability			491,159.58
<b>TOTAL LIABILITIES</b>	<b>\$ 292,830.30</b>	<b>\$ 598,524.20</b>	<b>\$ 5,046,159.58</b>
Fund Equity:			
Reserved for encumbrance	108,252.22		
Reserved for continuing appropriations	31,617.29		
Reserved for expenditure	22,032.00		
Undesignated fund balance	532,203.39	17,306,843.04	
<b>TOTAL FUND EQUITY</b>	<b>\$ 694,104.90</b>	<b>\$ 17,306,843.04</b>	<b>\$ -</b>
<b>Total Liabilities and Fund Equity</b>	<b>\$ 986,935.20</b>	<b>\$ 17,905,367.24</b>	<b>\$ 5,046,159.58</b>

**Schedule A**  
**Fiscal Year Ending June 30, 2024**

**REVENUES – GENERAL FUND**

Personal Property Taxes	1,057,583
Real Estate Taxes	27,142,248
Motor Vehicle Excise	2,319,287
Penalty and Interest	346,350
In Lieu of Taxes	4,647
Meals Excise	252,543
Cannabis Excise	165,820
Other Taxes	545,041
Other Departmental Revenues	700,338
Cannabis Impact Fee	-
Licenses and Permits	65,500
State Revenue	13,603,462
Court Fines	58,182
Other Fines	1,790
Miscellaneous Revenue	370,506
Earnings on Investment	628,643
Transfers In From Special Revenue	1,200,000
Transfers In From Enterprise Funds	30,000
Transfers In From Trust/Agency Funds	-

<b>TOTAL GENERAL FUND REVENUES</b>	<b>\$ 48,491,940</b>
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**EXPENDITURES - GENERAL FUND**

**General Government:**

Legislative – Salary and Wages	103,478
Legislative – Expenditures	21,038
Legislative - Capital Outlay	-
Executive – Salary and Wages	435,420
Executive – Expenditures	23,174
Executive – Capital Overlay	10,848
Accountant/Auditor – Salary and Wages	189,745
Accountant/Auditor – Expenditures	58,388
Treasurer - Salary and Wages	137,473
Treasurer - Expenditures	33,435
Assessors - Salary and Wages	159,943
Assessors - Expenditure	49,476
Operations Support (IT) - Expenditures	569,280
Legal Services – Expenditures	233,723
License and Registration – Salary and Wages	182,245

**Schedule A**  
**Fiscal Year Ending June 30, 2024**

License and Registration – Expenditures	33,243
Land Use – Salary and Wages	424,692
Land Use – Expenditures	19,038
Public Building Maintenance – Salary and Wages	511,494
Public Building Maintenance – Expenditures	465,965
Public Building Maintenance – Capital Outlay	395,028
Conservation Commission - Salary and Wages	71,105
Conservation Commission - Expenditures	6,741
Other - Salary and Wages	91,894
Other - Expenditures	50,089

**Public Safety:**

Police – Salary and Wages	2,542,343
Police – Expenditures	216,527
Police – Capital Outlay	153,701
EMS/Fire – Salary and Wages	1,955,801
EMS/Fire – Expenditures	236,875
EMS/Fire – Capital Outlay	353,070
Other – Salary and Wages	73,841
Other – Expenditures	12,115

**Education:**

Education – Salary and Wages	15,717,409
Education – Expenditures	4,503,972
Education - Capital Outlay	-
Education – Regional School Assessment	1,661,182

**Public Works:**

DPW – Salary and Wages	1,678,590
DPW – Expenditures	989,655
DPW – Capital Outlay	1,081,946
Other – Salary and Wages	-
Other - Expenditures	450,151
Other - Capital Outlay	-

**Human Services:**

Veterans Services – Salary and Wages	22,878
Veterans Services – Expenditures	108,477
Special Program (COA) – Salary and Wages	145,016
Special Program (COA) – Expenditures	38,150

**Schedule A**  
**Fiscal Year Ending June 30, 2024**

**Culture and Recreation:**

Library – Salary and Wages	364,163
Library – Expenditures	157,996
Historical Commission – Salary and Wages	503
Historical Commission – Expenditures	176
Celebrations – Expenditures	5,692
Other (OCC) - Salary and Wages	171,937
Other (OCC) - Expenditures	144,498
Other (OCC) - Capital	50,640

**Debt Service:**

Retirement of Debt Principal	889,800
Interest on Long Term Debt	141,868
Interest on Short Term Debt	88,982

**Unclassified:**

Health Insurance Total	4,775,337
Other Insurance Total	469,706
Unemployment Total	97,727
Intergovernmental Assessments Total	1,021,325
Retirement Total	2,992,961

**Transfers Out:**

Transfer to Other Funds	470,000
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<b>TOTAL GENERAL FUND EXPENDITURES</b>	<b>\$ 48,061,965</b>
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**SPECIAL REVENUE FUNDS - Revenues & Other Financing Sources**

Federal Grants	2,253,574
State Grants	2,058,167
Receipts Reserved for Appropriation	1,247,057
Revolving Funds	2,936,157
Other Special Revenue	1,321,077

<b>TOTAL Special Revenue Funds – Revenue &amp; Other Financing Sources</b>	<b>\$ 9,816,032</b>
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**SPECIAL REVENUE FUNDS - Expenditures & Other Financing Uses**

Federal Grants	2,360,501
State Grants	2,272,560
Receipts Reserved for Appropriation	1,330,815
Revolving Funds	2,474,962
Other Special Revenue	1,229,063

<b>TOTAL Special Revenue Funds – Expenditures &amp; Other Financing Uses</b>	<b>\$ 9,667,901</b>
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**Schedule A**  
**Fiscal Year Ending June 30, 2024**

**CAPITAL PROJECTS FUND - Revenues & Other Financing Sources**

State Revenue	515,000
Transfers From Other Funds	30,000
Other Financing Sources	324,800

<b>TOTAL Special Revenue Funds – Revenue &amp; Other Financing Sources</b>	<b>\$</b>	<b>869,800</b>
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**CAPITAL PROJECT FUND - Expenditures & Other Financing Uses**

Expenditures	-
Capital Outlay	515,000
Transfers Out	33,235

<b>TOTAL Special Revenue Funds – Expenditures &amp; Other Financing Uses</b>	<b>\$</b>	<b>548,235</b>
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**ENTERPRISE FUNDS - Revenues & Other Financing Source**

Sewer – Revenue	430,605
Water – Revenue	63,240

<b>TOTAL Enterprise Funds – Revenue &amp; Other Financing Sources</b>	<b>\$</b>	<b>493,845</b>
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**ENTERPRISE FUNDS - Expenditures & Other Financing Uses**

Sewer – Expenditures	443,959
Water – Expenditures	86,357
Transfers Out	30,000

<b>TOTAL Enterprise Funds – Expenditures &amp; Other Financing Uses</b>	<b>\$</b>	<b>560,316</b>
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**TRUST FUNDS - Revenues & Other Financing Source**

Miscellaneous Revenues	709,097
Earnings on Investment	2,524,554
Transfers in from Other Funds	1,005,675

<b>TOTAL Trust Funds – Revenues &amp; Other Financing Sources</b>	<b>\$</b>	<b>4,239,326</b>
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**TRUST FUNDS - Expenditures & Other Financing Uses**

Expenditures	1,184,439
Transfers to Other Funds	582,875

<b>TOTAL Trust Funds – Expenditures &amp; Other Financing Uses</b>	<b>\$</b>	<b>1,767,314</b>
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**Schedule A**  
**Fiscal Year Ending June 30, 2024**

**DEBT OUTSTANDING: ISSUED AND RETIRED THIS YEAR**

**Long Term Debt:**

Outstanding 7/1/2023	5,230,000
Issued this Fiscal Year	-
Retired this Fiscal Year	675,000
Outstanding 6/30/2024	4,555,000
Interest this Fiscal Year	167,395

**Short Term Debt:**

Outstanding 7/1/2023	2,080,900
Issued this Fiscal Year	-
Retired this Fiscal Year	354,800
Outstanding 6/30/2024	1,726,100
Interest this Fiscal Year	88,982



## Debt Redemption Schedule June 30, 2024

Project	Issuance Date	Principal Payment	Maturity Periods	Original Loan	Balance 30-Jun-24	Interest 30-Jun-24
Police Station	8/1/08	270,000 Varies	2024 2025-2028	4,250,000	1,215,000	62,795
OCC improvements	8/15/12	50,000	2024-2033	1,000,000	450,000	12,600
Middle School HVAC improvements	10/15/14	60,000 65,000	2024-2030 2031-2035	1,200,000	685,000	22,756
Fire Truck Remount	10/15/14	25,000	2024-2025	260,000	25,000	1,500
Memorial Hall Clock Tower	10/15/14	10,000	2024-2035	200,000	110,000	3,663
Gas Conversions	10/15/14	20,000 15,000	2024-2025 2026-2035	350,000	170,000	5,794
Beverly Street Sewer	8/1/08	8,642 8,644	2024-2027 2028	175,000	34,570	1,826
Sewer Leicester Street	10/15/14	10,000	2024-2035	220,000	110,000	3,663
<b>TOTAL INSIDE DEBT LIMIT</b>				<b>\$ 7,655,000</b>	<b>\$ 2,799,570</b>	<b>\$ 114,597</b>

Middle School Roof	8/15/12	130,000	2024-2033	2,500,000	1,170,000	32,760
Thayer Sewer Improvements	8/15/12	20,000	2023-2033	375,000	180,000	5,040
Water Tank	8/1/08	11,358 11,356	2023-2027 2028	230,000	45,430	2,399
Water Company Purchase	10/15/14	60,000	2023-2030	932,100	360,000	12,600
<b>TOTAL OUTSIDE LIMIT</b>				<b>\$ 4,037,100</b>	<b>\$ 1,755,430</b>	<b>\$ 52,799</b>

<b>TOTAL LONG TERM DEBT (PRINCIPAL)</b>				<b>\$ 11,692,100</b>	<b>\$ 4,555,000</b>	<b>\$ 167,396</b>
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DEBT AUTHORIZED/UNISSUED		AUTHORIZED	ISSUED	UNISSUED
Purchase Water Co	5/11/1977	600,000	-	600,000
Purchase Water Co	5/6/2019	6,700,000	1,000,000	5,700,000
School Repairs	10/4/2023	10,000,000		10,000,000
		<b>\$ 17,300,000.00</b>	<b>\$ 1,000,000.00</b>	<b>\$ 16,300,000.00</b>

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**Combined Debt Schedule**  
**FY2025-FY2035**

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WITHIN STATUTORY LIMIT				OUTSIDE STATUTORY LIMIT		
	Prinicpal	Interest	Total	Prinicpal	Interest	Total
2025	468,642	97,002	565,644	221,358.00	46,631.00	267,989.00
2026	448,642	79,644	528,286	221,358.00	40,754.00	262,112.00
2027	463,642	62,713	526,355	221,358.00	34,946.00	256,304.00
2028	478,644	45,145	523,789	221,356.00	29,140.00	250,496.00
2029	145,000	26,674	171,674	210,000.00	23,025.00	233,025.00
2030	145,000	22,550	167,550	210,000.00	17,400.00	227,400.00
2031	150,000	18,300	168,300	150,000.00	12,525.00	162,525.00
2032	150,000	13,975	163,975	150,000.00	8,550.00	158,550.00
2033	150,000	9,488	159,488	150,000.00	4,275.00	154,275.00
2034	100,000	4,875	104,875			
2035	100,000	1,625	101,625			
	\$ 2,799,570	\$ 381,990	\$ 3,181,560	\$ 1,755,430	\$ 217,246	\$ 1,972,676

TOTAL COMBINED DEBT			
	Prinicpal	Interest	Total
2025	690,000	143,633	833,633
2026	670,000	120,398	790,398
2027	685,000	97,659	782,659
2028	700,000	74,285	774,285
2029	355,000	49,699	404,699
2030	355,000	39,950	394,950
2031	300,000	30,825	330,825
2032	300,000	22,525	322,525
2033	300,000	13,763	313,763
2034	100,000	4,875	104,875
2035	100,000	1,625	101,625
	\$ 4,555,000	\$ 599,236	\$ 5,154,236



# COLLECTOR'S RECEIVABLES

	UNCOLLECTED 1/1/2024	COMMITMENTS REFUNDS	ADJUSTMENTS ABATEMENTS	TRANSFERS TT & TAX POSS	LESS COLLECTIONS	UNCOLLECTED 12/31/2024
<b><u>TAX TITLE</u></b>	790237.80	299556.13	0.00	55143.94	209406.16	825243.83
TAX TITLE SEWER	1080.33	1888.02	0.00	0.00	0.00	2968.35
<b><u>REAL ESTATE</u></b>						
2025 RE	0.00	28372315.42	202694.06	0.00	13674350.01	14495271.35
2024 RE	14257134.29	64963.86	59895.87	0.00	14263420.96	-1218.68
2023 RE	133.67	0.00	0.00	0.00	0.00	133.67
<b><u>PERSONAL PROPERTY</u></b>						
2025 PP	0.00	1171807.82	0.00	0.00	538332.93	633474.89
2024 PP	536214.78	12598.70	4879.76	0.00	539912.69	4021.03
2023 PP	10765.62	0.00	0.00	0.00	139.13	10626.49
2022 PP	5339.60	0.00	0.00	0.00	0.00	5339.60
2021 PP	573.68	0.00	0.00	0.00	0.00	573.68
2020 PP	256.41	0.00	0.00	0.00	0.00	256.41
2019 PP	1169.96	0.00	0.00	0.00	0.00	1169.96
2018 PP	1356.55	0.00	0.00	0.00	0.00	1356.55
<b><u>MOTOR VEHICLE EXCISE</u></b>						
2024 MVE	0.00	2400334.73	57333.72	0.00	2246669.82	96331.19
2023 MVE	87678.40	15301.29	5297.82	0.00	77766.14	19915.73
2022 MVE	31476.21	2091.11	2778.54	0.00	15597.00	15191.78
2021 MVE	17488.04	0.00	94.38	0.00	4312.27	13081.39
2020 MVE	19742.61	0.00	0.00	0.00	514.07	19228.54
2019 MVE	8853.33	0.00	0.00	0.00	262.61	8590.72
<b><u>SEWER &amp; WATER</u></b>						
UTILITY BILLING	18827.70	375909.86	1547.28	0.00	364288.60	28901.68
OXFORD-ROCHDALE 23RE	1105.00	0.00	1105.00	0.00	0.00	0.00
SEWER ENT USR CHG 23RE	1101.44	0.00	0.00	0.00	1101.44	0.00
SEWER ENT USR CHG 24RE	17035.21	0.00	0.00	912.46	16520.76	-398.01
BEVERLY BETTERMENT 24RE	4155.78	0.00	0.00	0.00	4155.78	0.00
BEVERLY COMM INT 24RE	1039.00	0.00	0.00	0.00	1039.00	0.00
LEICESTER BETTERMENT 24RE	4672.45	0.00	0.00	0.00	4672.45	0.00
LEICESTER COMM INT 24RE	2803.47	0.00	0.00	0.00	2803.47	0.00
WATER BETTERMENT 24RE	34956.91	0.00	0.00	0.00	34956.91	0.00
WATER COMM INT 24RE	6991.37	0.00	0.00	0.00	6991.37	0.00
OXFORD-ROCHDALE 24RE	5600.00	0.00	0.00	0.00	5600.00	0.00
SEWER ENT USR CHG 25RE	0.00	14949.67	0.00	0.00	0.00	14949.67
BEVERLY BETTERMENT 25RE	0.00	4155.78	0.00	0.00	0.00	4155.78
BEVERLY COMM INT 25RE	0.00	831.20	0.00	0.00	0.00	831.20
LEICESTER BETTERMENT 25RE	0.00	4672.45	0.00	0.00	0.00	4672.45
LEICESTER COMM INT 25RE	0.00	2569.87	0.00	0.00	0.00	2569.87
WATER BETTERMENT 25RE	0.00	34956.91	0.00	0.00	0.00	34956.91
WATER COMM INT 25RE	0.00	5243.53	0.00	0.00	0.00	5243.53
<b><u>MISCELLANEOUS COLLECTIONS</u></b>						
PENALTIES & INTEREST	172,212.19					
CERT OF MUNICIPAL LIENS	14,600.00					

## TRUST FUND REPORT as of 2024

### Scholarship Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Oxford High School Family	3,948.28
Oxford Educators	753.35
Pottle Family	16,831.77
Oxford District Nursing	6,937.65
Eugene McKenney	162.11
Wayne Westall	730.82
Jeffrey Fallavollita	2,283.53
Elsie Moscoffian	3,174.03
Daniel Clem	9.23
Susan Kirk	2,494.58
Jennifer Marie Lehner	2,162.89
Mexicali	0.05
IPG Scholarship	39.47
OHS Scholarship	5,815.25
Lyman & Violet Rosebrooks	340.55
Richard "Vinnie" Vincent	855.69
<b>TOTAL</b>	<b>\$46,539.25</b>

### Scholarship Non-Expendable Balances

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

<b>TOTAL SCHOLARSHIP FUNDS</b>	<b>\$219,256.13</b>
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### SCHOLARSHIP TRUST BENEFACTORS

#### **Oxford Educators Scholarship**

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

#### **Pottle Family Scholarship**

Glenn E. Pottle	Lillian Pottle
Irwin D. Pottle	

#### **OHS Family Scholarship**

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

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## TRUST FUND REPORT as of 2024

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### Cemetery Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
North Cemetery	28,179.14
South Cemetery	8,604.84
Gore Cemetery	14,395.27
J. Larned Combined	17,333.78
Perpetual Care	49,169.80
<b>TOTAL</b>	<b>\$117,682.83</b>

**TOTAL CEMETERY FUNDS    \$604,825.94**

### Cemetery Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
North Cemetery	15,090.14
South Cemetery	2,000.00
Gore Cemetery	4,800.00
J. Larned Combined	19,511.74
Perpetual Care	445,741.23
<b>TOTAL</b>	<b>\$487,143.11</b>

### CEMETERY TRUST BENEFACTORS

#### **North Cemetery Trust**

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

#### **South Cemetery Trust**

Sarah M. Lilley	Caroline L. Newcomb
First Congregational Church	

#### **Gore Cemetery Trust**

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

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## TRUST FUND REPORT

### as of 2024

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#### Library Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Oxford Library Trust	27,551.13
Oxford Library Book Trust	8,416.18
Oxford Library Childrens Trust	1,723.87
Oxford Lions Club	839.65
Patrons of the Library	2,154.43
Grace Flynn	1,286.41
<b>TOTAL</b>	<b>\$41,971.67</b>

**TOTAL LIBRARY FUNDS      \$115,975.78**

#### Library Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Oxford Library Trust	54,006.03
Oxford Library Book Trust	9,237.46
Oxford Library Childrens Trust	6,539.72
Oxford Lions Club	3,211.50
Patrons of the Library	505.56
Grace Flynn	503.84
<b>TOTAL</b>	<b>\$74,004.11</b>

#### LIBRARY TRUST BENEFACTORS

##### **Oxford Library Trust**

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

##### **Oxford Library Book Trust**

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

##### **Oxford Library Childrens Trust**

Constance Croteau	Sarah P. Joslin
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## TRUST FUND REPORT as of 2024

### Miscellaneous Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Charles Larned Entertainment	485.97
Elizabeth Copp	4,753.23
Hannah Harwood	14,374.98
Oxford Home for Aged People	27,334.43
Charles Wellington	19,592.42
Celebration Stabilization	24,851.58
American Revolution	1,356.57
Stabilization Fund	2,155,800.08
Sewer Stabilization	103,223.70
Conservation Fund	19,732.38
Municipal Building Trust	82,162.82
Capital Stabilization	642,968.10
Unemployment Compensation	280,300.28
Compensated Absence	100,150.98
<b>TOTAL</b>	<b>\$3,477,087.52</b>

### Miscellaneous Non-Expendable Balances

ACCOUNT	BALANCE
<u>Assets</u>	
<i>Cash and Bank Accounts</i>	
Charles Larned Entertainment	10,000.00
Elizabeth Copp	2,000.00
Hannah Harwood	4,000.00
Oxford Home for Aged People	99,055.75
<b>TOTAL</b>	<b>\$115,055.75</b>
<b>TOTAL MISCELLANEOUS FUNDS</b>	<b>\$3,592,143.27</b>

### SPECIALIZED TRUST FUNDS

Ending Market Values as of	
FUND	BALANCE
<b>Cecilia J. Smolenski/Millette Charitable Trust Fund I</b>	<b>\$2,852,170.48</b>
<b>Cecilia J. Smolenski/Millette Charitable Trust Fund II</b>	<b>\$2,017,240.68</b>
<b>Gahagan Family Scholarship Fund</b>	<b>\$664,259.96</b>
<b>George A. Pytko And Paul P. Pytko Scholarship Fund</b>	<b>\$68,922.46</b>
<b>Founders Day</b>	<b>\$7,259.89</b>
<b>George A. Morin Library Trust</b>	<b>\$181,440.34</b>
<b>Irwin and Lillian Pottle Scholarship</b>	<b>\$249,866.91</b>
<b>OPEB Liability Trust</b>	<b>\$6,406,152.69</b>
<b>Lawrence Putnam Scholarship</b>	<b>\$758,627.48</b>
<b>TOTAL SPECIALIZED TRUST FUNDS</b>	<b>\$13,205,940.89</b>

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# PUBLIC SAFETY

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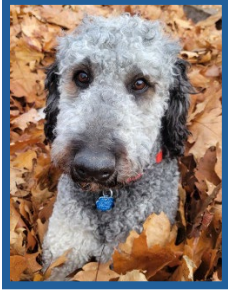
## **Oxford Animal Control**

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



This year Animal Control conducted 48 barn inspections, 13 kennel inspections and responded to 1,231 animal related calls:

Dog calls	625
Cat Calls	210
Wildlife Calls	176
Farm Animal Calls	75
Bites to Humans/Pets	49
Other Misc. Calls	96
Total Calls	1231
Quarantines Issued	23



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

All dog and cat licenses issued require proof of a current rabies vaccination from a licensed veterinarian. Dog and cat licenses can be obtained at the Town Clerk's office or by mailing the appropriate fee and rabies certificate and the current document will be mailed back. In 2024, 2105 dogs and 679 cats were licensed. Other domestic farm animals or exotic animals require Special Permits: specific guidelines have been set pertaining to various species. The Board of Selectmen approves or disapproves of these permits as requests are filed.



