

Important Telephone Numbers

	<u>Emergencies</u>	<u>Regular Business</u>
Fire Department	911	781-784-1522
Police Department	911	781-784-1587
Highway / Water		
Weekdays	781-784-1525	
Nights, Weekends, Holidays	781-784-1587	

<u>For Questions on:</u>	<u>Call:</u>	<u>Phone:</u>
Animal Control	Animal Control Officer	781-784-1513
Assessments/Abatements	Assessor's Office	781-784-1507 x1207
Births/Deaths/Marriages	Town Clerk	781-784-1500 x1201
Building Permits/Zoning	Building Department	781-781-1525 x2310
Cable Problems	Comcast	800-934-6489
Conservation/Environment	Conservation Commission	781-784-1511
Dog Licenses	Town Clerk	781-784-1500 x1201
Elections/Voter Registration	Town Clerk	781-784-1500 x1201
Electric Permits	Wiring Inspector	781-784-1525 x2310
Fire - Routine Business	Fire Department	781-784-1522
Fuel Assistance	Self Help, Inc.	800-225-0875
Gas Permits	Gas Inspector	781-784-1525 x2310
Health Clinics	Board of Health	781-784-1500 x1141
Health/Sanitation	Board of Health	781-784-1500 x1206
Library	Public Library	781-784-1578
Plumbing Permits	Plumbing Inspector	781-784-1525 x2310
Police - Routine Business	Police Department	781-784-1587
Public Assistance	Transitional Assistance	800-529-1599
Recreation	Recreation Department	781-784-1530
Roads/Potholes	Department of Public Works	781-784-1525 x2314
Schools	Superintendent's Office	781-784-1570
Seniors/Elders	Council on Aging	781-784-8000
Social Services	Council on Aging	781-784-8000
Taxes, Payment of	Tax Collector's Office	781-784-1500 x1200
Trash/Recycling Collection	Republic Services	800-825-3260
Veterans Affairs	Veterans Agent	781-784-1500 x1180
Water	Department of Public Works	781-781-1525

2015 SHARON ANNUAL REPORT 2015

SHARON

Annual Town Report

2015



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In Memoriam

Ezra Schwartz



*October 4, 1997 -
November 19, 2015*

Steven Cummings



*January 14, 1957 -
April 17, 2015*

Acknowledgments

The Sharon Town Report is mandated to be the vehicle by which Town departments, boards, and committees convey to Sharon residents a summary of their activities during the year.

Many thanks to the report contributors for their efforts, especially to those individuals who submitted information in a timely manner.

Special thanks go to local photographer and Sharon resident Ann-Marie Ford, whose permission was received to use this beautiful photo. This year's cover is a photo taken from the Fourth of July festivities and is a terrific photo of some folks enjoying the fireworks.

Ann-Marie volunteered her time and talent to assist the 250th Anniversary Celebration Committee in preserving the events through photo for generations to come. To view the photos from the 250th celebrations, please visit: <http://www.amfordphotography.com/sharons-250-year-celebration.html>



www.facebook.com/TownofSharonMA

SHARON

*Town Elected/Appointed
Officials & Staff*

2015



Administrative Staff

Frederic E. Turkington, Jr., Town Administrator
Richard A. Gelerman, Town Counsel
Timothy J. Farmer, Superintendent of Schools
Jahmal I. Mosley, Asst. Supt. for Curriculum & Administration
Cynthia J. Doherty, Finance Director/Town Accountant
Alicia T. McOsker, Treasurer/Collector (*resigned October 2015*)
Elizabeth A. Siemiakaska, Treasurer/Collector
Mark J. Mazur, Assistant Assessor
Marlene B. Chused, Town Clerk
Joseph S. Bernstein, Chief of Police (*retired July 2015*)
Tilden M. Kaufman, Chief of Police
James W. Wright, Fire Chief
Eric R. Hooper, Department of Public Works Superintendent
Peter M. O'Cain, Town Engineer
Bruce Giggey, Operations Division Supervisor
David M. Masciarelli, Water Division Supervisor
Kevin M. Weber, Forestry and Grounds Supervisor
Joseph X. Kent, Inspector of Buildings/Zoning Enforcement Officer
Donald P. Hillegass, Information Technology Systems Administrator
Amanda M. Levasseur, Recreation Director
Lee Ann B. Amend, Library Director
Norma Simons Fitzgerald, Council on Aging Director (*retired September 2015*)
Kathleen M. Medeiros, Council on Aging Director
Beverly Anderson, Health Administrator
Sheila A. Miller, Public Health Nurse
Gregory E. Meister, Conservation Administrator
Jane Desberg, Executive Director, Sharon Housing Authority
Diane A. Malcolmson, Animal Control Officer
Paul R. Bergeron, Veterans' Agent

Elected Officials

Board of Assessors

Richard B. Gordon	2018
Paula B. Keefe, <i>Retired 10/15</i>	2017
Anne M. Carney, <i>Interim</i>	2016
Ellen Wolfson Abelson	2016

Housing Authority

Charlotte R. Dana, <i>Secretary</i>	2020
Peter Melvin, <i>Vice Chair</i>	2019
Ralph Generazzo, <i>Treasurer</i>	2018
Edwin S. Little, <i>Asst. Treasurer</i>	2018
Susan Saunders	2016
Arnold Kublin, <i>Member through 1/2015</i>	
Jane Desberg, <i>Executive Director</i>	

Library Trustees

Cheryl Weinstein, <i>Chair</i>	2018
Robert A. Levin, <i>Vice Chair</i>	2018
Heather Peltier, <i>Secretary</i>	2017
Carolyn Weeks, <i>Treasurer</i>	2017
Alyssa Weiner Rosenbaum	2016
Robert Waterman Saphire	2016

Moderator

David L. Yas	2017
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Planning Board

Sharon L. McLaughlin	2020
David Blaszkowsky	2019
Benjamin M. Pinkowitz, <i>Chair</i>	2018
Robert B. Maidman, <i>Secretary</i>	2017
Pasqualino Pannone	2016

School Committee

Kathleen Currul-Dykeman	2018
Veronica Anastasio Wiseman	2018
Jonathan C. Hitter	2017
Laura Solomons	2017
Marcy L. Kaplan	2016
Emily Smith-Lee	2016

Selectmen

John J. McGrath	2018
Walter B. Roach, Jr., <i>Clerk</i>	2017
William A. Heitin, <i>Chair</i>	2016

Southeastern Regional Vocational Technical School Representative

Mindy Marcia Kempner	2016
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Town Clerk

Marlene B. Chused	2017
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Appointed Officials

Audit Committee

Charles Goodman, *Finance Committee appt.*
 Kevin Brown, *Community at large appt.*
 David Fixler, *Community at large appt.*
 William A. Heitin, *Selectmen appt.*
 Jonathan Hitter, *School Committee appt.*
 Frederic E. Turkington, Jr., *Ex-Officio*
 Cynthia Doherty, *Ex-Officio*

Board of Health

Edward Welch 2017
 Luba Raynus 2016
 Kenneth Zoller 2016
 Charles Levine, *Chair* 2015
 Jay Schwab 2015

Board of Registrars

Marlene B. Chused 2018
 Anne M. Carney 2017
 Jane Desberg 2017
 Ronald Rogers 2015

Burial Agent

Marlene B. Chused

Cable TV Oversight Committee

Charles Levine, *Chair* 2017
 Leonard Segal 2016
 Michael Saija 2015

Canoe River Aquifer Advisory Committee - Representatives

David Masciarelli 2017
 Gregory Meister 2017

Capital Outlay Committee 2015-2016

Paul Linehan, *Chair*
 Frederic E. Turkington, Jr., *Ex-Officio*
 Cynthia Doherty, *Ex-Officio*
 William A. Heitin, *Selectmen appt.*
 Walter B. Roach, Jr., *Selectmen appt.*
 John J. McGrath, *Selectmen alt.*
 Gordon Gladstone, *Finance Com appt.*
 Alexander Korin, *Finance Com appt.*
 Edward "Ted" Philips, *Finance Com alt.*
 Katie Currel-Dykeman, *School Com appt.*
 Jonathan C. Hitter, *School Com appt.*
 Emily Smith-Lee, *School Com alt.*

Robert B. Maidman, *Planning Board appt.*
 Lou Modestino, *Planning Board appt.*

Civil Defense

Michael Polimer, *Director* 2015
 Michael Cormin, *Deputy Director*

Commission on Disabilities

Amy L. Karas 2018
 Chanie Minkowitz 2018
 Geila Aronson 2017
 Jana Katz 2017
 Jessica Stanford 2017
 Louis Diamond 2016
 Peter Melvin 2016
 Paul Remy, *Chair* 2015
 Susan Myerson 2015
Resigned during 2015:
 James M. Waters
 Hannah "Sandy" Biber

Community Preservation Committee

Corey Snow, *Chair, Moderator appt* 2016
 Keevin Geller, *Con Com appt.* 2018
 Benjamin Pinkowitz, *Planning appt.* 2018
 Jane Desberg, *Housing Auth. appt.* 2018
 Vacancy, *Historical Com appt.* 2017
 Marc Bluestein, *Selectmen appt.* 2016
 Eli Hauser, *Selectmen appt.* 2015