Animal Control continued to have a difficult year with abandoned animals. Several people have been charged with cruelty by the Oxford Police Department for abandoning their dogs or cats in Oxford. The animal rescues and shelters have been full this past year, with lower than usual adoption rates and higher than usual surrender rates. This means that we cannot move animals to the rescues as quickly as we normally do. We are looking forward to 2025 being a better year for animal welfare!



Avian Influenza continues to be an issue all over the United States. Animal Control had one confirmed case of the bird flu in a Canadian Goose that was acting sick and brought to Tufts for testing. If you have a sick or dead bird on your property, please call animal control for removal.

Oxford and the surrounding towns have been dealing with a record number of sick raccoons which is suspected to be caused by an outbreak of Canine Distemper. If you see a raccoon that is acting strangely, please reach out to animal control.

ACO Ed Hart continued his animal rescue work when he went to Ashville, N.C. with the International Fund for Animal Welfare. Ed helped take care of 63 dogs and 30 cats that were displaced due to the massive flooding that occurred this past fall. Thank you for your dedication to the animals, Ed!

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



## **BOARD OF HEALTH**



### **Oxford Board of Health**

**Prevent. Promote. Protect.**

The Board of Health has three volunteer members. These members entrusted with the responsibility of preventing epidemics and the spread of disease, protecting Oxford inhabitants against environmental hazards, promoting and

encouraging healthy behaviors, responding to disasters and assisting the community in recovery, as well as assuring the quality of accessible health services. The Board's tasks include: monitoring the health status of the Town, investigating probable health hazards, informing, educating and involving residents in health issues, developing policies that support community health efforts, assuring an expert public health work force, evaluating effectiveness, accessibility and quality of health services and developing new insights and innovative solutions to health problems.

Kerrie Singer, Chair

Dina Costa, Vice Chair

David Escobar, Member

Rike Sterrett, Director of Public Health Services

Ivan Kwagala, Director of Public Health Services, 12/2024

Shane Nadeau, Administrative Assistant

Sherry Grant, Administrative Assistant, 12/2024

Grace Peladeau, Public Health Nurse

Steven Donatelli, Septic Inspector

Douglas Mercurio, Regional Inspector

Eileen Alexander, Regional Community Health Coordinator

Brianna Burnham, Regional Epidemiologist

Sarah Caplette, Regional Public Health Nurse

At the end of 2024, there had been a couple personnel changes; the Board of Health hired Ivan Kwagala as their new Director of Public Health Services. With Ivan's extensive background in public health, the Board is very excited to have him as the new director and look forward to working with him promoting new ideas to the Department and residents. Also hired in 2024, was Sherry Grant as the new Administrative Assistant. Sherry brings her years of experience working for health departments and we welcomed them both.

The Board would like to extend a big thank you to previous Director of Public Health Services, Rike Sterrett and Shane Nadeau, Administrative Assistant. The Board wished them well on their new professional endeavors.

The Board continued to educate the public and kept the residents abreast on health related developments, State laws and regulations.

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

### Permits Issued

Percolation Tests and Deep Hole Observations	75
Septic Permits	67
Wells	15
Food Permits	88
Installer's Licenses	32
Solid Waste Hauler Permits	10
Septage Hauler Permits	14
Body Art Practitioner Permits	11
Body Art Facility Permits	2
Body Work Practitioner Permits	2
Body Work Facility Permits	2
Tobacco Permits	11
Swimming Pools	2
Beaches	2
Donation Bins	11
Recreational Camp	1

The Board continued to work diligently with the Town Manager's office and other Town departments monitoring COVID-19; 179 confirmed Coronavirus cases in Oxford in 2024. The Board continued to educate Oxford residents and businesses as to the importance of overall good health hygiene and encouraging vaccinations against the three major respiratory illnesses: COVID-19, RSV, and the flu. The Board of Health continued to distribute hundreds of at home COVID-19 test kits to residents throughout the year.

With the assistance of Oxford's Public Nurse, Regional Public Health Nurse and MRC volunteers, the Board of Health held four flu clinics for Oxford residents. There were 56 individuals were vaccinated.

## Disease Case Report

<b>DISEASE</b>	<b>NUMBER OF CASES</b>
Campylobacteriosis	3
Eastern equine infection	1
Giardiasis	2
Group A streptococcus	1
Group B streptococcus	1
Hepatitis B	1
Hepatitis C	1
Human Granulocytic Anaplasmosis	2
Influenza	78
Legionellosis	1
Novel Coronavirus (SARS, MERS, etc)	179
Salmonellosis	2
Tuberculosis	5

The Board of Health office continued to use the OpenGov permitting software. The transition to paperless applications was a success and had created a more streamlined process from start to finish.

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

Oxford is one of five communities that is part of the South Central Massachusetts Public Health Excellence region, which formed in 2021 with State funding. With regional support of both a Health Inspector and Community Health Coordinator, the Board of Health was able to meet State and community requirements and obtain valuable resources. An additional regional grant continued to provide us with our Regional Public Health Nurse and Epidemiologist to assist with infectious disease monitoring and other community needs.

The Board of Health continued to utilize the \$21,857 CHII mini grant from the Massachusetts Department of Public Health. The grant addressed mobility and accessibility in the Town.

The second grant the Board of Health received was through the FDA for \$26,500, which continued to improve our regulatory retail food program.

The Land Management Department was awarded an IT grant for \$142,500 to digitize all paper files and records for the Department. The Board of Health through this grant was able to have all paper records scanned and digitized for better records access.

The Board of Health continued to support the Oxford Farmer's Market. Several market events were held throughout the summer and early fall of 2024. Each provided produce, cut

flowers, meats, maple syrup, honey, baked goods, jams, jellies, and other homemade items. Many of the market events included entertainment as well. The Farmer's Markets will continue in 2025.

The Board of Health continued to work in close cooperation with the Building, Gas, Electrical and Plumbing Inspectors, the DPW, Planning Board, Conservation Commission, Fire Department, Police Department and Superintendent of Schools. This cooperative activity has improved the level of communication between agencies. It has also improved the efficiency of activities with all departments entrusted with the enforcement of public health and safety, as well as 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 brought before the Board.

Respectfully Submitted,  
*Kerrie Singer, Chair*



## **BUILDING DEPARTMENT**

The Building Commissioner has to administer and enforce the provisions of the Zoning By-Law of the Town of Oxford and follow 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.

Following is a list indicating the number of permits issued by the office of the Building Commissioner during 2024:

**TOTAL PERMITS ISSUED            1522**

The total value of building construction for 2024 is estimated to be **\$33,478,490.00** and the total fees collected were approximately **\$268,122**.

In 2024, the Building Department, along with reviewing the applications for the above listed building permits and conducting inspections for the same, responded to more than **100** requests for zoning approval or determination, responded to numerous complaints and violations, and conducted required inspections for places of assembly.

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.

Patrick Dahlgren	Building Commissioner
Hamror Gabriel	Assistant Building Inspector
Alfred Banfill	Electrical Inspector
Ronald Stevens	Assistant Electrical Inspector
Paul Mazeika (Retired)	Plumbing & Gas Inspector



John Stuart  
John Murray  
Stephanie Christensen

Plumbing & Gas Inspector  
Assistant Plumbing & Gas Inspector  
Administrative Assistant to Land Management

Respectfully Submitted,  
*Patrick Dahlgren, Commissioner of Buildings*



## **OXFORD FIRE AND EMERGENCY SERVICES**

In accordance with law and custom, I submit the following report for the year ending December 31, 2024.

In looking back at 2024, I take great pride in the commitment and dedication displayed by the men and women of your Oxford Fire and Emergency Services Department. As in previous years, they continue to rise to the occasion at every level in the face of adversity. I am proud of their courage, commitment, and perseverance as they diligently worked to provide outstanding service and customer support to our community.

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



### **MISSION**

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

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

Our overall mission is to protect life and property from fire or the risk of fire, prevent fires from occurring in our community, control and extinguish fires when they occur, provide for emergency medical service, and protect life, property, and the environment from the detrimental effects of hazardous materials. We accomplish our mission through training, preparedness, education, fire suppression, medical service, hazard mitigation and other related activities.

## ORGANIZATION

The department provides real property protection to 5,957 residential, commercial, industrial, and agricultural facilities and personal property valued at \$2,283,385,726. In 2024, Oxford Fire and Emergency Services responded to 2,797 calls for fire and Emergency Medical Service incidents.



Thanks to the support of our community leadership and citizens, the Fire and Emergency Services Department began 2024 with a full-time staffing complement of 23 uniformed fire personnel consisting of 7 full-time officers (2 EMTs and 5 Paramedics), 8 full-time firefighter/paramedics, a full-time firefighter/AEMT, 7 full-time firefighter/EMTs, and one civilian Executive Assistant. There are currently 10 on-call personnel consisting of 3 firefighter/paramedics, 1 firefighter/EMTs, 3 firefighters, 3 EMTs, 1 paramedic, photographer/investigator, and a

Chaplain. This increase in staff puts the department on the path of meeting the recommendations set forth in the Municipal Resources Inc, Near Miss analysis of 2017 which called for a plan to increase staffing to meet the fire and EMS emergency response needs without overreliance on mutual aid from other communities. This staffing model places an officer and two FF/EMS personnel at Station 1 and an officer and one FF/EMS personnel at Station 2. The additional member allows for each shift to have one person out while still maintaining four personnel on duty town wide without having to force someone in on overtime to cover a shift. Future plans are under development to increase the staff over the next 3-5 years to a level to be able to provide fire and EMS protection concurrently rather than through the current model of cross staffing.

## OPERATIONS

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

### Fire Suppression

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



Fire and emergency Services personnel responded to 698 calls for fire suppression services in calendar year 2024. Total fire loss for the Town for CY 2024 is estimated at \$2,342,250.00 for 40 fire incidents where \$76,657,750 in property value were at risk. The Town's Average Dollar Loss

was \$58,556.00 for a community valued at \$2.2 billion. There were no fire-related fatalities or injuries.

### **Emergency Medical Service**

The Oxford Fire and Emergency Services Department provides emergency medical service at the Advanced Life Support paramedic level. ALS is defined as the functional provision of advanced airway management including intubation, advanced cardiac monitoring, manual defibrillation, establishment, and maintenance of intravenous access.

We also provide Basic Life Support (BLS) care. BLS is defined as the functional provision of patient assessment; basic airway management; oxygen therapy; stabilization of spinal, musculoskeletal, soft tissue; and shock injuries; stabilization of bleeding; stabilization and intervention for sudden illness, poisoning and heat/cold injuries, childbirth, CPR, and automatic external defibrillator (AED) capability. Total EMS Revenue for CY 2024 was \$965,109.17.

Fire and Emergency Services personnel responded to 2,099 Emergency Medical Service calls in 2024, a 5% increase from the previous year.

### **CY 2024 Emergency Response Statistics**

Fire Responses:	698	+ 12% from 2023
EMS Responses:	2,099	+ 2.5% from 2023
<b>Total Emergency Incidents:</b>	<b>2,797</b>	<b>+ 5% overall from 2023</b>

### **TRAINING**

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

#### **Recruit Training**

Recruit Training is conducted by the Massachusetts Firefighting Academy at various times each year depending on recruitment volume. This training is mandatory prior to any Fire and Emergency Services member being able to respond to any fire emergency call. Under Federal Occupational Safety and Health Act (OSHA) and National Fire Protection Association (NFPA) consensus standards, firefighters must have this training prior to being assigned to fire suppression duties. Oxford personnel attended one session of the Career Recruit Training program and three sessions of the Call/Volunteer training program at the Massachusetts Firefighting Academy this year.

## Recurring Proficiency Training

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

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



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

<b>TRAINING SESSION STATISTICS</b>	<b>Total Number of Staff Hours</b>
MFA Call/Volunteer and Recruit Training	0
EMS Training	1,339
Training for Using Facilities	216
Company Training	957
Officer Training	807
New Driver/Operator Training	322
Existing Driver/Operator Training	322
Hazardous Materials Training	70
Building Familiarization	340
Extrication/Rescue/Technical Rescue/Administrative	293
<b>Total Training Session Hours for 2024</b>	<b>4,344</b>

## COMMUNITY RISK REDUCTION

### Fire Prevention, Inspection, and Public Education

The Community Risk Reduction mission of the department is under the supervision of Deputy Chief Kenneth J. Sellers. The primary mission of our department is to prevent fires from occurring. The businesses, people, and organizations of our community face the possibility of

loss by fire every day. Your Fire and Emergency Services Department is organized, trained, and equipped to either prevent or reduce the frequency or severity of the perils of fire. Our first preferred method is to prevent fires rather than fight them. We accomplish this task through a combination of “The Three Es” Engineering, Education, and Enforcement.

## **Engineering**

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

## **Education**

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



Our Fire Prevention and Public Education program reaches out to nearly 2,200 school-age children and 300 seniors every year. The heart of this effort is the Massachusetts Department of Fire Services-sponsored Student Awareness of Fire Education (S.A.F.E.) and Senior S.A.F.E. Programs. Through these programs, we can make school visits, conduct tours of the fire station, install smoke detectors in the homes of seniors, and conduct blood pressure and senior safety clinics periodically at the Senior Center. These valuable public education programs also involve briefings to various civic organizations.

## **Enforcement**

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

### Community Risk Reduction Statistics

INSPECTIONS	2024
TYPE	Quantity
26F ½ Smoke/Carbon Monoxide alarm inspections	264
Annual inspections	42
Cargo tanks	4
Fire Alarms	2
Fire Safety	10
Oil Burners	133
Occupancy	52
Propane	57
Suppression system	6
Hot Works	18
Car Seat	3
Under Storage	6
Dumpster	18
Blasting	22
Emergency Address Signs	10
<b>Total</b>	<b>780</b>

Safety/Education Programs: 12

Senior Education: 8

Blood Pressure Clinics: 2

**Total Students Reached: 500**

Burn Permit Revenue: \$ 1,430.00

General Permit Revenue \$23,805.00

### GRANTS

The department secured the following grants in 2024:

Federal Emergency Management Agency Assistance to Firefighters Grant: \$298,851.00

Commonwealth of Massachusetts Defibrillation Grant - \$2,500.00

Department of Fire Services Equipment Grant - \$12,192.31

Total Grants Received - \$299,312.31.



### **State Equipment Grant**

The Oxford Fire and Emergency Services Department was one of over 300 Massachusetts fire departments selected to receive funding from the FY24 Firefighter Safety Equipment Grant Program. This program enables fire departments to purchase a variety of equipment that will make firefighters' jobs safer. This is the second year that funding has been awarded for this purpose as part of a \$25 million bond bill filed by the Baker-Polito Administration to support firefighter safety and health in the coming years. We received \$12,192.31 which we used to purchase new hose, replacing outdated and failed units.



### **FEMA AFG Grant**

With the Award of the AFG grant in the amount of \$298,851.00, we were able to purchase four brand new cardiac monitors to replace our sorely outdated Lifepak 12 machines with the latest version, Lifepak 15. We also were able to purchase two more CPR Lukas tools for a department wide total of four units. The Lukas tool administers cardiac compressions, so the crews are free to perform other lifesaving functions.

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

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

Respectfully Submitted,

*Laurent R. McDonald, Chief, Fire and Emergency Services & Director, Emergency Management*



### **POLICE DEPARTMENT**

#### **Message from the Chief of Police**

As your Chief of Police, I am proud to present this annual report, highlighting our department's efforts and accomplishments over the past year. Our mission remains steadfast: to provide professional police services that ensure the safety and well-being of our community. With a dedicated team and strong community partnerships, we continue to build trust and enhance public safety.

#### **Staffing and Personnel**

The Oxford Police Department employs 22 officers, supported by 6 dispatchers and an administrative team. This year, we celebrated the promotions of Sgt. Jeromy Grniet and Sgt.



Michael Gifford to Lieutenant. Officers Kenny Mead and Ryan Kasik were both promoted to Sergeant. Finally, we hired Anthony Palmer, a former Corrections Officer, to join us. Additionally, the department has begun transitioning from the officer-in-charge (OIC) model to establishing Corporal positions to enhance supervisory coverage during off-hours. Tammi Melanson was hired as Executive Assistant.

## **Special Recognition**



I want to dedicate our portion of this annual report to Debra Light, my Executive Assistant, who retired on January 31<sup>st</sup>. Deb has been a tremendous asset to the Town of Oxford, not only as an employee of the Police Department but also the school department before her arrival here at the Police Department. Deb has been instrumental in the day-to-day operations of the Police Department for many years. I want to take this opportunity on behalf of the Oxford Police Department Chief Saad, Chief Hassett, Chief Boss, and Chief Noyes for her years of service that has spanned a career of 5 Police Chiefs and 2 School Superintendents, for a total of 33 years of Service to the Town.

## **Community Engagement**

Community policing remains at the forefront of our strategy. This year, we:

- Participated and assisted with numerous community events, including Coffee with a Cop, Project New Hope, Operation Santa, Breakfast with The Chief, Veterans Winter Clothing Drive, Challenge Coin Scavenger Hunt, Pop with the Cops, and more.
- Enhanced our social media presence to share updates and engage with residents effectively.
- Supported local events and community meetings to foster strong relationships.



## **Accreditation Progress**

The department is pursuing accreditation through the Massachusetts Police Accreditation Commission (MPAC). This rigorous process ensures adherence to the highest standards of policing and underscores our commitment to excellence through professionalism, transparency, and accountability.

## **Equipment and Technology Upgrades**

Thanks to the approval of our capital plan and budget at the annual town meeting, we have made significant investments in equipment:

- Acquired three new cruisers through a leasing program to modernize our fleet.

- Upgraded firearms and electronic control weapons to enhance officer safety and operational efficiency.
- Secured funding to implement body-worn cameras, improving accountability and transparency.

## **Training and Professional Development**

Officer training is a cornerstone of our operations. This year, our staff participated in advanced training programs, including:

- Critical Incident Stress Management (CISM) to address Officer Stress and mental health-related incidents.
- De-escalation & Use of Force training to reinforce equitable policing practices.
- Leadership development courses for supervisory personnel to prepare the next generation of department leaders.

## **Operational Highlights**

The department has addressed critical incidents with professionalism and skill. Sergeant Kenneth C. Mead Jr. was honored at the 41st Annual Trooper George L. Hanna Awards for Bravery for his heroism during a May 2023 incident. Additionally, we conducted a staffing study with Municipal Resources, Inc. (MRI) to assess and plan for future operational needs.

## **Goals for the Coming Year**

Looking ahead, the Oxford Police Department aims to:

1. Fully implement body-worn cameras to enhance transparency.
2. Expand community outreach programs, including youth engagement initiatives.
3. Continue the accreditation process to achieve full certification.
4. Evaluate and address staffing needs based on MRI's recommendations.

Following is the annual 'statistical list' highlighting several categories (CY24)

<u>CRIMES AGAINST PERSONS</u>	<u>100</u>
<u>CRIMES AGAINST PROPERTY</u>	<u>170</u>
<u>CRIMES AGAINST SOCIETY</u>	<u>81</u>
<u>GROUP "B" CRIMES</u>	<u>86</u>

### **Note:**

Crimes against persons include:

- a. simple assaults
- b. sexual offenses

Crimes against property include:

- a. Destruction of property
- b. All larcenies
- c. Thefts
- d. Breaking & entering
- e. Fraud

Crimes against society include:

- a. narcotic violations
- b. weapon law violations

Group B Crimes include:

- a. disorderly conduct
- b. liquor law violations
- c. all other offenses

<u>ARRESTS</u>	<u>382</u>
<u>INCIDENT REPORTS</u>	<u>750</u>
<u>CITATIONS ISSUED</u>	<u>1974</u>
<u>PARKING VIOLATIONS</u>	<u>139</u>
<u>ACCIDENTS INVESTIGATED</u>	<u>363</u>
<u>ORDERS SERVED</u>	<u>97</u>
<u>LICENSES TO CARRY FIREARMS ISSUED</u>	<u>414</u>
<b><u>OVERALL CALLS FOR SERVICE</u></b>	<b><u>36,792</u></b>

## Conclusion

The progress we have achieved would not be possible without the dedication of our officers, the support of the Town Manager and Board of Selectmen, and the trust of our community. We remain committed to our mission and will continue to work tirelessly to uphold the values of integrity, accountability, and service.

Respectfully Submitted,  
*Michael K. Daniels, Chief of Police*



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# PUBLIC SERVICE

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## OXFORD COMMUNITY CENTER



The Oxford Community Center (OCC) is a municipal facility with a mission to provide an environment that encourages creative, intellectual, healthful living and recreational pursuits that address the needs and desires of the community. Within the Oxford Community Center, one can also find the Administrative offices of the Oxford Public Schools, the Oxford Ecumenical Food Shelf, and Oxford Cable Access. All are located at 4 Maple Road. The Community Center also operates the beachfront, beach house and splash pad at

Carbuncle Pond and offers community programming on the Town Common and Bandstand at Joslin Park.

### **OCC Children's Programming:**

Youth programming is offered year-round. Recreational basketball, softball and baseball clinics, flag football and floor hockey, Start Smart basketball, soccer and football were all popular athletic programs. Early Learner and Elementary Afternoon craft, STEAM and movement programs entertained and educated our youngest participants. LifeSkills 101 classes were offered for middle school and high school students in collaboration with Oxford Police Dept (new driver information and mock traffic stops), Webster Five (Money Talks – financial literacy), Babysitting 101, and healthy eating.

Our Summer Program at Carbuncle offered 7 weeks of programming with full-day and half-day options for children in grades 1 through 7. Again, the Gaga pit was the main attraction, with rock painting a close second. You can see the kids' rock painting skills on display year round. New this year was an introductory Tadpole Week – a 3-day, 3-hour program for children entering kindergarten to experience the Carbuncle Summer Program.

Even with the early closure of Carbuncle Pond (due to algae bloom) the beach and splash pad enjoyed over 3,000 visitors! Together with the DPW, Conservation Commission and the local companies which test and treat Carbuncle, we are actively investigating solutions to the seemingly consistent challenges of algae growth and beach closures.

Our big news for 2024 Children's Programs was the introduction of Youth Community Theatre with performances of The Enchanted Bookshop in March and The Enchanted Bookshop Christmas in December. Over 20 children between the ages of 5 and 15 performed in each show.

The OCC basketball courts and gymnasium continue to be popular for children and adults alike. Drop-in court time for basketball and pickleball has been offered at least 4 days per week.

**Fitness Program:** Our Group Fitness Classes continue to be the highlight of our fitness program. Members enjoy strength, cardio and flexibility training in morning and evening classes with certified, talented and caring instructors. In class we've welcomed participants as young as 13, and our eldest class participants both turned 95 years young in December – with wit, energy, and grace! As always, our SilverSneakers classes lead the way in participation. The Cardio/Weight Room is being utilized by residents of all ages, from high school students to those in their 80s. Our fitness program again enjoyed over 13,000 visits in 2024!

**On the Common:** Our community events at Joslin Park (town common) continue to grow each year, with more and more involvement from multiple town departments, businesses, and residents. While OCC staff work to pull everything together, we rely on our colleagues and volunteers to help with making the magic happen!

The Community Center hosted the Town's third annual Fun, Frost, and Family Winter Festival on January 27, 2024. Festivities began with our third Polar Plunge at Carbuncle Pond. This was our most successful plunge yet, with over 75 eager participants running into frigid Carbuncle Pond, and over \$4,400 raised for Special Olympics of Central Massachusetts. Considering it was a "warm January", we were able to run into the pond directly from the beach. The First Congregational Church hosted our first festival-day pancake breakfast with donations from Oxford McDonalds. Activities on the Common featured an ice sculpture demonstration, music from 104-5 XLO, fire pits with smores and hot chocolate, and horse-drawn wagon rides, children's "minute-to-win-it games" and the "Wishing Tree" returned. The 2023 garland of wishes was on display, and 2024's wishes will be added for the 2025 event. The Community Center was the host site for children's crafts and games, and a vendor fair with live acoustic music. An Art Exhibit was held at the Senior Center and Book Bingo and Storytime were big hits at the Library.



In April and September, OCC organized Town-wide yard sales, registering households and those selling on the Common, and providing street lists to hundreds of treasure hunters.

During the summer, OCC hosted our fourth annual Teddy Bear Picnic, with over 50 families enjoying a picnic lunch provided by Subway and Jess' Sweets & Treats, storytime with the Oxford Free Public Library staff, fire prevention tips from Smokey the Bear and Oxford Fire Department, a teddy bear clinic with UMASS Memorial Harrington Outreach, and games with Chase the Bear. We also presented six Movies on Main and 10 Concerts on the Bandstand, providing many great opportunities for free outdoor entertainment.

Our fifth annual Scarecrows on the Common event, with a vendor fair, children's games, live entertainment with DW & the Shakemakers and the Sutton Dancing Witches, children's costume parade and of course a scarecrow contest, was a great success. The Oxford Cultural Council

provided free popcorn and face painting, and served pizza donated by P&D Pizza. We have so many very generous, talented, and creative residents, businesses, and employees in Oxford!



Our final event on the Common during 2024 was the annual Tree Lighting. The Oxford Fire Department's Holiday Light Parade again delivered Santa and Mrs. Claus to the bandstand to light the tree. At least a thousand residents and visitors filled the Common to enjoy listening to Christmas Carols by members of the OHS Chorus and holiday music provided by resident Justin O'Halloran of BDJ Entertainment and watching the parade; Oxford-Webster Youth cheerleaders decorated the tree; Oxford Police provided hot chocolate served by volunteers, holiday necklaces; and as with most of our large programs, Oxford Cable Access provided assistance and filmed the event.

OCC Staff would like to thank all who participated in our programs and activities at the Oxford Community Center, Carbuncle Park and on the Town Common this past year. Providing opportunities for the community to come together is our task, goal, and focus. We truly appreciate all who take the time to enjoy the opportunities and to support our efforts. Several local businesses, including P&D Oxford House of Pizza, Jess' Sweets & Treats, N&J Donuts, Oxford Subway, BK Tree Service, Aquarion Water Company, McDonalds, Peckham Industries, and BDJ Entertainment continue to be partners in our efforts. Our Senior Tax Work-off Program participants were able to lighten our loads and brighten our spirits. Additionally, without support by way of funding from the Smolenski Millette Charitable Trust, the Taft Charitable Foundation, Janet Malser Humanities Trust, Oxford Cultural Council, Massachusetts Cultural Council, the Attorney General's Office and the United Way of Central Massachusetts, many of our programs would not have occurred.

We also offer our sincere appreciation and gratitude to all our fellow town departments. The spirit of community and collaboration continues to be strong across departments, which allows us all to better serve the residents of Oxford.

Respectfully Submitted,  
*Shelley Lambert, Director*  
*Caitlin Peters, Program Coordinator*  
*Activity Coordinators, Seasonal Staff & Instructor Team*





## RECREATION COMMISSION

It is with pleasure that the Oxford Recreation Commission submits its Annual Report for 2024 to the community.

### **Ruel Field**

Ruel Field continues to be a busy recreation park. Oxford Lassie League and Oxford Youth Soccer continued to grow and popularity, utilizing the lessons of fair play and sportsmanship. The Commission is proud of the growth of these two leagues.

Oxford Lassie League is committed to keeping the concession stand open for spectators and teams to enjoy. The stand also has an indoor bathroom facility for public use.

The Field of Screams Tournament brings excitement as the Lassie's take on teams from the surrounding areas.

Ruel hosts Oxford Youth Soccer, Oxford Men's League USSSA, Oxford CM/CMSAL Men's Soccer, Jack Benny Softball League, IPG Soccer, Voodoo Girls Softball, and Worcester County Football Club, Oxford High School, Bay Path Senior Night and private entities who rent the fields for sporting events.

The Disc Golf course has become increasingly popular, and the families who are regular participants have taken great care of the course, keeping it clean and working with the Recreation Commission as to future upgrades.

Improvements and renovations at Ruel Field, including capital requests to refurbish the ADA-Compliant Handicapped parking area, are upcoming.

After a review of all the town's recreational properties, the Inclusive Health Coalition from Oxford and Recreation Commission united in an effort to bring ADA Compliance to Ruel Field. The playground that was scheduled for 2025 installation has been placed on hold.

The Commission is working with Central Mass Regional Planning Commission to review ADA equipment and compliance of the playground area.

Security cameras continue to assist law enforcement, and we are thankful for the diligence of our Oxford Police Department, as they have curtailed the vandalism at Ruel Field.

### **Joslin Field**

Joslin Fields is in good condition and continues to host the popular Oxford Youth Soccer Pee Wee Soccer program (ages 6 to 8 year old children.) The basketball courts, skate and bike park continue to have regular visitors.



Joslin Basketball Courts continue with steady use for pickup games, and Oxford Community Center Summer Basketball League continues to provide a well-attended program. We look forward to seeing this league continue to thrive.

### **Stanley Johnson/Horgan Field**

Oxford continues to have a robust Little League Program that gains popularity year after year. Oxford Little League is home to over 200 Oxford children from age 5 to 16.

The Oxford LL maintains 3 baseball fields – 2 60’ diamonds at Stanley Johnson in North Oxford, AAA field at Greenbriar, and Horgan Field with a 90’ diamond, our home field to serve Oxford State Champions over the past 15 years.

Horgan Field has hosted the MA State Finals over the last 7 years and is home to (2) Oxford adult baseball leagues age 18 and up.

Stanley Johnson has hosted MA State Finals three times in the last 25 years, most recently in 2023. We also hosted the Jimmy Fund Tournament for this District for over 20 years.

Oxford Little League boasts an outstanding field and concession area. Continuous upgrades, such as solar panels and new bathroom facilities, are possible with support from sponsors and volunteers.

Oxford Little League operates from April to October, Spring, All-Star, and Fall Seasons. The league is run by a Board of Directors and many community volunteers.

### **Greenbriar Park**

Tennis and Pickleball are ever-present on our town courts. Oxford High School will be bringing a Tennis Team to the courts in 2025.

The Recreation Commission is reviewing grant applications for an upgrade to this area. Ongoing planning and repairs continue for the entrance and roadway into Greenbriar Park. Discussion for public bathrooms are moving forward. We hope the plan for public bathrooms will come to fruition in 2025.

### **Treasure Land Playground**

A favorite playground for the younger children, Treasure Island is busy as ever. Children and families continue to enjoy this lovely spot. The Recreation Commission keeps this park on its wish list for upgrades, including shading and seating areas.

### **Carbuncle Park**

Oxford Community Center continues to host terrific Summer Programs for ages at the beach and beach house. The playground, hiking, splash pad, picnic area all continues to be popular for our community.

The Annual Trout Stocking by Massachusetts Wildlife was done in April 2024 with assistance from Oxford High School Navy ROTC Program.

The blue-green algae issue at Carbuncle Pond is ongoing. The Town of Oxford, the State of Massachusetts, and private companies have been collaborating on evaluating and treating the algae issue. This includes analyzing the road water drainage into the pond and looking at specific phosphates in the pond sediment with potential treatment which may include Alum.

### **North Oxford Basketball Courts**

One of the town's most popular courts has plenty of pick-up games just about any time of the day or evening. We are so fortunate to have been given a tremendous upgrade to these courts in 2023. It has only enhanced the courts and brought more play time to those who enjoy a good game of hoops.

The Oxford Recreation Commission works hard to bring the best we can to Oxford. Our parks are in need of some upgrades, and we are seeking bids from local landscape companies to assist us as we move forward. We are determined to keep the fields and parks in a condition we as a community can be proud of.

As the Commission plans for 2025, we would like to thank the DPW, Town Manager's Office, Board of Selectmen and countless volunteers who assist us in our endeavor. Diversity, health and wellness are key to our success. Enjoy your public parks and if you see something that is not right or witness vandalism please contact Oxford Police Department, together we can curtail this destructive behavior.

Respectfully Submitted,

*Joel Masley, Chair*

*Greg Gray, Vice Chair*

*Wayne McFarland, Commissioner*

*Eric Lambert, Commissioner*

*Kerry Russell, Commissioner*

*Jody Anderson, Commissioner*

*Brenda A Ennis, Clerk*



## CONSERVATION COMMISSION

Members of the Oxford Conservation Commission consist of Chairman Paul Cunningham, Members Arthur Firl, Thomas O'Neill, Albert Shahnarian, William Zoldak, Sheila Conroy and Wayne McFarland. Staff consists of Judy Lochner, Agent and Alysia Turner, Clerk.



The Conservation Commission is responsible for the administration of the Massachusetts Wetlands Protection Act, which involves the review of proposed projects that may alter a wetland resource, permitting of those projects and monitoring during construction. Upon completion of projects, the Commission ensures that the sites are stable and that no negative impact has occurred to the resource area. During 2024, the Commission issued the following permits: 16 Orders of Conditions, three Amended Orders of Conditions, five Order of Conditions Extensions, six Determinations of Applicability, ten Certificates of Compliance and one Emergency Certification. The Commission conducted 93 site visits.

For many years, the Commission has also taken on other initiatives to promote environmental stewardship in Oxford and surrounding communities. The following is an overview of their projects.

The Greenbriar Osprey Nest project is in its 14<sup>th</sup> year of providing a home for the birds and has been streaming a live up-close view to people all over the world through the online EarthCam website for the past ten years. This year, the platform started showing signs of deterioration and a new more weather-resistant platform was installed to house the nest. As of the end of 2024 season, there have been approximately 25 osprey chicks raised in the nest and over 2.7 million views of the birds. The Oxford DPW and Oxford Fire Department have been instrumental in keeping the osprey nest and camera up and functional.

The Family Fishing Festival has been an annual event hosted by the Conservation Commission and MassWildlife for the past ten years at Carbuncle Pond. The 2024 festival was enjoyed by many folks of all ages. Several of Oxford's firefighters also joined in and entertained the kids with their fishing skills.



The Commission had another successful year implementing the Grow Native for Pollinators Campaign with a well-rounded group of volunteers and supporters. A Pollinator Forum was held in March where community members learned about the importance of native plants and the insects and birds that pollinate the plants.

A new pollinator-friendly garden was planted at the Senior Center by volunteers on Earth Day 2024. The garden grew wonderfully with plants provided by funding from The Last Green Valley.

The second annual Pollinator Festival was held in June. The event was well attended, and vendors promoted their pollinator-related handcrafts. The Commission introduced the Native Plant Challenge, in addition to giving away over 100 native plants.



With the support of the School Department, a wildflower meadow was established at the High School. This site will provide in-the-field learning for both Oxford students and the community. A plant inventory project was conducted at the meadow over the summer by a local Boy Scout working towards his Life Scout achievement.

The Commission wishes to thank the many volunteers and others who have supported efforts with connecting community spaces and gardens for the benefit of local pollinators.

The Commission also thanks all Town Departments and Boards who have assisted the Commission's work in wetland-related reviews and permitting.

Respectfully Submitted,  
Paul Cunningham, Chairman



## **COUNCIL ON AGING / SENIOR CENTER**

2024 is in the books! We welcomed Bruce Myotte as our new WRTA Van Driver.

Our seniors enjoy having great lunches and conversation on Tuesdays and Fridays. We served over 3,800 lunches.

Our transportation is key to our seniors who do not drive. Between our in-town and out-of-town vans, we provided just shy of 7,000 rides. Our extended transportation hours for our in-town van have allowed seniors the opportunity to attend activities at the Senior Center in the afternoon.



Our dedicated group of volunteers plays a key part in the success of the Senior Center. Whether it's answering the phone, serving lunches, or assembling and distributing our monthly newsletter, they are always willing and ready to help.

Outreach is a key part of our daily function. We assist many seniors with applications for LIHEAP (Fuel Assistance), SNAP (formerly Food Stamps), Medicare, Supplemental Health Insurance, and Housing. Our staff is always ready to assist seniors in other areas, such as Handicap Placard Applications, Driver's License, and Car Registration renewals.

The social aspect is very important for our seniors. We offer cards, exercise classes, movies, BEANO, book club, needlework, men's group, blood pressure clinics, flower arranging classes, special presentations, entertainment, bus trips, and so much more.

“BREAKFAST WITH THE CHIEF” continues to be a huge hit. These are held monthly, except in July and August.

The phrase “it is better to have it and not need it, than to need it and not have it”, has prompted us to collect Emergency Contact information for all seniors who attend the Senior Center.

Our Senior Center would not be what it is today without the support from the Staff, Council Members, Volunteers, and Town Manager Jen Callahan.

Respectfully Submitted,  
*Laura B. Wilson, Director*



## **VETERANS DEPARTMENT**

Under the Veterans Department, there is one part time Veterans Agent. Due to the limited hours, Dave Adams, Oxford Veterans Agent, can be reached at any time on his cell phone at 405-249-6724 for support.

It was a busy year for the Veterans Department as we provided services and support to hundreds of Veterans and family members within Oxford. Services range from VA and Chapter 115 Benefits to healthcare and housing issues.

On November 7, 2024, the Town of Oxford, along with the Veterans Agent hosted its annual Veterans Luncheon in the Senior Center, serving over 175 Veterans and their families.

Respectfully Submitted,  
*David Adams, Veterans Agent*



## **HISTORICAL COMMISSION**

The Oxford Historical Commission (OHC) was established by town meeting vote on March 3, 1973, “for the preservation, promotion and development of the historical assets of the town...” From that time forward, seven town residents have been appointed to carry out this mandate to identify, protect, and preserve the historical integrity of Oxford.

The placement of the French Settlement of New Oxford in the southeast corner of the much larger English Grant was established before 1686. Both the French and the English settlers who followed them in 1713 must have recognized the wisdom of the native Americans whose north/south and east/west paths had already been determined by the topography of the area. From those days to the present the wide part of Main Street has defined the location of Oxford Center. In 2011, state and national recognition – along with overwhelming support from property owners within the area - established the honorary Oxford Main Street Historic District.

“Let’s Talk Oxford History” informal discussions, led by the OHC, continue to attract increasing interest. These are held on the second Tuesday of each month at the Senior Center beginning at 1:00 p.m. Everyone is invited to raise questions, participate in the discussions or just listen. The Oxford Timeline, which begun years ago by a former OHC member, is now being extended thanks to the efforts of A. Russell Pytko and other OHC members. It can be found online.

OHC meetings usually begin at 4:00 p.m. on the third Monday of each month in Senior Center meeting room, with occasional rescheduling for holidays.

Historical inquiries and donations to the town are always welcome. Individual and group tours can be arranged for the School House, the Huguenot Fort, and the Main Street Historic District. In addition, other tours have been organized as requested.

The OHC was delighted to host third-grade students at the School House in Joslin Park during their annual tour of historic sites. The well-prepared students spent time as students in the 1870’s would have after the town built the one-room school in Merriam District and used it as a school for thirty years.

This School House was moved to its present location and restored through the creative efforts of Joyce (Farrar) Sirard, who passed away on the last day of December. The OHC is grateful to Joyce and her husband Richard for their dedication and restoration work on the 1872 North Gore School.

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



## **PLANNING BOARD**

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

Planning Board membership at the end of the year consisted of: Craig Holmberg (Chair), Matthew Pearson (Vice Chair), Kristine Bird (Clerk), Sheila Conroy (Assistant Clerk), Richard A. Escolas, Jr. (Member), Roger McCarthy (Member), and Ronald Donaghy (Member).

Staff consists of Eric Rumsey, Town Planner.

The Planning Board held twenty meetings and nineteen subcommittee meetings during the year 2024. The Board endorsed five plans not requiring subdivision approval. The Board considered eleven special permit applications, one zoning bylaw amendment for earth removal and filling, eight site plan review applications, four stormwater/land disturbance applications, and one decommissioning plan. The Board also set new fees, designed new forms, and reviewed changes to the Rules and Regulations Governing Subdivisions for public hearing in 2025.

Notable approvals in 2024 include several new businesses on Main Street, Boulder Park Way, Industrial Park East, and Leicester Street.

Respectfully Submitted,  
*Craig Holmberg, Chair*



## **ZONING BOARD OF APPEALS**

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

During 2024, the Board held ten meetings (January 18, February 15, March 21, April 18, May 16, June 15, August 15, September 19, October 17, and December 19). In total, the ZBA acted on three special permit applications, one comprehensive permits, and twelve variance applications. The ZBA also began a rewrite of their rules and regulations, began designing new forms, and worked to set new application fees.

At the close of the year, membership consisted of: David Silverman (Chair), Peter LaFlash, (Vice Chair), Stephen Balcunas (Clerk), Alfred St. Germain (Member), Thomas Purcell (Member), Robert Keogh Sr. (Alternate). Member Administrative support is provided by Eric Rumsey, Town Planner.

Respectfully Submitted,  
*David Silverman, Chair*



## **OXFORD HOUSING AUTHORITY**

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

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

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

**Office:** 23 Wheelock Street, Oxford, MA 01540

### **Board Members**

Karen M. Erickson  
Wayne McFarland  
Dale J. Mahota  
Margaret Madore  
Arsenio Luz

Chairman  
Vice-Chairman  
Member  
Member  
Assistant Treasurer



## Terms

Karen M. Erickson  
Margaret Madore  
Dale J. Mahota  
Wayne McFarland  
Arsenio Luz

State Appointee 5-year  
Board of Selectmen 5-year Appointee  
Elected 5-year  
Elected 5-year  
Elected 5-year

## Personnel

Locksann Mateo	Executive Director
Chenelle Jenkins	Assistant Executive Director/ Finance Manager/ Champ Tenant Coordinator
Chris Magill	Maintenance Janitor/Laborer

The Oxford Housing Authority's primary function is to administer public housing programs in the Town of Oxford and to recommend and apply for financial assistance to State and Federal agencies for housing programs, when and if needed. The Authority currently administers a total of 187 units of State-aided Housing. The Housing Authority completed a Development Grant in 1997 for the construction of 48 units of elderly/handicap, 14 units of family, and 4-units of special needs. The Housing added 2-unit of family to it's portfolio in 2019 in Brookfield. The Oxford Housing Authority also administers 126 units of Federal Section 8 Rental Assistance Program. Oxford Housing Authority manages 59 state units, 4 family units, and 6 project based Section 8 units.

Respectfully Submitted,  
*Locksann Mateo, Executive Director*



## OXFORD FREE PUBLIC LIBRARY – REPORT OF THE DIRECTOR



2024 proved to be quite a busy year here at the Oxford Free Public Library. In FY24, we circulated a total of 77,490 items, which surpassed the prior fiscal year by 2%. It has warmed both mine and the library staff's hearts to see the library being used the way it once was before the pandemic. We've been delighted to be serving our loyal patrons through these years!