Conservation Commission

Margaret Arguimbau, *Chair* 2017
 Keevin Geller 2017
 Alan Westman 2017
 Linda Orel 2016
 Elizabeth McGrath 2015
 Stephen Cremer 2015
 Meredith de Carbonnel 2015
 Gregory Meister, *Conservation Officer*

Constables

Joseph S. Bernstein 2017
 Neil J. McGrath 2017
 Robert McGrath 2017
 Leonard E. Segal 2017
 Daniel Sirkin 2017
 Tilden Kaufman 2017

Council on Aging Board

Elliot Feldman, <i>Vice Chair</i>	2017
Ralph Generazzo	2017
Richard Gorden	2017
Mindy Kempner	2017
Sui Wen Yang	2017
Rita Edelston	2016
Neil Grossman	2016
Hridaya Bhargava	2016
Robert B. Maiman, <i>Chair</i>	2015
Mildred Berman	2015
Madhav Kacker	2015
Doris Ann Gladstone, <i>Alternate</i>	2017
Ruth Palan Lopez, <i>Alternate</i>	2018
<u>Resigned during 2015:</u>	
Sheila Pallay	

Council on Aging Director Screening Committee

Doris Ann Gladstone
Robert Maiman
Jane Desberg
Yulong Li
Valeda Britton

Deputy Collector

Kelley & Ryan Associates	2018
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Dorchester & Surplus Revenue

William Fowler
Bettye Outlaw
Patricia Zlotin

Edmund H. Talbot Fund

Marie Cuneo
Shirley H. Schofield
James J. Testa <i>through 4/15</i>

Fence Viewer

Edward Welch	2015
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Finance Committee

Ira Miller, <i>Vice Chair</i>	2018
Charles Goodman	2018
Laura Nelson	2018
Edward "Ted" Philips, <i>Vice Chair</i>	2018
Arnold Cohen	2017
Alexander Korin	2017
Steven Ross	2017
Hanna Switlowski	2017
William Brack, <i>Chair</i>	2016
Patricia-Lee Achorn	2016

Aaron Agulnek	2016
Gordon Gladstone	2016

Finance Committee Nominating Committee

Gloria Rose, <i>Chair</i>	2016
Mitchell Blaustein	2016
Cheryl Weinstein	2016
Charles Goodman	2016
Deena Segal	2016

Fourth of July Committee

Paul Bergeron, <i>Chairman</i>
Scott Goldman, <i>Treasurer</i>
Lou Modestino
Katrena Traut-Savino
Timothy Traut-Savino
Daniel Sirkin

Health Agents

Beverly Anderson MPH, RS/REHS <i>(Administrator for Sanitary Insp/Enforc.)</i>
James Andrews <i>(Administrator for Engineering)</i>
Sheila Miller, RNC <i>(Assistant for Sanitary Insp/Enforc.)</i>

Historical Commission & Historical District Commission

David A. Martin	2017
James Grasfield	2017
Gordon Hughes	2016
Shirley Schofield	2016
Bruce Rosenbaum, <i>Chair</i>	2015
Michaela Hutchins Jergensen, <i>Alt.</i>	2017
Robert Hutton, <i>Alt.</i>	2017

Housing Affordable Trust

Andrew Goldberg	2016
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Housing Partnership Committee

Jane Desberg	2016
Mary Tobin	2016
Alan D. Lury	2015
Susan Saunders, <i>Chair</i>	2015

Inspectors

Edwin S. Little, <i>Animal Inspector</i>
Joseph X. Kent, <i>Buildings Inspector</i>
Joseph Jacobs, <i>Plumbing & Gas Inspector</i>
James B. Delaney, <i>Wiring Inspector</i>

Lake Management Study Committee

Robert McGrath, *Con Com appt.* 2018
Noah Siegel, *Con Com appt.* 2018
Stanley Rosen, *Selectmen appt.* 2018
Steve Weiss, *Selectmen appt.* 2016
Michael Goldstein, *Planning appt.* 2015
David Blaszkowski, *Planning appt.* 2018

Lake Massapoag Review Committee

William A. Heitin, *Selectmen appt.*
Walter B. Roach, Jr., *Selectmen appt.*
John J. McGrath, *Selectmen appt.*
Elizabeth McGrath, *Conservation Com appt.*
Michael Goldstein, *Lake Mgmt Study appt.*
Gary Bluestein, *Recreation Advisory appt.*
David Crosby, *Water Mgmt Advisory appt.*
Richard Powell, *Property owner*
David Goldstein, *Property owner*