This year brought many fun and educational programs, especially for our young residents. Our Children's Librarian, Deborah Bilis, put together many paint programs that our young residents, along with their caregivers, enjoyed throughout the year. A few highlights from the Children's Room this year included: local author visits from Robert Racicot and Louise Chadborne; our yearly "stuffy sleepover" event; music and movement classes with Deb Hudgins; a glow-in-the-dark party; multiple family music bingo events; a Wonderful World of Bats program with Jerry Schneider; and numerous arts and crafts programs led by Miss Deb. We also held our ever-popular Gingerbread House program and our Photos with Santa and Mrs. Claus – all of which were highly attended and enjoyed by all. Our Children's Services Assistant/Storytime Coordinator, Kelcy Beaudry, did a splendid job with storytimes

for different age groups this year and even added more sessions to keep up with the high demand.

The library also offered programs to our adult patrons – a few highlights included: paint nights with Jean Walker; Author Talk with the Chronicle's Ted Reinstein; Paint a Silk Scarf with Kulina Folk Art; two Bemis Farms planter programs; weekly movie matinées; Suds & Scents Aromatherapy workshop; live music with Matt York, sponsored by the Oxford Cultural Council; and Paper Quilling for beginners. We look forward to offering even more programs for all our patrons in 2025!

Thanks to a Mass Cultural Council Grant we received, the library is able to upgrade the projector system in our meeting room space, along with adding a proper surround sound system to the area and all new seating. This has shown to be a huge improvement for our programs and our patrons' experience.

The Friends of the Library worked diligently to put together their Spring and Fall Book Sales. We would like to thank our Friends group for their dedicated hard work to make this year's book sales such a success! If you are interested in becoming a part of this amazing group, please visit their website for more info: [www.friendsofoxfordfreelibrary.org](http://www.friendsofoxfordfreelibrary.org)



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

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

I would personally like to thank my dedicated staff, the Board of Trustees, all Town departments, and of course, our loyal patrons for yet another successful year. We hope to see you at the library soon and wish you all good health and safety in the coming year.

Respectfully Submitted,  
*Brittany McDougal Bialy, Library Director*



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

The library continues to be your place to find the information you seek and the recreational reading, listening, and viewing that you love and enjoy. We are proud of the “free” in Oxford

Free Public Library, and rightfully so, as these past few years have offered some unexpected turns. Our goal is to ensure every Oxford resident free and equal access to all library services. Our collection is always changing and growing to fit the needs of our community.

2024 brought the return of our ever-popular Art in the Yard exhibit for its eighth year. We would like to thank this year's sponsor, the Janet Malser Humanities Trust, for their generous contribution which allowed us to host 8 pieces of art. We would also like to give special thanks to our Department of Public Works for their assistance with the installation of the exhibit. We were impressed with this year's art submissions and found it to be our most successful year yet – we look forward to next year's exhibit. If anyone is interested in sponsoring a piece, please contact our Library Director.



The library held its second annual “For the Love of Art: A Community Art Show”, during the months of July and August. It was a success, with 36 artists participating – each artist was able to show up to 2 pieces of artwork. All ages, all mediums, and all forms of artful expression were welcome. If you or someone you know happens to be interested in participating in next year's show, be on the lookout for the call for artwork in late spring/early summer of 2025.

A big thank you goes to the Department of Public Works/ Building Facilities, along with the Town Manager, for ensuring the replacement and the full reconfiguration of the library's HVAC system. This project was a long time coming and we are happy to be able to have proper air handling for both the staff and our patrons. We would also like to thank the DPW for working on projects outside our building, which included the repainting of our parking lot lines and the updating of the bike rack area for our patrons.

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

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

And lastly, a great thanks to you, our dedicated patrons, for your continued support. See you in 2025.

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



## 2024 TOWN CLERK STATISTICS AND REVENUE

	Birth Certificates	Death Certificates	Marriage Certificates
2023	129	112	55
2024	123	123	50

### Vital Records Revenue

Birth Certificates	\$3,000.00
Death Certificate	6,720.00
Marriage Certificates	1,910.00
Marriage Intentions	1,225.00
<b>Total Revenue for Vital Records</b>	<b>\$12,855.00</b>

### Miscellaneous Revenue

Business Certificates	\$3,240.00
Miscellaneous Account	.00
Public Records Requests	268.75
Copies	20.10
Raffle and Bazaar Permits	10.00
Street Listing Books	120.00
Pole Locations	.00
Registration of Flammables	1,137.50
Certificate of Residency	45.00
General Bylaws	.00
Zoning Bylaws	.00
Zoning Map	.00
Subdivision Rules and Regulations	.00
Charter	.00
Municipal Legislation	.00
Notary Fees	.00
Fines – Non-Criminal Disposition – Board of Health	100.00
Marijuana Tickets	.00
Bounced Check Fee	.00
Vital Record Amendments	180.00
Auctioneers Permit	.00
<b>Total Revenue for Miscellaneous Items</b>	<b>\$5,121.35</b>

### Animal Control Revenue

Dog and Kennel Licenses and Late Fees	\$23,764.00
Cat Licenses and Late Fees	6,355.00
Duplicates Animal Licenses	2.00
Fines – Non-Criminal Dispositions – Animal Control	14,450.00
<b>Total Revenue for Animal Control</b>	<b>\$44,571.00</b>

### Online Transactions

Birth, Death, and Marriage Certificates	\$1,340.00
Dog Licenses and Late Fees	5,805.00
Cat Licenses and Late Fees	1,165.00
<b>Total Electronic Receipts</b>	<b>\$8,310.00</b>

**Total Receipts by Town Clerk paid to the Treasurer Collector**

**\$70,857.35**



## CABLE ACCESS

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



Oxford Cable Access had a busy year of improvements and upgrades to bring higher quality content to the community. Throughout the year, we focused on providing coverage of town events and municipal meetings. We covered events like the Winter Festival, the Family Fishing Festival and Fun Day, the Memorial Day Parade, Feature Segment on Fire Chief McDonald, the Teddy Bear Picnic, Recorded and aired Enchanted Bookshop Play put on by OCC, the Veteran's Day

Ceremony, Parade of Lights and Holiday Tree Lighting.

Equipment upgrades and replacement of equipment continued to bring high quality productions to the Town of Oxford. With this new equipment we hope we will be able to cover more events and showcase just how great the Town of Oxford is to live in and be a part of.

OCA also distributed events and information through our electronic Bulletin Board. All three cable access channels contain a customizable electronic Bulletin Board that runs in between programming daily. Each one was designed with a modern feel to display important information and resources to the community. The Bulletin Board feed can also be found on the Town Website under the Cable Access department.

Finally, we also introduced a new feature to our Video on Demand Website. Now when you watch a meeting back on our Video on Demand page you can enable closed caption for subtitles. This will help people with disabilities to read what is being said in the meetings and for those that would rather read captions than here the audio of a meeting.



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

Respectfully Submitted,  
*Matthew DeCiero, Media Production Coordinator*

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# PUBLIC WORKS

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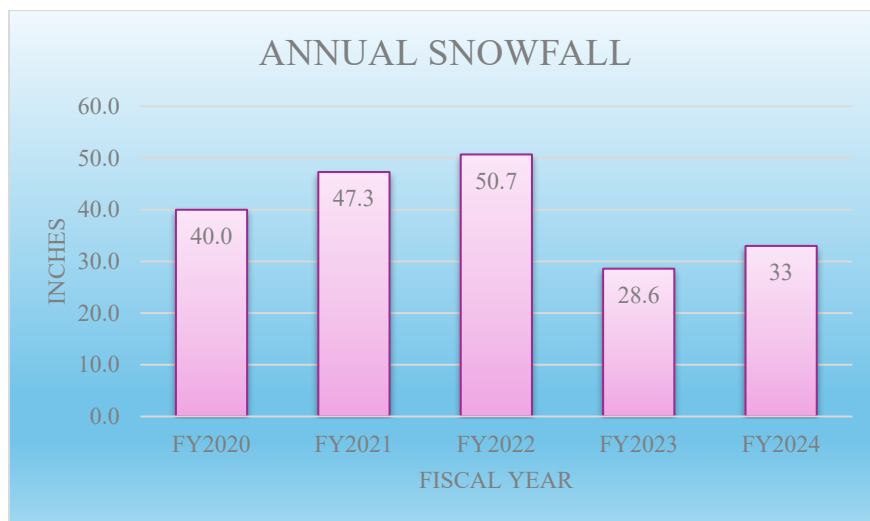
“It is the mission of the Oxford Department of Public Works to provide the community, its visitors, and all Town departments the highest quality public works, essential services, and facilities in a responsive, safe, efficient, and cost-effective manner. Through the dedicated effort of our team the DPW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

## **ORGANIZATIONAL STRUCTURE**

The Department of Public Works is organized into seven divisions: Administration/Engineering, Highway, Grounds & Cemetery, Forestry, Facilities Maintenance, Fleet Maintenance, and Sewer. The Department provides a wide array of municipal services vital to daily life for the community residents and business owners. A total of 34 full-time employees and numerous part-time employees dutifully carry out the work of the Department.

## **SNOW & ICE OPERATIONS**

The Public Works team responded to 12 measurable snow and/or ice events requiring deicing and/or plowing of roadways in fiscal year 2024. In addition, operations personnel responded to 20 unmeasurable conditions such as black ice, intersection clearing, and removal of snow piles. The season started on November 22, 2023 with 0.8 inches of snow and ended on April 4, 2024 with 2.3 inches of snow. The highest recorded snowfall event occurred on January 8, 2024 with a total accumulation of 12.5 inches. Officially, 33 inches of snow fell on the Town of Oxford. (Source: Precision Weather Forecasting/New England Weather Science)



## **ADMINISTRATION / ENGINEERING**

Administration/Engineering Division is tasked with all personnel management, continuing education, safety programs, departmental reporting, fiscal management as well as design, procurement, and construction management for public works projects. Technical staff complete review of most development proposals within the Town in support of other Town departments. Administration/Engineering Division also oversees the DPW permit program for road

openings/trenches, driveways, drainlayers, sewer connections, and Rocky Hill yard waste permits. In addition, the Department administrative team organized the Spring and Fall bulk waste events at the Casella Transfer Station as well as the first confidential paper shredding event at Town Hall.

#### NOTABLE 2024 CONSTRUCTION PROJECTS:

- Installation of bonded wearing course on Charlton Street from approximately no. 105 Charlton St. to the Charlton town line. The bonded wearing course is a warm polymer modified asphalt emulsion bond coat followed immediately with an ultra-thin hot mix asphalt wearing course. (Total cost: \$225,711)
- Completion of reconstruction of Millbury Road from Depot Road to the Auburn town line. The project utilized Cold-In-Place base reconstruction followed by a hot mix asphalt surface course. (Total cost: \$323,318)
- Resurfaced Walnut Street from Pine Street to Dudley Road with a shim and overlay of hot mix asphalt. (Total Cost: \$222,600)
- Resurfaced Brown Road from no. 9 to no. 19 Brown Road with a shim of hot mix asphalt. (Total Cost: \$48,000)
- Oversaw the crack sealing installation of Depot Road, Harwood Street, Leicester Street (Rt. 20 to Mill), Comins Road, Mount Pleasant Street, and Heritage Road. (Total cost: \$24,948)
- Completed full depth reclamation of Pleasant Street from Hartwell Street and the Leicester town line and approximately 300 feet of Merriam District. In addition, an overlay of hot mix asphalt was installed for the remaining portion of Pleasant Street and on Merriam District to Daniel Drive. (Total cost: \$344,160)

#### NOTABLE 2024 ENGINEERING PROJECTS:

- The Department continues to advance the design and planning of Main Street from Fairlawn Avenue to Front Street. The Town is planning for the projects inclusion in the FY2028 State Transportation Improvement Program (TIP) to receive federal funding. The goal of the project is to engage with the community to reimagine what Main Street could look like and how it could better function with multi-modal transportation goals (safer pedestrian crossings, bike lanes, etc.), updated signalization, and safety as top priorities. The 25% design submission was submitted to MassDOT in 2024 for review before design and permitting efforts can be advanced.



- Design of improvements to McKinstry Pond dam continues to be advanced for bidding and construction in 2025. Upon completing the Massachusetts Environmental Policy Act review and approval, the Department submitted an application for the FY2025 Dam and Seawall Program to fund construction and subsequently received a one-million-dollar grant towards construction. The project is expected to begin in summer 2025.
- Design of sewer expansion on Route 20 from Route 56 to Oxbow Road was completed in 2018. In 2019 DPW submitted a grant application for MassWorks grant funding for construction. The Town received formal award of \$2.8M for construction in December of 2021. Construction of the sewer extension will take place as part of the State's Route 20 Corridor Improvements project, which kicked off in 2023 with utility relocations necessary to advance the project. Construction of roadway and sewer improvements are expected to be completed through FY2026 with work currently forecasting ahead of initial schedule. The installation of the Town sewer was substantially completed in 2024 with final testing to be completed in 2025.
- Department submitted for and received an FY25 Municipal Vulnerability Preparedness program grant to conduct site investigations at the 3 Barton Street Town owned property to evaluate the property for future use and to complete a design concept for repurposing the property as an urban park to enhance and strengthen Oxford's existing pollinator network will provide a community space. The park will feature nature-based solutions for stormwater management and heat mitigation, provide community gather space, and create a pollinator habitat. The grant of \$206,100 covers all site investigations, design, and public outreach for the project.
- The Massachusetts Department of Conservation and Recreation (MassDCR) Office of Dam Safety and the Town have partnered to design and permit repairs to Lowe's Pond Dam on Huguenot Road. The repairs are required to bring the dam into compliance with the Massachusetts Dam Safety regulations. Following construction being completed by MassDCR on the nearly four-million-dollar project, the dam will be turned over to the Town allowing the Town and its residents to benefit from its improved condition and for use as a recreational destination. The Lowes Pond Dam project is the first of six pilot projects being completed under the DCR Abandoned Dams Program. Construction is expected to begin in Spring 2025 and be complete by the end of 2025.

## **HIGHWAY**

The Highway Division is responsible for maintaining over 90 miles of public roads, eight bridges, two dams, a sprawling drainage system, and approximately 13 miles of sidewalks. The Division also performs basic maintenance on approximately five miles of private ways in Oxford to maintain emergency vehicle access. The Highway Division is a versatile crew and are tasked with construction work across all DPW divisions as necessary. The work is coordinated by the Operations Manager and the Highway Superintendent. Among the critical operations performed

by the division, highway personnel sweep all Town roads and parking lots annually as well as cleaning all catch basins in the urbanized area as required in the Towns Municipal Separate Storm Sewer System General Permit.

### **GROUNDS & CEMETERY**

The Grounds & Cemetery Division is tasked with expertly maintaining over 100 acres of grounds including school fields and grounds including Ruel Fields, Greenbriar Recreational Area, the Town Common (Joslin Park), the South, North, and Gore cemeteries, as well as beautification efforts across Town facilities and recreational areas. The work is led by our Cemetery and Grounds Superintendent, Matt Benoit.

Work includes regular mowing and trimming of turf, infield grooming, field aeration, over seeding, flower planting, mulching, weeding, fall cleanup, and cemetery cleanups. The men and women assigned to grounds and cemeteries take great pride in enhancing public green spaces, roadside planters, and cemeteries for the public to enjoy the outdoors and honor their loved ones. This is especially true on Memorial Day with the spring sprint to revive the grounds after the winter season and results in beautiful Town properties.

Division personnel interred a total of 62 in Oxford Cemeteries. Of the total, 23 were full burials and 39 were cremation burials. A total of 41 plots were sold. The DPW takes great pride in the level of professional and compassionate care provided to grieving families.

### **FORESTRY**

The Forestry Division is responsible for the care and maintenance of all public shade trees belonging to the Town along public roadways and on public grounds under the leadership of the Tree Warden. In addition to maintaining public shade trees, the Forestry Division oversees Town street and roadway signage as well as line striping at Town facilities.

#### **Tree Care and Maintenance:**

- Responded to 61 downed tree calls.
- Removed 65 risk trees from public roadways with in-house and contracted help.
- Responded to 67 “hangers” (aka broken limbs).
- Removed 20 tree stumps.
- Continued the Town’s roadside brush mowing with rented equipment along 86 roads.
- Planted 12 trees.
- Distributed 100 Eastern Redbud tree seedlings at Joslin Park in honor of Arbor Day.
- Collected 62 Christmas trees at two Town Christmas Tree Drop-Off events.
- Resolved 95 See-Click-Fix work orders.

#### **Painting and Sign Maintenance:**

- Maintained street flags and peace banners.
- Repainted one crosswalks.
- Replaced 32 street sign poles.
- Replaced 28 street signs, 2 stop signs, 24 regulatory/warning signs, and eight other signs.

- Maintained parking lines, crosswalks, access aisles, stop bars and restricted parking lanes at the library.
- Replaced three traffic signal and pedestrian signal lights.

Lastly, the Town Tree Warden, Jakob Mackowiak, coordinated Oxford Public Schools participation in the Massachusetts Department of Conservation Arbor Day poster contest, presented at Grace Preschool for Community Week, and worked with the Administration division on the submission and award of an Urban and Community Forestry Environmental Justice grant to promote tree plantings. The grant will support all costs for 18 trees to be planted in Oxford in 2025.

### **FACILITIES MAINTENANCE**

The Facilities Maintenance Division is responsible for providing maintenance and management of 25 Town buildings, school buildings and other structures. The charge of the division is to effectively and efficiently manage Town structures and building system equipment in order to achieve maximum return on investment and to provide safe and functional spaces for the public, students, and employees. In addition to routine cleaning and maintenance activities, the division completed 1,686 maintenance and preventative maintenance work order requests.

#### **NOTABLE FACILITIES MAINTENANCE 2024 PROJECTS:**

- New roof installation at the Senior Center. (Total cost - \$68,768)
- Installation of modern temperature control systems and new 45-ton chiller at Library (Total cost - \$196,682.83)
- New roof installation at the Fire Department Headquarters. (Total cost - \$109,203)
- Completion of foundation repairs at Clara Barton Elementary School and Alfred M. Chaffee School. (Total Cost - \$364,941)
- Installation of Nitrogen sprinkler system improvements at Police Station. (Total cost - \$21,910.75)
- Completed glycol study for Oxford Public School buildings and installation of glycol feed system equipment at Oxford Middle School. (Total cost - \$20,359)

### **FLEET MAINTENANCE**

The Fleet Maintenance Division is responsible for maintaining the fleets of the DPW, Fire-EMS Department, Police Department, Animal Control, Town Hall, and the Council on Aging through the leadership of our Fleet Superintendent. Responsibilities include inspection, preventative maintenance, and repair on a diverse fleet of heavy equipment, vehicles, and other machinery.

In 2024, the DPW welcomed back to the garage truck no. 33, which was reconstructed with a new frame and rails system to rejuvenate this 2006 International 5600 for continued seasons supporting snow and ice operations.

### **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 surrounding area north of the Oxford High School) and the Southwest Service Area (Old Webster Road). The

fiscal year 2024 annual average daily flow of the North Service Area was 53,585 gallons per day. The fiscal year 2024 annual average daily flow of the Southwest Service Area was 18,040 gallons per day. In total, the Oxford sanitary sewer system transported just over 26 million gallons. The North Service Area usage charge was increased to a rate of \$15.13 per 1,000 gallons. The Southwest Service Area usage charge was increased to a rate of \$19.19 per 1,000 gallons.

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

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

Respectfully Submitted,  
*Kevin Duffy, Director of Public Works*

# OXFORD PUBLIC SCHOOLS



## ANNUAL TOWN REPORT

**2023-2024  
SCHOOL YEAR**

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# OXFORD PUBLIC SCHOOLS

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## OXFORD PUBLIC SCHOOLS

### ADMINISTRATIVE STAFF LISTING SCHOOL YEAR 2023-2024

#### **SCHOOL COMMITTEE**

Corey Burke, Chairman  
David Cornacchioli, Vice Chairman  
Palmina Griffin, Secretary  
Todd Proctor  
Jennifer Pearson (*thru Nov.*)  
Leah Filipkowski (*eff Jan.*)  
Helen Coffin, Recording Secretary

#### **TECHNOLOGY DEPARTMENT**

Kadion Phillips, Director  
Suzanne Kelley, Data Coordinator/Registrar  
Sean Sumner, Technician  
Jacob Ouimette, Technician (*thru May*)  
Alex Howe, Technician (*thru May*)

#### **FOOD SERVICES DEPARTMENT**

Toni Tirozzi, Director (*thru Feb.*)  
Jodi Lachance, Director (*eff Feb.*)

#### **CENTRAL ADMINISTRATION OFFICE**

Michael Lucas, Superintendent of Schools  
Helen Coffin, Executive Assistant  
Matthew Bobola, Business Administrator  
Charlene Plasse, Payroll Coordinator  
Kristina Herrick, Sr. Account Analyst (*thru Feb.*)  
Naida Lepore, Sr. Account Analyst (*eff Feb.*)  
Susan Davis, Bookkeeper

#### **STUDENT SERVICES DEPARTMENT**

Kristin Miller, Director  
Debra Tremblay, Executive Assistant  
Michele Raymond, Office Secretary  
Richard Maliff, Evaluation Team Leader  
Brianna Ajemian, Evaluation Team Leader  
Terry Gawronski, Social Worker  
Samantha Bennett, Psychologist  
Samantha Capozzoli, Psychologist  
Maureen Soto, Behavior Analyst  
Patricia Grenier, Early Childhood Coordinator

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#### **OXFORD HIGH SCHOOL**

Rebecca Czernicki, Principal  
Robert Truax, Assistant Principal  
Justin Richardson, Dean of Students  
Kristin Harvey, Office Secretary

#### **CLARA BARTON SCHOOL**

Christen Hutchinson, Principal  
Corina McGown, Office Secretary

#### **OXFORD MIDDLE SCHOOL**

Leigh Joseph, Principal  
Randy Richard, Assistant Principal  
Tara McConnaughey, Assistant Principal  
Karen Dupuis, Office Secretary

#### **A. M. CHAFFEE SCHOOL**

Robert Pelczarski, Principal  
Elizabeth Coghlan, Office Secretary

*A complete list of all School Department personnel can be found on our District website-[www.oxps.org](http://www.oxps.org)*



## SCHOOL COMMITTEE

Honorable Board of Selectmen and Residents of Oxford:

We are honored to present this **2023-2024** school year annual report. The Oxford School Committee is comprised of five members, each serving three-year staggered terms of office. During the majority of the **2023-2024** school year, the School Committee members included Corey Burke as Chairman, David Cornacchioli as Vice Chairman, Palmina Griffin as Secretary, Todd Proctor as Authorized Signer of financial warrants, and members Jennifer Pearson or Leah Filipkowski. Jennifer Pearson resigned in December and the vacancy was filled in January by Leah Filipkowski through a joint appointment of the School Committee and Board of Selectmen. Oxford High School students Jake Dwinell and Kaila Donahue Seeley were the Student Representatives.

Michael Lucas served as the Superintendent of Schools, fulfilling the first year of a new 5-year employment agreement. Matthew Bobola served as the School Business Administrator and Director of Operations while Helen Coffin continued to serve as the Superintendent's Executive Assistant and School Committee's Recording Secretary. Attorney Marc Terry of Mirick O'Connell was the District's general legal counsel, and Attorney Colby Blunt of Coleman, Chandler, & Miller served as legal counsel for special education matters.

The School Committee is responsible for setting policies that guide the District, approving and monitoring the District's budget, and hiring and evaluating the Superintendent of Schools. Superintendent Lucas received an overall evaluation score of Proficient for the school year. The regular meetings of the School Committee were scheduled on the 2<sup>nd</sup> and 4<sup>th</sup> Mondays of the month, unless otherwise noted. The School Committee's 2023-2024 goals included continuing to focus on strengthening communication and collaboration, using data to effectively support student growth and achievement, ensuring a safe environment for all students and staff, and engaging the school community in a reflective ongoing process to ensure diversity, equity, inclusion, and belonging for all students.

In addition to the School Committee's work at scheduled meetings, the following standing subcommittees were appointed to work on more specific topics throughout the year: Policy, Negotiations, District Accountability and Curriculum, School Buildings and Grounds, and Diversity, Equity, Inclusion, and Belonging. The membership of each subcommittee included two School Committee member representatives who provided a subcommittee report at each regular School Committee meeting held throughout the school year.

In fiscal 2024 the Town of Oxford passed a Proposition 2½ debt exclusion referendum in order to repair the foundation and siding at the A. M. Chaffee and Clara Barton Elementary Schools and to repair the roofs at the A. M. Chaffee and Clara Barton Elementary Schools and Oxford High School. To date, the foundations have been repaired at both elementary schools. It is anticipated that all roof and siding repairs will be completed by the end of summer 2025.

The School Committee worked closely with the Superintendent and School Business Administrator on the development of the District's annual operating budget. After budget meetings with the District's leadership team, Town Manager, and Finance Committee, the proposed FY25



budget of \$21,359,503 was approved by the School Committee after a public hearing held in March, and subsequently approved by vote at the Annual Town Meeting in May. This constituted a 3.9% increase from the previous year's budget. In addition to the funding approved in the operating budget, the District continued to take full advantage of the third and last year of funding available through the Elementary and Secondary School Emergency Relief Funds (ESSER). The plan concentrated on hiring additional professional and support staff in order to reduce class sizes for enhanced learning and more tailored instruction. The annual budget process described above was very transparent to the public through posted documents, presentations, and open meetings.

Some of the more significant votes taken during the year included, but are not limited to, the following: submitting an article to the Oxford Board of Selectmen for inclusion on the fall special town meeting warrant seeking funding through a debt exclusion referendum for the costs associated with major building repairs to the A. M. Chaffee and Clara Barton Elementary Schools and Oxford High School; approving a certain number of School Choice seats in specific grades during the 2024-2025 school year; approving the terms of a successfully negotiated successor contract for the Oxford Clerical Workers collective bargaining unit; approving a 6-year Capital Plan for submission to the Town's Finance Committee; accepting the School Improvement Plans (SIPs), Student-Family Handbooks, and the High School Program of Studies; awarding a 3-year school bus transportation bid; supporting the establishment of a capital reserve fund for the Southern Worcester County Education Collaborative (SWCEC); and adopting approximately twenty-five new policies and approving revisions to about fifty existing policies.

Further, throughout the year the School Committee entertained numerous special presentations from students, staff, and other invited guests. Of particular note were detailed presentations as follows: Music Consultant Thomas Reynolds reviewed the results of his analysis of the District's existing music program; Curriculum Director Tara Trainor outlined student achievement data; Executive Director Susan Farrell described the highlights and objectives of the Central Massachusetts Collaborative (CMC); Executive Director Arnold Lundwall explained the creation of a capital plan for the Southern Worcester County Education Collaborative (SWCEC); President Robin Bahr provided an overview of the National Alliance of Mental Illness (NAMI); District Principals furnished quarterly building reports; Registrar Suzanne Kelley provided updated student enrollment data; and instructors and students from the District's Navy Junior Reserve Officers Training Corps (NJROTC) summarized their impactful travel to Paris, Normandy, and London.

In closing, the School Committee would like to acknowledge the efforts of the Town Manager and her staff, the Department of Public Works, the Police Department, and the Fire/EMS Department for their efforts supporting the Oxford Public Schools. We extend our sincere appreciation to the entire staff of the Oxford Public School District for their outstanding support and tremendous dedication to our students. Finally, we thank the Oxford voters for consistently supporting the school budget in order to maintain the quality of educational programs.

The School Committee will continue to embrace its service to the Oxford community by fulfilling its roles and responsibilities, and ensuring the quality of education provided to students by reviewing curriculum and performance. We are honored to serve the Town of Oxford.

Respectfully submitted,

*Corey Burke, Chairman*

*David Cornacchioli, Vice Chairman*

*Palmina Griffin, Secretary*

*Todd Proctor, Member*

*Leah Filipkowski, Member*

## **STUDENT SERVICES AND SPECIAL EDUCATION DEPARTMENT**

The Oxford Public School District's Department of Student Services and Special Education serves students from age 3 to 22, as required by state regulation 603 CMR 28.00 and federal regulation 603 CFR 300. The Department encompasses English Language Learners, Section 504, McKinney-Vento homeless students, and Special Education. In addition, the Department is responsible for screening and evaluating 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 Appropriate Public Education). While students suspected of having a disability may be considered for referral through a Building-Based Team (BBT) process, parents have the right to request an evaluation of their child at any time, either through the attending school or directly through the Student Services Department.

The Department provides a full range of special needs programs at all levels beginning with an integrated preschool and continuing services through an instructional program for adult students (18-22 years of age) needing additional transitional support. The department provides an extensive array of supplemental support services, including speech/language, occupational therapy, physical therapy, behavioral support services, school adjustment counseling, functional academics and life skills development/training, and other therapeutic supports.

The Department is committed to providing comprehensive programs for students with disabilities. We subscribe to the philosophy that all students can learn and that the purpose of special education services is to minimize the impact of disability and maximize student ability to achieve success in the least restrictive environment with the greatest access to the general curriculum. In this manner, students with, and without disabilities, will also have the greatest amount of interaction with one another and therefore maximize the peer-to-peer interaction that lays the foundation of inclusive education.

Each school building offers a myriad of services to meet each child's specific needs. These services are interpreted through placement and service delivery options. Students access inclusion, partial

inclusion, or substantially separate options based on the team process when calculating the least restrictive setting for individual students. Full inclusion is defined as students having special education services outside the general education classroom less than 21% of the school day. Partial inclusion is defined as special education services outside the general education classroom 21-60% of the school day. A substantially separate classroom is defined as special education services outside the general education classroom more than 60% of the school day. On our Student Services and Special Education webpage, you can find a more comprehensive document regarding our continuum of services and how they are provided within our school setting.

The Oxford Public Schools provided a variety of special education services to 383 students during the 2023-2024 school year. The nature of these services is dependent on the child's Individualized Education Program (IEP) and takes place in the least restrictive environment. Educational environments range from inclusive classrooms to alternative settings for students at risk of failing and/or dropping out of school. Additionally, the District provided Section 504 support and services to 102 students and English as a Second Language support to 68 students.

Informational handbooks to enhance communication are available in the Department of Student Services section on the Oxford Public School District website. These handbooks include Section 504 and Multilingual Learners.

The following staff members were newly hired during the 2023-2024 school year: Alicia McKenney, Speech-Language Pathologist; Jennifer Hall, Special Education Teacher; Samantha Capozzoli, School Psychologist; and Samantha Chase, English as a Second Language Teacher.

### **Multilingual Learners (MLs)**

The Oxford Public Schools provides ML 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 Multilingual Learners (MLs) or Limited English Proficient students (LEPs) with the opportunity to become proficient in English and provide them with full access to the curriculum. Some students do not have a strong base of literacy or fluency in their first language and need to develop essential English listening, speaking, reading, and writing skills.

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

Federal and state laws require that ML students be assessed annually to measure their proficiency in reading, writing, listening, and speaking English and the progress they are making in learning English. In fulfillment of these laws, ML students are required to participate in ACCESS testing. In accordance with the regulations, the ESL teacher annually assesses the English proficiency of the

student and assists them in becoming more proficient in English through tutorial assistance, classroom teacher consultation, and direct instruction while ensuring equal access to the curriculum.

### **District Educational Stability/Homeless Education Liaison**

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

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

Respectfully submitted,

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

### **TITLE I**

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

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

Teachers gather data to determine students' needs for academic assistance at the start of the school year. The results of that data analysis determine student services. Each month, data is collected and reviewed, and students are added to or exited from small group instruction. Student progress is monitored throughout the school year.

Respectfully submitted,

*Tara Trainor, Curriculum Director*

## **TECHNOLOGY DEPARTMENT**

The Technology Department delivers robust, reliable and necessary technology solutions to support students, faculty, administrative and support staff. We have a small department with a full time Director, a full-time Data Coordinator, two full-time Technology Support Specialists, a full-time Instructional Technology Specialist and a part-time Technology Support Specialist.

In the last fiscal year, we continued our initiative to have a 1:1 program where every student in Oxford Schools has a Chromebook assigned to them. All Students in grades K-12 are assigned their own device that they use when they are in the buildings and the middle and high school students bring their devices home for continued access to online resources at all times. We decided on Chromebooks as our primary device because they integrate well with our Google Suite system where students and staff all have an account that gives access to cloud-based applications such as email, documents, presentations, forms and spreadsheets. The Chromebooks are also cheaper than regular computers and iPads and have most of the features that our students require. With students all having their own Chromebook, we continue to add more digital content that students can access both at school and at home and the 21st century skills they are developing will serve them well after they leave Oxford Public Schools.

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

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

As students and staff continue to rely on access to internet enabled devices and content that require connectivity at home and at school, the Technology department continues to strive to add, upgrade and maintain the hardware and services necessary for student and staff success. As part of the FCC's Emergency Connectivity Fund, Oxford was able to use a grant to purchase 300 chromebooks. Oxford was also awarded the Municipal Cybersecurity Awareness Grant that supported training staff against phishing scams which benefits the town in preventing cyber-attacks.

Respectfully submitted,  
*Kadion Phillips, Director of Technology*



### **A. M. CHAFFEE ELEMENTARY SCHOOL**

The A. M. Chaffee Elementary School (“Chaffee”) is located at 9 Clover Street and serves all of the kindergarten, and grades 1 and 2 students in our District. Chaffee opened the 2023-2024 school year with an enrollment of 322 students. There were 101 in kindergarten, 104 in grade 1, and 117 in grade 2. Each grade level had five classroom teachers and the support of an inclusion teacher in order to provide services to those students on Individual Education Plans.

Chaffee began the year early by hosting a “Welcome to Kindergarten” camp, which was attended by over 30 future kindergarten students. This greatly assisted those students and their families in getting accustomed to our amazing school. Once again, the school also offered over 50 tours and short visits to incoming students to help reduce the anxiety that comes with the first few days of a new school year for our youngest pirates. In late August, our PTO hosted a welcome back ice cream social night that was heavily attended by many of our students.

Chaffee was able to create additional ELA, Math, and SEL supports with our lead teachers in each grade and three interventionists to offer tier 2 and tier 3 supports to all students that required additional help during the school year. Our mindfulness instruction is once again showing amazing results with a major decrease in inappropriate behavior throughout the school. The District’s “Be the 3” Positive Behavioral Interventions and Supports (PBIS) campaign showed tremendous results for students and we believe this will continue into the next school year as the expectations are now learned for all of our elementary students.

With the continued success of our school’s PTO, students were treated to amazing field trips, in-school programs such as The Bubble Man, Pumpernickel Puppet Shows, Book Fairs, Family Fun Night, and some of the most amazing teacher appreciation events we have ever had. It was a tremendous year for all of our Chaffee students and families.

Respectfully submitted,  
*Robert Pelczarski, Principal*



### **CLARA BARTON ELEMENTARY SCHOOL**

The Clara Barton Elementary School (“Barton”) is located at 25 Depot Road and serves all students in grades 3, 4, and 5 within the Oxford Public Schools. Barton began the school year enrolling 323 students. There were 89 students in third grade, 107 students in fourth grade, and 127 students in fifth grade. Class sizes ranged from 17-26 students per class. Each grade level had the support of an inclusion teacher in order to provide services to those students on an Individual Education Plan. Barton hosted an “Open House” evening in August so incoming third grade families and new Oxford families could tour the school. A dozen fifth grade students were in attendance to provide tours to families. Barton also hosted a “Popsicles with the Principal” event in August prior to the start of school.

The fifth grade team transitioned to Clara Barton this year and preschool relocated to Oxford High School. Teacher Jacquelyn Gonyea left the district in August 2023 which left a spot for Meghan (Carraher) McAuliffe, who transitioned from an interventionist to third grade teacher.

Barton students were able to enjoy several field trips, which included the Ecotarium, Hanover Theater, and Old Sturbridge Village. Our PTO organized many events throughout the year including a “HALL-o-ween” event, holiday shoppe, book fairs, and field day. “Barton on the Run” ran its second year and had 60 students included, which culminated in a big race that the whole school cheered on. In the spring, Barton began a band program that involved a variety of instruments, and students conducted a performance for their families at the end of the year.

To end the year, third and fourth grade students performed in a Memorial Day concert. We also had a fifth grade graduation in June for the group that had been at Barton for four years as they were the last group of second graders and first group of fifth graders. The ceremony included several songs sung by the students and an art show.

Respectfully submitted,  
*Christen Hutchinson, Principal*



### **OXFORD MIDDLE SCHOOL**

Oxford Middle School (“OMS”) is located at 479 Main Street and serves students in grades 6, 7, and 8. The enrollment as of October 1, 2023 totaled 385 students. Of these students, 112 were grade 6 (Class of 2030), 143 were grade 7 (Class of 2029), and 130 were grade 8 (Class of 2028).

OMS welcomed a new administrative team: Leigh Joseph, Principal; Randy Richard, Assistant Principal, and Tara McConnaughey, Assistant Principal (shared with the Clara Barton School).

The Oxford Middle School’s mission was to form an academic and social bridge connecting the elementary and high school levels, while providing a safe and engaging environment that ensures learning for all students. OMS is dedicated to continuous growth and improvement of existing curriculum and programs. OMS administration and staff promoted the “Be the 3” positive behavioral intervention and support program of “respect, responsibility, and safety.”

OMS welcomed the following staff during the 2023-2024 school year: Jeff Ehalt, grade 6 ELA/History teacher; Susan Livermore, ELA grade 7/8 teacher; Anthony Grzembksi, grade 7 math teacher; and Nathan Arnold, English interventionist.

The OMS schedule had updates, changing from 4 fixed blocks per day with a brief WIN period (“What I Need” - a flexible time in a school schedule when teachers can provide extra help or enrichment opportunities for students) on a 2-day rotating schedule, to a 7-period per day rotating schedule, which included extension periods for enrichment in each subject area and a 49-minute advisory period each week. Additionally, while students traveled within their team, their schedule did change in order to give a fresh mix of students for each scheduled class. The grade levels and staffing utilized the team model, with the same group of teachers sharing the same common group of students. Each grade level had 2- and/or 4- person teams for Core content areas of English Language Arts, mathematics, science, and social studies. The unified arts program, which consists of music, physical education, and art, met weekly throughout the year while STEM, video productions, and Spanish, rotated on a 60-day trimester.



OMS utilized District professional development days, faculty meetings, department meetings, and common planning times among teams to analyze, discuss, and reflect upon curriculum and effective teaching/instructional practices. OMS also analyzes data from state exams (MCAS) and district/school testing (IXL, HMH, etc.). OMS was able to utilize ESSER funds to support interventionist positions to support tier 2 supports in math and English to address gaps in student learning and achievement to promote success of all of our students.

OMS offered co-curricular and extracurricular activities for students to further engage in the OMS community. These clubs and activities included homework center, after school tutoring, student council, National Junior Honor Society, band, art club, ski club, gaming club, video production club, history club, robotics club in conjunction with OHS NJROTC, esports, and yearbook. OMS students were also able to participate in the following athletics: boys' and girls' soccer, middle school cross country, and boys' and girls' basketball. Students in 7th and/or 8th grades were also eligible to participate in the following sports at the high school level: field hockey, volleyball, indoor track, baseball, and softball. In addition, OMS also presented a fall 2023 musical, *Willy Wonka, Jr.*

In an effort to promote engagement and positive school spirit and climate, OMS hosted several activities and events such as spirit weeks, the annual Halloween dance, FOMS fundraisers, and guest speaker, Jessie "The Machine" Green.

OMS would like to thank the students, parents, staff, community, Friends of Oxford Middle School (FOMS), Superintendent Michael Lucas and the central office staff, and the Oxford School Committee for their continued commitment, support, and partnership in educating the middle school students of Oxford.

Respectfully submitted,  
*Leigh Joseph, Principal*



## **HIGH SCHOOL**

Oxford High School ("OHS") welcomed back 406 students on August 29, 2023 for the start of the 2023-2024 school year. There were 106 freshmen, 101 sophomores, 106 juniors, 87 seniors, and 6 Career-Up students in the 18-22 program. OHS also welcomed 14 new staff members as follows: Elizabeth Dykstra (Math Teacher), Dana Peloso (Computer Science Teacher), Gerri-Lynn Szamocki (School Nurse), Kristyn Aganis (English Teacher), Samantha Chase (MLL Teacher), Mitch Evertsen (Art Teacher), Christopher Rubenacker (Music and Band Teacher), Rachel Wagchoure (Biology Teacher), Eileen Wood (Adjustment Counselor), Elias Nasis (Technology Integration Specialist), Hannah Confer (Food Service), Toni Tirozzi (Food Service Director until March), Jodi LaChance (Food Service Director from March on), Scott Hersey (PE Teacher transferred from OMS).

The mission of Oxford High School is to engage ALL students in a comprehensive and challenging learning experience through high-quality instruction that supports each student's academic, social, and emotional development, while fostering a commitment to the community so students thrive in a technological global society, prepared for life, college, career, or the military.

OHS continued with Career Exploration programs for our students with the help of the Oxford Community. The Fire Science class was led by Fire Chief Laurent McDonald and Deputy Chief Jon Belanger and 10 students completed the class. The CNA class was taught by our school nurse, Gerri Szamocki, and 9 students finished the program and became Certified Nurse Assistants. The Early Education and Care class had 12 students who learned how to be teachers of Early Education and observed in many early childhood classrooms.

Oxford High School graduation took place on the OHS Athletic Field on June 7, 2024. Of the 85 Graduates plus 6 Summer School Graduates, 43% went on to a four-year college or university, 18% went on to a two-year college or university, 1% went into the military, 10% went on to an apprenticeship or post-secondary trade school, 25% went into the workforce, and 2% chose to take a gap year.

### **Athletics** **Fall 2023**

The Oxford High School Girls Soccer team qualified for the CMASS Tournament, falling in the Quarterfinals to eventual champion Sutton. Volleyball qualified for both the CMASS and MIAA Division 4 State Tournament, the team was able to advance in both with first round victories over Sutton and Norfolk County Agricultural School respectively, before falling in the following round in both. The Oxford High School Football team qualified for the MIAA State playoffs for the third consecutive season. The Pirates were beaten by the eventual state champion, Uxbridge, in the round of 16. Individually, Nathan Davis and Reese Reynolds were named Central Massachusetts All-Stars in soccer. Also, Cameron Davis captured the SWCL girls' cross country championship at Old Sturbridge Village for the second straight fall. She continued her success by winning the Division 3C State Qualifying Meet and finished third in the MIAA Division 3 State Meet. Davis concluded the season by being named to the T&G Super Team in cross country.

### **Winter 2023-2024**

The Oxford High School Boys Basketball team qualified for the Clark Tournament for the second consecutive year. OHS was once again chosen to host the quarterfinal round of the Small School Division of the Clark Tournament. It was an outstanding day with the only downside being an Oxford loss to Maynard. The Indoor Track teams and the Girls Basketball team continued to improve throughout the winter. Brady Margoupis became the twelfth basketball player in Oxford High history to reach the 1,000 points milestone. He concluded his career with a total of 1,173 points, tying Shaun McCarthy (class of 2016) for 8th all time.

### **Spring 2024**

The Oxford High School Baseball team finished the season at 11-11 and qualified for the MIAA Division 4 State Tournament. They opened the tournament with a 6-0 win over Southwick before falling to Lynnfield in the round of 16, 2-0. The softball team finished at 15-6 and captured the SWCL C Championship for the first time since 2007 and earned a berth in the MIAA Division 4 State Tournament. Unfortunately, the tournament began with a 3-1 loss to Easthampton. The spring of 2025 also saw the return of the Oxford High tennis program after a long hiatus. OHS fielded both a boys and girls varsity team and both teams showed tremendous growth and improvement over the course of the season.

## **Naval Junior Reserve Officers Training Corps**

The Naval Junior ROTC Unit of Oxford High School entered its twenty-ninth year of operation! This year, 55 students were enrolled across the four-year academic elective with 27 new cadets joining the program. Oxford cadets continued their exceptional pattern of success compiling an impressive list of activities, trips, competitions, and community service projects this past year. Master Chief David Youngsman and Master Chief Edward Kay have kept the cadets quite busy through the past year.

The NJROTC Drill Team and Competition Color Guard continued its record of excellence as part of the All Navy New England Drill League (ANNEDL), whose membership consisted of 5 highly competitive Navy JROTC units representing Maine, Massachusetts, New Hampshire, and Rhode Island. Drill team members were coached throughout the season by Master Chief Youngsman, in his fourteenth year as a Naval Science Instructor. Volunteer assistant drill team coach and former NJROTC Drill Team member Tyler Provencher aided Master Chief. The 2023-2024 Drill League competition opened on October 14th, 2023, and ended on December 2nd, 2023, and consisted of 4 drill meets: Dover NH (10/14/23), Quabbin MA (10/28/23), Coventry RI (11/18/2023), and finished by hosting at Oxford (12/02/23) where Oxford cadets finished in third place for the season! Two weeks later (12/16/23) the Oxford drill team went to Southold to compete and won 2nd place in Varsity Color Guard, 3rd place in Varsity Personnel Inspection, and 3rd Place in NSI Personnel Inspection! The cadets had a great time at the drill meet! Thank you to the Smolenski-Millette Trust!



Oxford's NJROTC Color Guard and Honor Guard continue to represent the school and town in many high visibility events in 2023-2024 as well as smaller events. Other events included leading the Town of Oxford's Veterans Day parade, and the annual Veterans Day Brunch, as well as, performances at multiple sporting events, meetings, and parades including home games for OHS sports teams, the OHS Best Buddies Game, Town Meetings, Oxford School District Faculty Convocation, six appearances at homecoming events in one day, Color Guard performances at both the Little League and Softball opening Day! The final non-competitive Color Guard was for the graduation ceremony in June 2024.

The NJROTC Marksmanship Team continues to gain recognition and experience through their participation in the online Orion League system and by competing in shoulder-to-shoulder matches. Over this year the team has competed nationally with the Orion Scoring system, the Massachusetts Civilian Marksmanship Program (CMP) Regional Championships, the Massachusetts State Junior Olympics Qualifier, the Secretary of the Navy's Annual Qualifier, and the Naval JROTC Championship in Anniston, AL.

A leading STEM program, the unit participated in both robotics and aerial drones. The cadets learned about engineering concepts, design, and problem-solving. Students were grouped into four-person teams to create a design and build their robots. The cadets were also presented with the opportunity to learn about and fly aerial drones while learning about aerodynamics, the weather effects on aerodynamics, and flight concepts. Venturing into the aerial drone arena, the NJROTC

Unit purchased Robolink Codrone EDU programmable drones and through the Robotics Education and Competition Foundation the aerial drone team competed in three aerial drone competitions in Massachusetts, Connecticut, and New Jersey. Additionally, the NJROTC unit and aerial drone team hosted an aerial drone competition at Oxford High School. Eight teams competed and ranged from fifth graders to high school students, from New York, Connecticut, and Massachusetts. On January 13th, 2024 Oxford NJROTC hosted Massachusetts' first REC Aerial Drone competition, hosting 8 schools and 14 teams.

Academics have always been a priority in our unit. The cadets have competed in numerous online academic challenges, JROTC Leadership and Academic Board (JLAB) competitions, Brain Brawl competitions in Southold NY, as well as, academic challenges at our drill meets. The unit has eight cadets who were inducted into the National Honor Society and 18 cadets who have achieved honor roll.



This year the Cadets completed over 1824 hours of community service and over 557 hours of school service. This has directly resulted in scholarships from the Executive Board of the American Legion of Massachusetts Boston Office as well as support from the Massachusetts American Legion. The Unit continues supporting the Ecumenical Food Shelf, Auburn Elks Bingo concession, Adopt-A-Highway, Carbuncle Pond fish stocking, beautification projects, and flag placing with the VFW at local cemeteries.

The Area One Manager's Inspection and Pass in Review ceremony went extremely well with Oxford Navy Junior ROTC receiving "Outstanding" in ALL areas evaluated. Mr. Jimmy Miller's comment on Overall Cadet Performance "The Cadets were well prepared for this inspection and uniform presentation was outstanding." The cadets passed the inspection with flying colors earning the grade of "Outstanding," which contributed significantly toward earning the Distinguished Unit Award for the 24th time.

November 17th, 2023 Rear Admiral Mattingly, Commander, Naval Service Training Command visited Oxford NJROTC! The Admiral arrived along with Jimmie Miller, Deputy Director of NJROTC, and Area Manager Eric Humphreys! The cadets had an amazing time with the Admiral. He went around the room and spoke to each of the cadets, asked them specific questions about themselves and made it quite personal to each student. It was a short time that he was here but we will never forget the time he spent with the cadets and our school.

Thanks to Mr. John Eul and our Superintendent Mr. Michael Lucas, the NJROTC Unit participated in the annual Toys for Tots toy drive at Gillette Stadium in Foxboro to benefit military families and earned their tickets to watch the Army-Navy game on December 9th, 2023. Twelve Cadets, Ms. Rebecca Czernicki, and the unit instructors enjoyed a great day of collecting toys for active-duty military children and watching one of the longest-running rivalries in collegiate football competitions.

The End of Year Awards Banquet was held at the Auburn Elks Club on May 9th, 2024. The cadets and family members along with presenters and distinguished guests once again enjoyed their evening together. The cadets were recognized by their peers for their accomplishments throughout the year. Thank you to all of the numerous presenters from the VFW, American Legion, The DAR, The Oxford Honor Guard and so many more presenters that made the evening very special for the cadets and their families. THANK YOU!



Providing experiences and expanding horizons is core to the NJROTC mission. From the 12th through the 19th of April 2024 the twelve cadets traveled to Paris, Normandy, and London. During the trip, the cadets got to experience local cuisine and see many historical sites, including the Eiffel Tower, Versailles, Omaha and Juno Beaches, the American Cemetery at Normandy, Pointe du Hoc, Windsor and Buckingham Castles, and Big Ben.

Oxford NJROTC is once again very grateful for all of the community support it receives and we are most appreciative of the ongoing grant support from the Cecelia Smolenski-Millette Trust Fund since its inception, which has helped the Oxford NJROTC Unit operate as self-sufficient as possible. Through the generosity of Smolenski-Millette, local organizations like the Elks, VFW, and American Legion, as well as money provided by the U.S. Navy, the unit has been able to provide vast educational opportunities to its Cadets. All of the above activities have been accomplished without funding from the Town with the exception of a 50/50 split of instructor salaries between the Town and the United States Navy.

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

**Oxford High School - Graduating Class of 2024**    *\*\* National Honor Society*

Ackerman-Strong, Joseph R.	Anees, Hamna	Angell, Skyla A.
Beals, Matthew J.	Biando, Michael J.	Bishop Caeley P.
Bylund, Kenzie L.	Byrnes, Spencer E. **	Carlson, Justin R.
Carney, Allison R.	Carr, Dominick J.	Carrier, Kayla A. **
Coleman, Eric D.	Conway, Matthew J.	Cybula, Lillian G.
Davis, Elizabeth M.	DeLeon, Jordan J.	Demicco, Andrew M. **
Deso, Austin J.	Donahue, Kaila N. **	Dwinell, Alexandra C. **
Dwinell, Jake R. **	Fantasia, Connor M.	Ferraro, Rihanna M.
Finizza, Cole J.	Fisher, Robert I.	Friend, Theresa G.
Goddard, Nicholas T.	Guivas, Myah C.	Harris, Hannah M. **
Hebert, Ashlyn R.	Hernandez, Mya M.	Huang, Kenny
Huard, Cody J.	Jablonski, Nicholas S.	Jean, Madeleine E.
Jefferson, Keziah A.	Karnes, Kylee R.	Kopec, Angelica U. **
Krantz, Cory A.	Kudron, Daniel J. **	Lavallee, Cameron J.
Lewis, Abby M. **	Maldonado, Angel A.	Margoupis, Brady M.
Martinez, Andruw J.	Masters, Mackenzie A.	Matthews, Cheyanne M.
McGee, Conner W.	Meh, Maw	Millette, Trevor T.
Nawrocki, Gavin T.	O'Brien, Jason G	Orsi, Delia M.
Ortiz, Anais A.	Parent, Jessica R. **	Patel, Krrish P.
Penney, Mia L.	Perry, Alexandra D.	Prunier, Kaylei E.
Reynolds, Reese A. **	Rice, Emma R.	Richardson, Jewelisa C.A. **
Rivera, Genesis S.	Rodgers, Kaycie A.	Rojas, Jeremiah J.
Roy, Zachary D.	Salinas, Roberto N.	Sherwin, Alexa J. **
Small, Cameron D.	Smart, Shayla B.	Snow, Logan J.
Southwick, Faith M. **	Stuart, Matthew S.	Stukowski, Arianna R.
Thebeau, Jacob R.	Torres, Sydney J.	Vincent, Skyla R.
Welton, Dylan S.	Whittemore, Nathan J.	Wiafe, Judith S.
Williams-Phelan, Colby T.		

**In Absentia**

Jacques, Kaydin L.

Pardee, Connor P.

Prodo, Lijsha M.

**Summer School Graduates**

Benvenuti, Kristiana M.

Davis, Hayden J.

Dvareckas, Kaylynn R.

Perry, Nicholas N.

Torrey, Reagan M.

**Certificate of Attainment**

Therrien, Jeffrey M. (Out of District)

**Scholarship Recipients - Class of 2024**

Alphonso Esposito Jr. Scholarship

Angelica Kopec

American Legion Post 58 Scholarship

Andrew Demicco  
Nicholas Jablonski  
Alexa Sherwin

Amy Beth LaFleche Memorial Athletic Scholarship	Reese Reynolds
Booster Club Service Award	Kaila Donahue Jewelisa Richardson
Dr. Daniel Ivascyn Scholarship	Kaila Donahue
Dr. Walter R. Schur Community Service Award	Hannah Harris
Elsie Moscoffian Memorial Art Scholarship	Alexa Sherwin
Gahagan Family Memorial Scholarship	Kaila Donahue
George A. & Paul P. Pytko Memorial Scholarship	Daniel Kudron
IPG Photonics Corporation Scholarship	Andrew Demicco Daniel Kudron
Irwin D. and Lillian E. Pottle Memorial Scholarship	Angelica Kopeck Jewelisa Richardson
Jeffrey V. Fallavollitta Memorial Scholarship	Alexa Sherwin
Jennifer Marie Lehner Endowed Scholarship	Spencer Byrnes
John and Abigail Adams Scholarship	Skyla Angell Kristiniana Benvenuti Caeley Bishop Spencer Byrnes Allison Carney Andrew Demicco Kaila Donahue Seely Jake Dwinell Hannah Harris Kenny Huang Cody Huard Cory Krantz Daniel Kudron Abby Lewis Gavin Nawrocki Jessica Parent Reese Reynolds Kaycie Rodgers Jake Dwinell
John and Abigail Adams Scholarship ( <i>continued</i> )	Skyla Vincent
Lawrence R. Putnam Memorial Scholarship	Daniel Kudron
Marion Lazaro Scholarship	Alexandra Dwinell
Mary Olive Wood Scholarship	
Mexicali Donation Scholarship	



Oxford District Nursing Association Scholarship	Allison Carney
Oxford Education Association Scholarship	Alexandra Dwinell
Oxford Educators Memorial Scholarship	Alexandra Dwinell
Oxford High School Booster Club Scholarship	Reese Reynolds Nicholas Jablonski Kaila Donahue Jewelisa Richardson
Oxford High School Family Memorial Scholarship	Matthew Beals
Oxford High School Principal's Scholarship	Spencer Byrnes
Oxford High School Scholarship	Genesis Rivera
Pottle Family Memorial Scholarship	Jessica Parent
Rhonda Doney Memorial Scholarship	Kaila Donahue Jewelisa Richardson
Richard "Vinnie" Vincent Memorial Scholarship 258	Theresa Friend
Richard "Vinnie" Vincent Memorial Scholarship 580	Angelica Kopec
Roger D. Bacon, Jr. Scholarship	Kylee Karnes
Southern Worcester County League (SWCL) Scholarship	Lillian Cybula
Susan S. Kirk Future Teacher Scholarship	Nicholas Jablonski
Victoria Hamel Community Service Award	Hannah Harris
William Taft Trust Fund Scholarship	Andrew Demicco Kaila Donahue Abby Lewis Jessica Parent



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 2024 Annual Report

Bay Path Regional Vocational Technical High School graduated a class of 275 students on Friday, May 31, 2024. Graduation was held at the DCU Center in Worcester, MA. The ceremony was very well received by students, families, and staff. Of the 275 students that walked the stage, 34 were from the Town of Oxford.

Of the 34 Oxford seniors who graduated, 7 are now gainfully employed in an occupation related to their training, 20 are attending an institute of higher education, and 7 are looking to figure out their path.

Bay Path accepted a class of 310 freshmen in September 2024. There are 30 grade 9 students from Oxford. Our current enrollment is 1,188 students of which 141 reside in Oxford. In addition to receiving their full [academic courses](#), the 111 grade 10 thru 12 students from Oxford are enrolled in one of the 22 [vocational technical programs](#) for the 2024-2025 school year. The 30 grade 9 students will be exploring the shops in preparation for their selection in December.

Eleven Oxford students are receiving extra [services](#) from our Special Education Department. Of the 150 total [cooperative education](#) students, 22 are Oxford students. These fortunate students will be taking advantage of our cooperative education program and earning while learning at one of the 104 different participating businesses and industries of which 62 are located in one of our ten communities. Currently, we have students in cooperative education programs at 9 businesses located in Oxford.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profits and residents from any of our ten district towns. During the 2023-2024 school year, our 22 programs completed 477 work orders, of which, 70 were for residents of the Town of Oxford. We completed our 2023-2024 House Building Project located in the Town of Spencer. Our current [House Building Project](#) is in the Town of Dudley.

Our [Minuteman Shop](#), [Minuteman Salon](#), and [Automotive Services](#) (Auto Tech and Auto Body) programs are open to the general public. Our [Hilltop Restaurant](#) is open to provide delicious meals to the public along with the continuation of a modified Curb-Side Pick-Up. These learning opportunities benefit not only the students but provide useful services at reasonable costs.

Our Evening Adult Education Program continues to serve the adult needs of our 10-town district, as well as the additional surrounding towns. Our Spring and Fall 2024 program offerings have steadily increased. The Bay Path Adult Evening School courses are developed to offer valuable opportunities to students for personal and professional growth. Instructors are chosen based on their knowledge and enthusiasm in the subject to be taught as well as their belief in life-long learning. The Bay Path Adult Evening School program is offered two times a year. The Spring Semester registration begins in January with classes starting in March and the Fall semester registration begins in August with classes starting in September. Approximately 68,000 catalogs are mailed out to surrounding communities. You can also view the Adult Evening School catalog and learn more about this great program here: [Bay Path Adult Evening School](#).

We had a combined enrollment of 1,408 students (863 in district and 545 out of district) in 209 evening classes of which 131 were residents of Oxford. The program also continues to offer a wide variety of over 500 online courses, including career certificate programs and courses to satisfy professional development requirements for teachers and an array of day and week long trips (7 scheduled trips with 24 total travelers).

This fall Bay Path welcomed 62 adult learners to the newly expanded Career Technical Initiative (CTI) Grant program funded by Commonwealth Corporation. Students joined us in each of the following training programs: Culinary Arts, Manufacturing, Heating Ventilation & Air Conditioning (HVAC), Sheet Metal, Building and Property Maintenance and Auto Collision. The 62 students represent 27 towns throughout the Commonwealth. This 200-hour tuition free program will provide students with the skills and competencies to earn Industry Recognized Credentials (IRC's) which will give them a head start on their journey seeking employment in one of these high demand careers.

During their time at Bay Path, students will not only learn their trade, but will work with Career Counselors from MassHire to ensure their resumés and cover letters meet industry standards. Students will also be coached on interview and negotiation skills, as well as dealing with difficult people and how to network in person and through LinkedIn. This winter, during our CTI Job Fair, they will have the opportunity to meet with grant employer partners including All Points HVAC, ckSmithSuperior, General Mechanical Contractors, Inc., Dexter, FLEXcon, A&M Tool & Design, Primetals Technologies, Kinefac Corporation, Pine Ridge Country Club, Niche Hospitality Group, The Overlook, UMass Memorial Health, Package Steel Systems, RPM Heating and Air Conditioning, Menkiti Group, DCU Center, BAPS, Long Subaru, Woody's Auto Body, Fuller's Collision Center.

Registration for next fall's CTI program will open in June of 2025. To learn more or to find out if you qualify, please visit [Bay Path at Night | Bay Path Regional Vocational Technical High School](#).

Our [Practical Nursing](#) (PN) Program continues to provide an excellent opportunity to adults in our surrounding communities. For the 2024-2025 class we have 42 students from nineteen municipalities and two states. One PN student resides in Oxford. The PN Academy is a full-time, 40-week, 10-month, post-secondary evening program. The academy begins in late August

and completes in late June. Graduates receive a Practical Nursing Certificate and are eligible to take the NCLEX-PN licensure exam. Practical Nurses are prepared for careers in a variety of healthcare settings including extended care facilities, clinics, physician offices, hospitals, and community health agencies. The role of the PN is recognized nationally by organizations such as the Institute of Medicine and the National League for Nursing.

This year, the only “Out of District” students who have been accepted are students who began their high school education at Bay Path while residing in one of the District’s ten member communities and subsequently moved out of district before completing their high school education. It is important to note that the town where these students now reside must pay an out of district tuition cost for each student ranging in cost between \$18,018 and \$19,980. These towns also pay the transportation costs for those students.

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

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

Respectfully submitted,  
Kyle J. Brenner Superintendent-Director

***Precinct One***  
***Election Officers – March 5, 2024***

***Warden:*** Sheila M. Thoms  
***Clerk:*** Cynthia E. Brennan  
***Ballot Box:*** Cheryl Jean Dion

***Check In***

Nora Hammond

Rose Wing

***Precinct Two***  
***Election Officers – March 5, 2024***

***Warden:*** Mary A. Stevens  
***Clerk:*** Beverly A. Hanson

***Check In***

Joyce A. Nilson

Richard Reilly

***Precinct Three***  
***Election Officers – March 5, 2024***

***Warden:*** Claire D. Wilson  
***Clerk:*** Juliana M. Masley  
***Ballot Box:*** Cynthia Dzura Podles

***Check In***

Linda Mura

Peter Standrowicz

***Precinct Four***  
***Election Officers – March 5, 2024***

***Warden:*** Jo Ann E. Nelson  
***Clerk:*** Nancy K. Elliott

***Check In***

Lillian Ann Coonan

Carole A. Fegreus

Louise P. Mason

***Precinct Four A***  
***Election Officers – March 5, 2024***

***Clerk:*** Mellissa L. Moldover

***Check In***

Gail Davis

**TOWN OF OXFORD  
PRESIDENTIAL PRIMARY - MARCH 5, 2024  
OFFICIAL RESULTS**

LIBERTARIAN BALLOT		10	13	13	9	0	45
PRESIDENTIAL PREFERENCE							
Jacob George Hormberger		2	1	4	2	0	9
Michael D. Rectenwald		0	1	0	0	0	1
Chase Russell Oliver		1	3	0	3	0	7
Michael Ter Maat		0	0	0	0	0	0
Lars Damian Mapstead		0	0	1	0	0	1
NO PREFERENCE		7	3	5	1	0	16
All Others		0	3	3	2	0	8
Blanks		0	2	0	1	0	3
TOTAL		10	13	13	9	0	45
STATE COMMITTEE MAN							
All Others		0	2	5	0	0	7
Blanks		10	11	8	9	0	38
TOTAL		10	13	13	9	0	45
STATE COMMITTEE WOMAN							
All Others		0	2	5	0	0	7
Blanks		10	11	8	9	0	38
TOTAL		10	13	13	9	0	45
TOWN COMMITTEE							
All Others		0	1	0	0	0	1
Blanks		100	129	130	90	0	449
TOTAL		100	130	130	90	0	450

**\*Total Registered Voters in EACH Precinct**

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A	Total	Percent
Democratic	438	448	423	413	5	1727	66%
Republican	295	303	296	288	11	1193	45%
Libertarian	9	14	17	7	0	47	2%
Unenrolled	1939	1751	1860	1878	49	7477	285%
Other	27	26	23	23	0	99	4%
<b>Total</b>	<b>2708</b>	<b>2542</b>	<b>2619</b>	<b>2609</b>	<b>65</b>	<b>10543</b>	

### Total Votes Cast in EACH Precinct

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A	Total	Percent
Democrat	272	273	246	224	0	1015	2256%
Republican	413	412	353	377	7	1562	3471%
Libertarian	10	13	13	9	0	45	100%
<b>Total</b>	695	698	612	610	7	2622	

**Voter Turnout**      %                          24.87%

**\*As of February 24, 2024 deadline to Register to Vote**  
**Winners are indicated in Bold Italics**

**A True Attest Copy:**  
**Michelle Jenkins, Town Clerk**

**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

At the Annual Town Meeting duly called and held in the Oxford High School, 100 Carbuncle Drive, Oxford, MA, on Wednesday, May 8, 2024, at 7:00PM the following ARTICLES were voted on in a legal manner. There was a quorum present (100 Voters = quorum); 304 voters were present.

Checkers:

Robert W. Krasinskas  
Juliana Masley  
Peter Charles Standrowicz  
Rose M. Wing

Tellers:

Debra King  
Shelley L. Lambert  
Alison Joy Lavallee  
Debra Rose McDonald  
Emmy Marie Monticelli  
Sheila M. Thomas  
Laura Beth Wilson

The Town Moderator, Cheryll Anne Leblanc, called the meeting to order at 7:00pm.

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

The Pledge of Allegiance was led by Dennis Lamarche. The National Anthem was played and the Color Guard presented the colors.

There was a moment of silence for former residents, employees and volunteers who have passed.

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

The Moderator introduced Town Officials and Board Members.

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

None being made.

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

*Sponsored by the Finance Director and Town Manager  
Finance Committee Recommends*

**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

**MOTION MADE:** That the sum of Four Thousand One Hundred Six Dollars and Eighty-Seven Cents (\$4,106.87) be appropriated from Sewer Retained Earnings for sewer operations and maintenance invoices from Weston and Sampson.

**MOTION PASSED UNANIMOUSLY.**

**ARTICLE 3.** To see if the Town will vote to transfer from available funds and appropriate a sum of money to meet the State's share of the cost for Town roadway maintenance and repair, such amount to be reimbursed by the Commonwealth of Massachusetts as State Highway Aid (Fiscal Year 2025 Chapter 90 Apportionment); or act thereon.

*Sponsored by the DPW Director, Finance Director and Town Manager  
Finance Committee Recommends*

**MOTION MADE:** That the sum of Five Hundred Three Thousand Eight Hundred Forty-Six Dollars and Fifty-Nine Cents (\$503,846.59) be appropriated from State Highway Aid (FY25 Chapter 90 Program) as printed in the warrant.

**MOTION PASSED BY MAJORITY VOTE.**

**ARTICLE 4.** To see if the Town will vote pursuant to Massachusetts General Laws Chapter 44, §53E 1/2 to establish the Fiscal Year 2025 spending limits for the following revolving funds established in the Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds, as follows:

**Wiring Inspector Fees:** One Hundred Thousand Dollars (\$100,000.00)

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

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

**Building Inspector Fees:** Ten Thousand Dollars (\$10,000.00)

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

**Utilities:** Five Hundred Thousand Dollars (\$500,000.00)

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

**Board of Health:** Eighty Thousand Dollars (\$80,000.00)

**Rocky Hill Yard Waste Facility Fees:** Twenty-Nine Thousand Five Hundred (\$29,500.00)

or act thereon.



**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

*Sponsored by the Finance Director and Town Manager  
Finance Committee Recommends*

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

**MOTION PASSED.**

**ARTICLE 5.** To see if the Town will vote pursuant to the provisions of Massachusetts General Laws Chapter 44, §53E½ to establish a new revolving fund, to be known as the Emergency Address Funding Account; and further, to amend the Oxford General By-Laws CHAPTER SEVENTY-THREE, Revolving Funds accordingly as shown in the document on file in the Office of the Town Clerk; and further establish the Fiscal Year 2025 spending limit as follows, or act thereon:

Emergency Address Funding Account: Ten Thousand Dollars (\$10,000.00)

*Sponsored by the Fire Chief and Town Manager  
Finance Committee Recommends*

**MOTION MADE:** That Article 5 be adopted as printed in the Warrant amending Chapter 74 of Town's Bylaws.

**MOTION PASSED.**

**Approved by the Attorney General on July 19, 2024.**

**ARTICLE 6.** To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Compensated Absence Fund; or act thereon.

*Sponsored by the Finance Director and Town Manager  
Finance Committee Recommends*

**MOTION MADE:** That the sum of Fifty Thousand Dollars (\$50,000.00) be transferred from Free Cash and be appropriated to the Compensated Absence Fund for Fiscal Year 2025.

**MOTION PASSED.**

**ARTICLE 7.** To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Stabilization Fund, for Fiscal Year 2025; or act thereon.

*Sponsored by the Finance Director and Town Manager  
Finance Committee Recommends*

**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

**MOTION MADE:** That the sum of Two Hundred Fifty Thousand Dollars (\$250,000.00) be transferred from Free Cash and be appropriated to the Stabilization Fund for Fiscal Year 2025.

**MOTION MADE TO LAY THE QUESTION ON THE TABLE PASSED BY A 2/3 VOTE  
DECLARED BY THE MODERATOR.**

**MOTION MADE TO MOVE THE QUESTION PASSED.**

**MAIN MOTION PASSED.**

**ARTICLE 8.** To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Other Post Employment Benefits (OPEB) Liability Trust Fund, for Fiscal Year 2025; or act thereon.

*Sponsored by the Finance Director and Town Manager  
Finance Committee Recommends*

**MOTION MADE:** That the sum of Seventy Five Thousand Dollars (\$75,000.00) be transferred from Free Cash and be appropriated for the Other Post Employment Benefits (OPEB) Liability Trust Fund for Fiscal Year 2025.

**MOTION PASSED.**

**ARTICLE 9.** To determine what sum of money the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by a vote of the 2020 Annual Town Meeting, Article 13, as authorized by Massachusetts General Laws Chapter 44, §53F 3/4, as amended, to fund PEG access programming, as well as certain other municipal cable related expenses for Fiscal Year 2025; or act thereon.

*Sponsored by the Finance Director and Town Manager  
Finance Committee Recommends*

**MOTION MADE:** That the sum of One Hundred Fifty-Nine Thousand Seven Hundred and Nine Dollars (\$159,709.00) be appropriated from the PEG Access and Cable Related Fund to the Fiscal Year 2025 PEG Access Budget.

**MOTION PASSED.**

**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

**ARTICLE 10.** To determine what sums of money the Town will raise by taxation or transfer from available funds and appropriate to defray charges and expenses of the Town, including debt and interest, for the fiscal year beginning July 1, 2024 (Fiscal Year 2025); or act thereon.

*Sponsored by the Finance Director and Town Manager  
Finance Committee Recommends*

**MOTION MADE:** That the Town appropriate funds in amounts not to exceed those set forth in the Finance Committee Recommendation Column of the printed budget for the several purposes therein itemized, and to meet said appropriations as follows:

Raise through taxation	\$46,677,917.00
Transfer from Ambulance Receipts Reserved for Appropriation	\$825,000.00
Transfer from WRTA Receipts Reserved for Appropriation	\$25,000.00
Raise through Sewer Enterprise Receipts	\$473,665.00
Raise through Water Enterprise Receipts	\$61,457.00
Transfer from Water Enterprise Retained Earnings	\$22,032.00
Total	\$48,085,071.00

**FIRST AMENDMENT MADE:** That the Town vote to amend the School Department general fund appropriation from \$20,849,707 to \$21,359,503 which is an increase of \$509,796.

The Moderator chose to allow non-resident Town Department Heads to speak to their individual budgets.

Presentation made by the Superintendent, Michael Lucas, concerning the School Department Budget.

**POINT OF INQUIRY:** That all department heads be allowed to discuss their budgets.

Presentation made by the Fire Chief, Laurent McDonald, concerning the Fire Department Budget.

Presentation made by the Police Chief, Michael Daniels, concerning the Police Department Budget.

Presentation made by the DPW Director, Kevin Duffy, concerning the DPW Budget.

Presentation made by the Principal Assessor, Alexander Sendzik, concerning the Assessors Budget.

**TOWN OF OXFORD**  
**ANNUAL TOWN MEETING**  
**MAY 8, 2024**

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Presentation made by the Animal Control Officer, Kathleen Flynn, concerning her Animal Control Budget.

Presentation made by the Community Center Director, Shelley Lambert, concerning the Community Center Budget.

Presentation made by the Senior Center Director, Laura Beth Wilson, concerning the Senior Center Budget.

Presentation made by the Library Director, Brittany McDougal Bialy, concerning the Library Budget.

Presentation made by the Executive Assistant to the Board of Selectmen, Laureen Gilbert, concerning the Board of Selectmen Budget.

Presentation made by the Treasurer/Collector, Cheyenne Cusson, concerning the Treasurer/Collector Budget.

Presentation made by the Human Resource Specialist, Joanne Frederick, concerning the Human Resource Department.

Presentation made by the Veteran's Director, David Adams, concerning the Veteran's Budget.

Presentation made by the Building Commissioner/Zoning Enforcement Officer, Patrick Dahlgren concerning the Land Management Budget.

Presentation made by the Town Planner, Eric Rumsey, concerning the Planning Departments Budget.

Presentation made by the Town Clerk, Michelle Jenkins, concerning the Town Clerk Budget.

Presentation made by the Finance Director, Katherine McKenna, concerning the School Department Budget.

Motion was made to allow Dennis Fitzgibbon, Chair of the Fire Fighters Unions, to speak concerning the Fire Departments Budget.

**MOTION MADE TO MOVE THE QUESTION PASSED.**

**MOTION MADE TO TAKE A SECRET BALLOT ON THE AMENDMENT TO ARTICLE 10 FAILED.**

**FIRST AMENDMENT TO THE MAIN MOTION PASSED.**

**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

**SECOND AMENDMENT MADE:** That the main motion be amended by striking the words, “3,325,473” from the Fincom approved, General Government total and by substituting the words, “2,975,473”.

**MOTION MADE TO POSTPONE ARTICLE 10 TO JUNE 26, 2024, AT 7PM AT THE OXORD HIGH SCHOOL, 100 CARBUNCLE DRIVE FAILED.**

**MOTION MADE TO MOVE THE QUESTION PASSED.**

**MOTION TO POSTPONE ARTICLE 10 TO JUNE 26, 2024 FAILED.**

**MOTION MADE TO MOVE THE QUESTION PASSED.**

**SECOND AMENDMENT FAILED, 77 voting in favor, 168 voting opposed**

**THIRD AMENDMENT MADE:** That the Town take \$509,796 out of the Stabilization Fund to balance the FY25 Budget.

**MOTION MADE TO MOVE THE QUESTION PASSED.**

**THIRD AMENDMENT PASSED.**

**ALTERED MAIN MOTION WITH AMENDMENTS:** 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, 2024 (Fiscal Year 2025); or act thereon.

Raise through taxation	\$46,677,917.00
Transfer from Ambulance Receipts Reserved for Appropriation	\$825,000.00
Transfer from WRTA Receipts Reserved for Appropriation	\$25,000.00
Transfer through Stabilization	\$509,796.00
Raise through Sewer Enterprise Receipts	\$473,665.00
Raise through Water Enterprise Receipts	\$61,457.00
Transfer from Water Enterprise Retained Earnings	\$22,032.00
Total	\$48,594,867.00

**MAIN MOTION WITH AMENDMENTS PASSED. A 2/3 vote was declared by the moderator.**

**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

**ARTICLE 11.** To see if the Town will vote to raise by taxation or transfer from available funds or borrow and authorize the Town Treasurer, with the 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 2025, including any incidental and related expenses; or act thereon.

*Sponsored by the Finance Director and Town Manager  
Finance Committee Recommends*

**MOTION MADE:** That the sum of Two Million Fifteen Thousand Nine Hundred and Sixty-Eight Dollars (\$2,015,968.00) be transferred from Free Cash and appropriated for the following items, each item being considered a separate appropriation:

DPW-Roadway/Dam/Bridge/Culvert Engineering, Repair, Restoration and Improvements	\$500,000.00
DPW - Building Improvement Fund	\$475,000.00
DPW - Replace Bulk Fuel Storage & Fueling System	\$450,000.00
DPW - Fleet Repair/Replace	\$130,000.00
DPW - Greenbriar Restroom Facility	\$105,000.00
EMS/Fire - Forestry 2 Replacement	\$250,000.00
Police - Weapons Replacement	\$55,968.00
Townwide - Green Communities Local Match	\$50,000.00

**AMENDMENT MADE:** That the Town vote amend the main motion by striking the DPW – Building Improvement Fund - \$475,000.

**AMENDMENT FAILED.**

**MOTION MADE TO MOVE THE QUESTION PASSED.**

**MAIN MOTION PASSED.**

**ARTICLE 12.** To see if the Town will vote to authorize the Board of Selectmen to enter into a lease purchase financing agreement in accordance with the provisions of Massachusetts General Laws Chapter 44, §21C for a period of up to 5 years to lease police vehicles; and further to appropriate a sum of money for the first year payment therefor, with funding for such amount included within the Fiscal Year 25 budget; or act thereon.

*Sponsored by the Police Chief, Town Manager and Finance Director  
Finance Committee Recommends*

**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

**MOTION MADE:** That the Town authorize the Board of Selectmen, pursuant to the provisions of G.L. c. 44, §21C, or any other enabling authority, to enter into a lease purchase financing agreement for the acquisition of police vehicles for the Police Department, the terms of such agreements as stated being less than the useful life of the equipment, the funding of the first year payment for such lease purchase financing agreements having been provided within the Fiscal Year 2025 Budget.

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

**ARTICLE 13.** To see if the Town will vote to increase the Gross Receipts limits and Whole Estate limits to the maximum allowable limits for the property tax exemption granted to eligible senior citizens under Massachusetts General Laws Chapter 59, Section 5, Clause 41C, by adjusting the following factors in accordance with said statute:

3) increasing the amounts contained in subclause (B) of said first sentence of said statute whenever they appear in said subclause with respect to gross receipts from all sources that such eligible person had, in the preceding year, from \$13,000 to \$20,000, or if married, combined gross receipts with their spouse from \$15,000 dollars to \$30,000; and

4) increasing the amounts contained in subclause (C) of said first sentence of said statute whenever they appear in said subclause with respect to the whole estate, real and personal, of such eligible person from \$28,000 dollars to \$40,000 or if married, from \$30,000 to \$55,000, provided that real property occupied as their domicile shall not be included in computing the whole estate except for any portion of said property which produces income and exceeds two dwelling units; said adjustments to be effective for exemptions granted for any fiscal year beginning on or after July 1, 2024; or act thereon.

*Sponsored by the Principal Assessor, Finance Director and Town Manager  
Finance Committee Recommends*

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

**MOTION PASSED.**

**ARTICLE 14.** To see if the Town will vote to authorize the continued service of Mr. Craig Gagner, a current uniformed member of the police department of the Town of Oxford, to continue in his prior position at the police department until he reaches 68 years of age or he is relieved of his duties, whichever occurs first; provided, however, that Craig Gagner is mentally and physically capable of performing the duties of the position; And further provided that the Town, at its own expense, may require that Craig Gagner be examined by an impartial physician designated by the Town to determine his capacity; such authorization to be in accordance with and contingent upon the passage of special legislation currently pending before the General Court as House Docket Number 4716; or act thereon.

*Sponsored by the Police Chief and Town Manager  
Finance Committee Recommends*

**TOWN OF OXFORD  
ANNUAL TOWN MEETING  
MAY 8, 2024**

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

**MOTION MADE TO MOVE THE QUESTION PASSED.**

**MAIN MOTION PASSED.**

**ARTICLE 15.** To see if the Town will vote to amend the Town’s general By-Laws, Chapter 32, Street and Sidewalks, Section 3 by deleting the language contained therein in its entirety and inserting in place thereof the following new text; or act thereon:

Whenever the Department of Public Works is about to construct or resurface any street or way, the Department will, before beginning the work, give reasonable notice of such intention to other departments and corporations affected thereby and to all abutting owners. After such notice has been given no department, corporation, or person shall for a period of three years break up or disturb the surface of said street or way within the area so constructed or resurfaced except in the case of reasonable necessity as determined by Superintendent of Streets.

In the event an excavation is permitted during the three-year moratorium, the contractor shall conduct the work and restoration as directed by the Superintendent of Streets. In such circumstances, the Superintendent of Streets may require curb-to-curb restoration and that the permanent patch be treated by a process that will ensure that the patch is integrated into the existing bituminous surface. The restoration work shall be warrantied and maintained by the contractor for a period of either not less than the remainder of the in-place moratorium, or two years after the completion of the work, whichever is longer.

*Sponsored by the DPW Director and Town Manager  
Finance Committee Recommends*

**MOTION MADE:** That Article 15 be adopted as printed in the Warrant with the insertion of the words, “no less than 30 days” after the words “reasonable notice” in the first sentence.

**MOTION PASSED.**

**Approved by the Attorney General on July 19, 2024.**

**MOTION MADE TO TAKE ARTICLE 7 OFF THE TABLE PASSED.**

**At 11:48PM, it was voted to dissolve the Annual Town Meeting.**

True Copy

Attest:

---

Michelle A. Jenkins, CMC, Town Clerk



***Precinct One***  
***Election Officers – May 21, 2024***

***Warden:*** Sheila M. Thomas  
***Clerk:*** Cynthia E. Brennan

***Check In***  
Carolyn Merson      Rose Wing      Cynthia Dzura Podles

***Precinct Two***  
***Election Officers – May 21, 2024***

***Warden:*** Juliana M. Masley  
***Clerk:*** Nora Hammond

***Check In***  
Nancy Elliot      Joyce A. Nilson

***Precinct Three***  
***Election Officers – May 21, 2024***

***Warden:*** Claire D. Wilson  
***Clerk:*** Jean M. Landry

***Check In***  
Linda Mura      Peter C. Standrowicz

***Precinct Four***  
***Election Officers – May 21, 2024***

***Warden:*** Kathleen E. Purcell  
***Clerk:*** Jo Ann E. Nelson  
***Ballot Box:*** Carole A. Fegreus

***Check In***  
Charlene Holmes Lachapelle      Louise P. Mason

***Precinct Four A***  
***Election Officers – May 21, 2024***

***Clerk:*** Gail Davis

***Check In***  
Melissa L. Moldover

**Town of Oxford**  
**Official Annual Town Election Results**  
**May 21, 2024**

CANDIDATE			PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
	Votes Cast:		328	192	272	250	2	1044
<b>BOARD OF SELECTMEN</b>	<b>3yrs</b>	vote 1						
<i>Russell C. Rheault</i>			202	117	180	155	2	656
Mark Dean Robbins			122	71	89	91	0	373
			0	0	0	0	0	0
Write-ins			1	0	0	1	0	2
Blanks			3	4	3	3	0	13
<b>TOTALS</b>			328	192	272	250	2	1044
<b>BOARD OF LIBRARY TRUSTEES</b>	<b>3yrs</b>	vote 1						
<i>Harry Roger Williams, III</i>			268	164	223	207	2	864
Write-ins			0	1	1	0	0	2
Blanks			60	27	48	43	0	178
<b>TOTALS</b>			328	192	272	250	2	1044
<b>SCHOOL COMMITTEE</b>	<b>2yrs</b>	vote 1						
<i>Leah Ann Filipkowski</i>			265	153	214	200	2	834
Write-ins			1	2	0	3	0	6
Blanks			62	37	58	47	0	204
<b>TOTALS</b>			328	192	272	250	2	1044
<b>SCHOOL COMMITTEE</b>	<b>3yrs</b>	vote 2						
<i>Palmina Elizabeth Griffin</i>			203	123	172	159	0	657
<i>Todd M. Proctor</i>			188	110	176	143	2	619
Write-ins			0	4	6	3	0	13
Blanks			265	147	190	195	2	799
<b>TOTALS</b>			656	384	544	500	4	2088
<b>SOUTHERN WORCESTER COUNTY REGIONAL VOCATIONAL SCHOOL DISTRICT COMMITTEE</b>	<b>3yrs</b>	vote 1						
<i>David H. Grenier</i>			275	160	226	210	2	873
Write-ins			0	1	0	1	0	2
Blanks			53	31	46	39	0	169
<b>TOTALS</b>			328	192	272	250	2	1044

**Town of Oxford**  
**Official Annual Town Election Results**  
**May 21, 2024**

CANDIDATE			PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
HOUSING AUTHORITY	5yrs	vote 1						
<i>Wayne Alfred McFarland</i>			<b>269</b>	<b>160</b>	<b>221</b>	<b>203</b>	<b>2</b>	<b>855</b>
Write-ins			0	1	1	0	0	2
Blanks			59	31	50	47	0	187
<b>TOTALS</b>			328	192	272	250	2	1044

Precinct 1            2,745  
Precinct 2            2,570  
Precinct 3            2,651  
Precinct 4            2,636  
Precinct 4A            65  
**Total # Registered Voters**    10,667

**Votes Cast Per Precinct**

Precinct 1            328  
Precinct 2            192  
Precinct 3            272  
Precinct 4            250  
Precinct 4A            2  
**Total # Votes Cast**    1044

**Voter Turnout %**                    10%

**\*As of May 10, 2024: Deadline to Register**  
**Winners are indicated in Bold Italics**

**A True Attest Copy:**  
**Michelle A. Jenkins, CMC, Town Clerk**

***Precinct One***  
***Election Officers – September 3, 2024***

***Warden:*** Sheila M. Thomas  
***Clerk:*** Charlene Holmes Lachapelle  
***Ballot Box:*** Cynthia Dzura Podles

***Check In***

Carolyn M. Merson

Rose M. Wing

***Precinct Two***  
***Election Officers – September 3, 2024***

***Warden:*** Nora Hammond  
***Clerk:*** Bettie K. Carlson  
***Ballot Box:*** Catherine S. Guzman

***Check In***

Richard Reilly

Joyce A. Nilson

***Precinct Three***  
***Election Officers – September 3, 2024***

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

***Check In***

Linda Mura

Jean Landry

***Precinct Four***  
***Election Officers – September 3, 2024***

***Warden:*** Kathleen E. Purcell  
***Clerk:*** Jo Ann E. Nelson  
***Ballot Box:*** Patricia Clarkson and Carole A. Fergeus

***Check In***

Jeannine Ross

Louise P. Mason

***Precinct Four A***  
***Election Officers – September 3, 2024***

***Clerk:*** Suzanne Bernier

***Check In***

Melissa L. Moldover

Sandra Crossman

**TOWN OF OXFORD**  
**STATE PRIMARY - SEPTEMBER 3, 2024**  
**OFFICIAL RESULTS**

	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
<b>DEMOCRATIC BALLOT</b>	<b>192</b>	<b>177</b>	<b>180</b>	<b>171</b>	<b>0</b>	<b>720</b>
<b>SENATOR IN CONGRESS</b>						
<i>Elizabeth Ann Warren</i>	<i>178</i>	<i>164</i>	<i>177</i>	<i>164</i>	<i>0</i>	<i>683</i>
All Others	2	4	0	0	0	6
Blanks	12	9	3	7	0	31
<b>TOTAL</b>	<b>192</b>	<b>177</b>	<b>180</b>	<b>171</b>	<b>0</b>	<b>720</b>
<b>REPRESENTATIVE IN CONGRESS</b>						
<i>Richard E. Neal</i>	<i>186</i>	<i>166</i>	<i>176</i>	<i>159</i>	<i>0</i>	<i>687</i>
All Others	0	2	0	0	0	2
Blanks	6	9	4	12	0	31
<b>TOTAL</b>	<b>192</b>	<b>177</b>	<b>180</b>	<b>171</b>	<b>0</b>	<b>720</b>
<b>COUNCILLOR</b>						
<i>Paul M. DePalo</i>	<i>184</i>	<i>156</i>	<i>173</i>	<i>158</i>	<i>0</i>	<i>671</i>
All Others	0	2	0	0	0	2
Blanks	8	19	7	13	0	47
<b>TOTAL</b>	<b>192</b>	<b>177</b>	<b>180</b>	<b>171</b>	<b>0</b>	<b>720</b>
<b>SENATOR IN GENERAL COURT</b>						
<i>Anthony JM Allard</i>	<i>174</i>	<i>152</i>	<i>169</i>	<i>159</i>	<i>0</i>	<i>654</i>
All Others	0	2	0	0	0	2
Blanks	18	23	11	12	0	64
<b>TOTAL</b>	<b>192</b>	<b>177</b>	<b>180</b>	<b>171</b>	<b>0</b>	<b>720</b>
<b>REPRESENTATIVE IN GENERAL COURT</b>						
All Others	3			3		6
Blanks	189			168		357
<b>TOTAL</b>	<b>192</b>			<b>171</b>		<b>363</b>
<b>REPRESENTATIVE IN GENERAL COURT</b>						
All Others		4	2		0	6
Blanks		173	178		0	351
<b>TOTAL</b>		<b>177</b>	<b>180</b>		<b>0</b>	<b>357</b>
<b>CLERK OF COURTS</b>						
<i>Dennis P. McManus</i>	<i>181</i>	<i>157</i>	<i>168</i>	<i>163</i>	<i>0</i>	<i>669</i>
All Others	0	0	0	0	0	0
Blanks	11	20	12	8	0	51
<b>TOTAL</b>	<b>192</b>	<b>177</b>	<b>180</b>	<b>171</b>	<b>0</b>	<b>720</b>
<b>REGISTER OF DEEDS</b>						
<i>Kathryn A. Toomey</i>	<i>183</i>	<i>161</i>	<i>171</i>	<i>166</i>	<i>0</i>	<i>681</i>
All Others	1	2	0	0	0	3

**TOWN OF OXFORD**  
**STATE PRIMARY - SEPTEMBER 3, 2024**  
**OFFICIAL RESULTS**

Blanks		8	14	9	5	0	36
<b>TOTAL</b>		192	177	180	171	0	720
		<b>PRECINCT 1</b>	<b>PRECINCT 2</b>	<b>PRECINCT 3</b>	<b>PRECINCT 4</b>	<b>PRECINCT 4A</b>	<b>TOTALS</b>
<b>REPUBLICAN BALLOT</b>		<b>188</b>	<b>183</b>	<b>178</b>	<b>161</b>	<b>5</b>	<b>715</b>
<b>SENATOR IN CONGRESS</b>							
Robert J. Antonellis		50	40	30	41	1	162
Ian Cain		6	7	8	7	0	28
<i><b>John Deaton</b></i>		<i><b>124</b></i>	<i><b>133</b></i>	<i><b>137</b></i>	<i><b>108</b></i>	<i><b>4</b></i>	<i><b>506</b></i>
All Others		0	0	0	1	0	1
Blanks		8	3	3	4	0	18
<b>TOTAL</b>		188	183	178	161	5	715
<b>REPRESENTATIVE IN CONGRESS</b>							
All Others		2	1	4	3	0	10
Blanks		186	182	174	158	5	705
<b>TOTAL</b>		188	183	178	161	5	715
<b>COUNCILLOR</b>							
<i><b>Andrew J. Couture</b></i>		<i><b>146</b></i>	<i><b>143</b></i>	<i><b>125</b></i>	<i><b>119</b></i>	<i><b>4</b></i>	<i><b>537</b></i>
All Others		0	0	0	1	0	1
Blanks		42	40	53	41	1	177
<b>TOTAL</b>		188	183	178	161	5	715
<b>SENATOR IN GENERAL COURT</b>							
<i><b>Ryan C. Fattman</b></i>		<i><b>177</b></i>	<i><b>170</b></i>	<i><b>152</b></i>	<i><b>137</b></i>	<i><b>4</b></i>	<i><b>640</b></i>
All Others		0	0	0	0	0	0
Blanks		11	13	26	24	1	75
<b>TOTAL</b>		188	183	178	161	5	715
<b>REPRESENTATIVE IN GENERAL COURT</b>							
<i><b>Joseph D. McKenna</b></i>		<i><b>161</b></i>			<i><b>134</b></i>		<i><b>295</b></i>
All Others		0			0		0
Blanks		27			27		54
<b>TOTAL</b>		188			161		349
<b>REPRESENTATIVE IN GENERAL COURT</b>							
<i><b>Paul K. Frost</b></i>			<i><b>151</b></i>	<i><b>130</b></i>		<i><b>5</b></i>	<i><b>286</b></i>
Michelle L. Frigon			28	35		0	63
All Others			0	0		0	0
Blanks			4	13		0	17
<b>TOTAL</b>			183	178		5	366
<b>CLERK OF COURTS</b>							
All Others		1	2	0	3	0	6
Blanks		187	181	178	158	5	709

**TOWN OF OXFORD**  
**STATE PRIMARY - SEPTEMBER 3, 2024**  
**OFFICIAL RESULTS**

<b>TOTAL</b>		188	183	178	161	5	715
<b>REGISTER OF DEEDS</b>							
All Others		2	0	0	3	0	5
Blanks		186	183	178	158	5	710
<b>TOTAL</b>		188	183	178	161	5	715
<b>LIBERTARIAN BALLOT</b>		<b>1</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>18</b>
<b>SENATOR IN CONGRESS</b>							
All Others		0	1	3	3	0	7
Blanks		1	3	3	4	0	11
<b>TOTAL</b>		1	4	6	7	0	18
<b>REPRESENTATIVE IN CONGRESS</b>							
All Others		0	2	1	0	0	3
Blanks		1	2	5	7	0	15
<b>TOTAL</b>		1	4	6	7	0	18
<b>COUNCILLOR</b>							
All Others		0	2	1	1	0	4
Blanks		1	2	5	6	0	14
<b>TOTAL</b>		1	4	6	7	0	18
<b>SENATOR IN GENERAL COURT</b>							
All Others		0	2	3	1	0	6
Blanks		1	2	3	6	0	12
<b>TOTAL</b>		1	4	6	7	0	18
<b>REPRESENTATIVE IN GENERAL COURT</b>							
All Others		0			1		1
Blanks		1			6		7
<b>TOTAL</b>		1			7		8
<b>REPRESENTATIVE IN GENERAL COURT</b>							
All Others			2	2		0	4
Blanks			2	4		0	6
<b>TOTAL</b>			4	6		0	10
<b>CLERK OF COURTS</b>							
All Others		0	2	1	0	0	3
Blanks		1	2	5	7	0	15
<b>TOTAL</b>		1	4	6	7	0	18
<b>REGISTER OF DEEDS</b>							
All Others		0	1	1	0	0	2

Blanks		1	3	5	7	0	16
<b>TOTAL</b>		1	4	6	7	0	18

Precinct	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A	
Democratic	431	454	426	406	5	1722
Republican	299	308	301	285	12	1205
Libertarian	9	12	16	7	0	44
Unenrolled	2,027	1,820	1922	1955	50	7774
Other	28	24	24	23	0	99
	2,794	2,618	2689	2676	67	10844

Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A	
381	364	364	339	5	1453

**\*As of August 24, 2024 deadline to Register to Vote**  
**Winners are indicated in Bold Italics**

**A True Attest Copy:**  
**Michelle Jenkins, Town Clerk**



**TOWN OF OXFORD  
SPECIAL TOWN MEETING  
OCTOBER 2, 2024**

At the Special Town Meeting duly called and held in the Oxford High School, 100 Carbuncle Drive, Oxford, MA, on Wednesday, October 2, 2024, at 7:00PM the following ARTICLES were voted on in a legal manner. There was a quorum present (100 Voters = quorum); 111 voters were present.

Checkers:

Robert W. Krasinskas  
Juliana Masley  
Sheila Thomas  
Rose M. Wing

The Town Moderator, Cheryll Anne Leblanc, called the meeting to order at 7:05pm.

The Moderator introduced Town Officials and Board Members.

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

The Star-Spangled Banner was played, and the Pledge of Allegiance was led by Terry Cummings.

The Town Moderator, Cheryll Anne Leblanc, outlined the protocols of Town Meeting.

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

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

**MOTION PASSED.**

**ARTICLE 1.** To see if the Town will vote to transfer from available funds and appropriate a sum of money to pay unpaid bills of a prior fiscal year; or act thereon.

*Sponsored by the Finance Director, Town Manager*

**MOTION MADE:** That the sum of **Two Thousand Nine Hundred Eighty-Eight Dollars (\$2,988.00)** be transferred from Free Cash for payment to ArchiveSocial/CivicPlus for a bill of a prior fiscal year.

**MOTION PASSED.**

**TOWN OF OXFORD  
SPECIAL TOWN MEETING  
OCTOBER 2, 2024**

**ARTICLE 2.** To see if the Town will vote to raise by taxation or transfer from available funds and appropriate a sum of money to the Capital Stabilization Fund; or act thereon.

*Sponsored by the Finance Director, Town Manager*

**MOTION MADE:** That the sum of **One Hundred Thousand Dollars (\$100,000.00)** be transferred from Free Cash and appropriated to the Capital Stabilization Fund for Fiscal Year 2025.

**MOTION PASSED.**

**ARTICLE 3.** To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 44, Section 54(b) to allow Town trust funds to be invested in accordance with Massachusetts General Laws Chapter 203C, the so-called “Prudent Investor Rule”; or act thereon.

*Sponsored by the Treasurer/Collector, Finance Director, Town Manager*

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

**MOTION PASSED.**

**ARTICLE 4.** To see if the Town will vote to amend the Sewer Enterprise budget for the fiscal year beginning July 1, 2024 (Fiscal Year 2025); or act thereon.

*Sponsored by the Finance Director, Director of Public Works, Town Manager*

**MOTION MADE:** That the Town vote to pass over this article.

**MOTION PASSED.**

**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 for general municipal purposes, the fee or lesser interest in all or a portion of the parcel of land at 0 Charlton Street identified as Assessors’ Map 34C, Parcel C11, and described in the deed recorded with the Worcester District Registry of Deeds in Book 43292, Page 47; and as funding for such acquisition and costs incidental and related thereto, to raise and appropriate, transfer from available funds, or borrow a sum of money; 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.

**TOWN OF OXFORD  
SPECIAL TOWN MEETING  
OCTOBER 2, 2024**

*Sponsored by the Senior Center Director, Director of Public Works, Town Manager*

**MOTION MADE:** That the Town 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, for general municipal purposes, the fee or lesser interest in all or a portion or portions of the parcel of land at 0 Charlton Street identified as Assessors' Map 34C, Parcel C11, and described in the deed recorded with the Worcester District Registry of Deeds in Book 43292, Page 47, and to TRANSFER from Free Cash a sum of **Two Hundred Thousand Dollars (\$200,000)** as funding for such acquisition and costs incidental and related thereto; and further to authorize the Board of Selectmen to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article.

**MOTION PASSED.**

**ARTICLE 6.** To see if the Town will vote to amend the Zoning By-Laws by striking the language found in Chapter XVIII, Earth Removal, in its entirety and replacing it with the language contained in the document on file in the Office of the Town Clerk; or act thereon.

*Sponsored by the Town Planner, Town Manager*

**MOTION MADE:** That Article 6 be adopted as recommended by the Planning Board.

**MOTION PASSED.**

**At 8:05PM, it was unanimously voted to dissolve the Special Town Meeting.**

True Copy

Attest:

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Michelle A. Jenkins, CMC, Town Clerk

***Precinct One***  
***Election Officers – November 5, 2024***

***Warden:*** Sheila M. Thomas  
***Clerk:*** Cynthia E. Brennan  
***Ballot Box:*** Cynthia Dzura Podles  
***Greeter:*** Charlene Holmes Lachapelle

***Check In***

Carolyn M. Merson

Rose M. Wing

***Precinct Two***  
***Election Officers – November 5, 2024***

***Warden:*** Mary A. Stevens  
***Clerk:*** Julie Etta Crance  
***Ballot Box:*** Catherine S. Guzman  
***Ballot Opener:*** Linda K. Mura

***Check In***

Nancy K. Elliott

Joyce A. Nilson

***Precinct Three***  
***Election Officers – November 5, 2024***

***Warden:*** Claire D. Wilson  
***Clerk:*** Juliana M. Masley  
***Ballot Box:*** Nora A. Hammond  
***Greeter:*** Jean Elizabeth Gutierrez

***Check In***

Richard Reilly

Peter Charles Standrowicz

Jean Marie Landry

***Precinct Four***  
***Election Officers – November 5, 2024***

***Warden:*** Kathleen E. Purcell  
***Clerk:*** Jo Ann E. Nelson  
***Ballot Box:*** Patricia Guiney Clarkson and Cheryl Jean Dion  
***Ballot Opener:*** Amy Elizabeth Angell

***Check In***

Jeannine Ross

Louise P. Mason

***Precinct Four A***  
***Election Officers – November 5, 2024***

***Warden:*** Bettie K. Carlson

***Check In***

Suzanne F. Bernier

Gail Davis

TOWN OF OXFORD							
STATE ELECTION - NOVEMBER 5, 2024							
OFFICIAL RESULTS							
		PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	PRECINCT 4A	TOTALS
		1135	1001	1014	993	32	4175
ELECTORS OF PRESIDENT AND VICE PRESIDENT							
Ayyadurai and Ellis		16	4	4	4	2	30
De La Cruz and Garcia		3	2	2	2	0	9
Harris and Walz		393	364	349	327	9	1442
Oliver and Ter Mat		4	4	3	4	0	15
Stein and Caballero-Roca		3	8	5	8	0	24
Trump and Vance		696	609	640	637	19	2601
All Others		1	0	1	0	0	2
Blanks		19	10	10	11	2	52
TOTAL		1135	1001	1014	993	32	4175
SENATOR IN CONGRESS							
Elizabeth Ann Warren		375	338	328	321	8	1370
John Deaton		739	652	655	647	22	2715
All Others		0	0	0	0	0	0
Blanks		21	11	31	25	2	90
TOTAL		1135	1001	1014	993	32	4175
REPRESENTATIVE IN CONGRESS							
Richard E. Neal		531	477	490	439	14	1951
Nadia Donya Milleron		496	444	414	450	13	1817
All Others		1	0	0	1	0	2
Blanks		107	80	110	103	5	405
TOTAL		1135	1001	1014	993	32	4175
COUNCILLOR							
Paul M. DePalo		459	401	424	405	10	1699
Andrew J. Couture		606	555	521	521	19	2222
All Others		0	0	0	0	0	0
Blanks		70	45	69	67	3	254
TOTAL		1135	1001	1014	993	32	4175
SENATOR IN GENERAL COURT							
Ryan C. Fattman		831	714	725	712	25	3007
Anthony JM Allard		267	250	241	234	5	997
All Others		0	0	0	1	0	1
Blanks		37	37	48	46	2	170
TOTAL		1135	1001	1014	993	32	4175
REPRESENTATIVE IN GENERAL COURT							
Joseph D. McKenna		949			793		1742
All Others		2			4		6
Blanks		184			196		380
TOTAL		1135			993		2128
REPRESENTATIVE IN GENERAL COURT							
Paul K. Frost			724	705		22	1451
Terry Burke Dotson			230	235		8	473
All Others			0	0		0	0
Blanks			47	74		2	123
TOTAL			1001	1014		32	2047
CLERK OF COURTS							
Dennis P. McManus		804	727	721	699	23	2974
All Others		4	4	7	4	0	19
Blanks		327	270	286	290	9	1182
TOTAL		1135	1001	1014	993	32	4175
REGISTER OF DEEDS							
Kathryn A. Toomey		790	723	717	702	22	2954
All Others		3	4	7	4	0	18
Blanks		342	274	290	287	10	1203
TOTAL		1135	1001	1014	993	32	4175
QUESTION 1 - STATE AUDITOR TO AUDIT THE LEGISLATURE							
Yes		796	657	654	680	21	2808
No		296	309	311	274	8	1198
Blanks		43	35	49	39	3	169
TOTAL		1135	1001	1014	993	32	4175

TOWN OF OXFORD  
STATE ELECTION - NOVEMBER 5, 2024  
OFFICIAL RESULTS

QUESTION 2 - ELIMINATE MCAS						
Yes		715	613	629	586	2558
No		401	379	369	396	1559
Blanks		19	9	16	11	58
TOTAL		1135	1001	1014	993	4175
QUESTION 3 - PROVIDE TRANSPORTATION DRIVERS WITH RIGHT TO FORM UNIONS						
Yes		484	399	443	426	1765
No		590	569	535	533	2242
Blanks		61	33	36	34	168
TOTAL		1135	1001	1014	993	4175
QUESTION 4 - ALLOW 21 AND OLDER TO GROW, POSSESS, AND USE PSYCHEDELIC SUBSTANCES						
Yes		470	424	411	423	1740
No		642	545	583	546	2333
Blanks		23	32	20	24	102
TOTAL		1135	1001	1014	993	4175
QUESTION 5 - INCREASE THE HOURLY WAGE OF A TIPPED WORKER						
Yes		257	213	230	242	950
No		866	760	760	726	3133
Blanks		12	28	24	25	92
TOTAL		1135	1001	1014	993	4175

\*Total Registered Voters in EACH Precinct

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A	
Democratic	435	462	426	415	5	1743
Republican	307	315	310	293	12	1237
Libertarian	9	11	16	7	0	43
Unenrolled	2063	1845	1942	1983	49	7882
Other	27	26	24	24	0	101
	2841	2659	2718	2722	66	11006

Total Votes Cast in EACH Precinct

Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 4A	
1135	1001	1014	993	32	4175

Voter Turnout      %                      0.379338543

\*As of October 26, 2024 deadline to Register to Vote  
Winners are indicated in Bold Italics

A True Attest Copy:  
Michelle Jenkins, Town Clerk



# *Town of Oxford*

## Volunteer Application

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Town/City: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Cell: \_\_\_\_\_

E-mail Address: \_\_\_\_\_ Occupation: \_\_\_\_\_

**Please circle your area of Interest:**

Honor Guard

Animal Shelter Volunteer

Cultural Council

Board of Assessors

Bandstand Committee

Finance Committee

Board of Health Member

Historical Commission

Smolenski/Millette Charitable Trust II

Cemetery Commission

Open Space Committee

Personnel Board

Planning Board

Recreation Commission

Council on Aging

Downtown Beautification Committee

Zoning Board of Appeals Committee

Conservation Committee

Master plan Implementation Committee

Your Special Interest(s) \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Relevant Experience: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Why are you interested in this Committee/Commission? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Previous Town Service: \_\_\_\_\_

References: \_\_\_\_\_



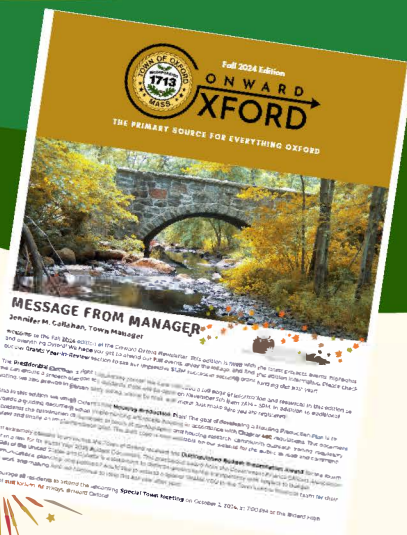




ONWARD  
OXFORD



# THE PRIMARY SOURCE FOR EVERYTHING OXFORD!



“Onward Oxford” is a quarterly newsletter highlighting important information and timely updates about recent, past, and upcoming town-wide events along with departmental services and achievements. Articles in the newsletter are composed by department heads which connect citizens to local government. These articles allow residents and businesses to get a snapshot of new developments, events, and vibrant stories, positively shaping the Oxford community.