Local Emergency Planning Committee

James Wright	Rita Edelston
Sheila Miller	Greg Meister
Diane Malcomson	Bruce Giggey
John J. McGrath	Richard Murphy
Michael Polimer	Tom Kenvin
Charles Levine	Linda Callan
Norma Fitzgerald	Beverly Anderson
Kathleen Medeiros	Jay Schwab
Susan Edinger	Phyllis Bernstein
Thomas Smith	Tilden Kaufman
Jane Desberg	Joseph Bernstein
Joe Reiter	Chris Farrand
Rory Marty	Paul Leslie
David Masciarelli	Kenneth Zoller
Frederic Turkington	Walter "Joe" Roach

MBTA Advisory Board

David Straus, *Sharon Representative*

Metropolitan Area Planning Commission Representative

Susan Price 2018

Municipal Hearings Officer

Lauren J. Barnes

Norfolk County Advisory Board

Edwin S. Little 2015

Parking Officer

Elizabeth Siemiatkaska 2015

Personnel Board

Valeda Britton 2017
Leonard D. Sacon, *Chair* 2016
Shepard Rainie 2016
Michael Feldman 2015
Gloria Rose 2015

Police Chief Screening Committee

Michael Feldman, *Personnel Board appt.*
David Fixler
Thomas Gillen
James Glaser
Jacqueline Modiste
Frederic Turkington, *Ex-Officio*

Priorities Committee 2015-2016

Frederic Turkington, *Ex-Officio*
Cynthia Doherty, *Ex-Officio*
William Heitin, *Chair, Selectmen appt.*
John J. McGrath, *Selectmen appt.*
Marcy Kaplan, *School Com appt.*
Veronica Wiseman, *School Com appt.*
Ira Miller, *Finance Com appt.*
Charles Goodman, *Finance Com appt.*

Recreation Advisory Committee

Mitchell Blaustein 2017
Margaret Marder 2017
Gary Bluestein, *Chair* 2016
Cheryl Whiting 2016
Michael Goldstein 2015
Steven Ferrara 2015
Stephen Lesco 2015
Rick Schantz 2015
Amanda Levasseur, *Recreation Director*
Frederic Turkington, *Ex-Officio*
Katie Currel-Dykeman, *School Com appt.*

Sealer of Weights and Measures

Charles Healey 2015

Sharon 250th Anniversary Celebration Committee

Walter "Joe" Roach, *General Co-Chair*
David I. Clifton, *General Co-Chair*
Lisa Clark, *Secretary*
Paul Bergeron Luba Raynus
Mitchell Blaustein Paul Remy
Marlene Chused Elliot Rittenberg

Chris Doherty	Gloria Rose
Barry Fireman	Laura Rosenspan
John Ford	Linda Salon
Ralph Generazzo	Jerry Saphire
Amanda Levasseur	Rick Schantz
Bob Levin	Shirley Schofield
Holly Lite	Daniel Sirkin
Dave Martin	Tim Traut-Savino
Carolyn Weeks	Stephen Lesco
Bob Weeks	Linda Tracey -
Lou Modestino	Clifton
Roberta Waterman -	Marie Cuneo
Saphire	Kurt Buermann
Emily Smith-Lee	Susan Berg
Paul Prateek	Ann Marie Ford
Carol Abram	Margaret H. Bynoe
Joanne Craig	Marilyn S. Aliber
Nancy Fyler	Heidi P. Kozikis
Ted Philips	Ann Marie Rosa
Susan Zandrow	Tahira Sajid
Sarah Windman	Frederic Turkington
Richie Gorden	William Heitin
Robert Soffer	John J. McGrath
Eileen Generazzo	

Sharon Cultural Council

Julie Rowe, <i>Chair</i>	2018
Barbara Freedman, <i>Treasurer</i>	2018
Julie O. House, <i>Secretary</i>	2018
Marion Katz	2018
Tahira Sajid	2018
Robert Levin	2016

Sharon Standing Building Committee

Gordon Gladstone, <i>Chair</i>	2018
Deborah Benjamin, <i>Vice Chair</i>	2018
Colleen M. Tuck	2018
Sara J. Winthrop	2018
Richard Slater	2017
Roger Thibault	2017
Stephen Smith	2017
Matthew Baldassari <i>through 8/15</i>	2016
Anthony Branca	2016
William Croteau	2016
Rick Rice	2016

Public Safety Building Representatives:

James W. Wright, <i>Fire Chief</i>
Joseph Bernstein, <i>Police Chief - Retired</i>
Tilden Kaufman, <i>Police Chief</i>
Eric Hooper, <i>DPW through 8/15</i>
Matthew Baldassari, <i>DPW Representative</i>

Sharon Standing Building Selection Committee

Gordon Gladstone, <i>Moderator appt.</i>
Walter B. Roach, <i>Selectmen appt.</i>
Robert Maidman, <i>Capital Outlay appt.</i>
Patricia-Lee Achorn, <i>Finance Com appt.</i>
Pasqualino Pannone, <i>Planning Board appt.</i>
Laura Salomons, <i>School Committee appt.</i>

Town Counsel

Richard Gelerman	2015
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Transportation Advisory Board

David Straus	2016
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Tree Warden

Kevin Weber	2015
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Water Management Advisory Committee

Lealdon Langley	2017
David Crosby, <i>Chair</i>	2015
Rory McGregor	2015
Paul Lauenstein	2015
David Hearne	2015
Anne Carney	2015
Christopher Pimentel	2015

Zoning Board of Appeals

John Lee, <i>Chair</i>	2018
Abhijit Brahmachari	2017
Seth Ruskin	2016
Barry Barth, <i>Alternate</i>	2018
Joseph Garber, <i>Alternate</i>	2017
Samuel P. Reef, <i>Alternate</i>	2016

Zoning Board of Appeals Advisory Committee for Sharon Commons

Anne Bingham
Beth Greene
Paul Olivera
Edward Hershfield

Staff Appointments

Patricia MacDougall, <i>Asst. Town Accountant</i>
Beth Kourafas, <i>Asst. Town Clerk</i>
Lisa Clark, <i>Asst. Treasurer/Collector</i>

SHARON

General Government Reports

2015



Report of the
Board of Selectmen

William A. Heitin, Chairman
Walter B. Roach, Jr., Clerk
John J. McGrath

Frederic E. Turkington, Jr., Town Administrator
Lauren J. Barnes, Assistant to the Town Administrator
Jennifer M. Austrino, Administrative Assistant to the Board of Selectmen

The Town of Sharon is now on Facebook!
www.facebook.com/TownofSharonMA

In May 2015, John J. McGrath was elected for a three-year term on the Board and following the annual election, as is customary, the Board reorganized and voted William A. Heitin, Chairman, and Walter “Joe” Roach, Clerk of the Board. The Board also moved its meetings and other town government meetings out of the Town Hall and now meet at the Community Center, in order for all residents to be able to access these public meetings.

The Board of Selectmen continued its efforts to reduce the Town’s reliance on residential taxes through expansion of the commercial tax base and otherwise obtaining alternative sources of revenue, while maintaining the character of the Town. In September 2014, the Board put out an RFP, requesting proposals for the assignment of existing and future lease revenues on Town-owned cellular communications property and to enter into a purchase agreement of these revenue streams. The Town sought proposals for a lump sum payment for the assignment of these structured payments. An agreement was signed in January 2015 that generated \$2.8 million in revenue to the town. In addition 50% of any monthly payments from lease extensions will be paid to the Town.

Another source of new revenue has been borne from negotiations with Four Daughters Compassionate Care, a Sharon non-profit who received support from the Board to move forward with their medical marijuana dispensary application with the Commonwealth of Massachusetts. The Board issued a letter of support to accompany Four Daughters’ application to the state. In their agreement with the Town, the Town will receive a percentage of their gross annual sales; they will pay all current and future property taxes on the parcel they intend to purchase on Route One; and they will make annual contributions to the Sharon High School Boosters, the Sharon Education Foundation, and the Fourth of July festivities. They also intend to make annual contributions to a variety of Sharon non-profits and other community organizations. While the approval process with the state is lengthy, the Board hopes to realize these additional revenues in the near future.

In September, the Board met in a joint meeting with the School Committee and Finance Committee to discuss the Town's financial condition and strategic discussions for the next three to five fiscal years. It is the intention of the three boards to continue to meet periodically to share information about the Town's fiscal outlook.

Recognizing the need of additional parking at the train station and the challenges many residents face in obtaining a quarterly parking pass, the Board discussed at length various options to maximize parking and held a public hearing in September to hear from commuters. After much discussion and deliberation, the Board moved the online quarterly pass registration time from 10am to 7pm on the same Thursday each quarter; increased the quarterly parking fee from \$100 to \$135; granted the utilization of parking lot fees to make repairs to the existing One School Street lot for those commuters who obtained a quarterly pass for that lot; and authorized the Department of Public Works to move forward with the creation of additional parking spaces at the train station.

The Board continued to support the many activities of the 250th Celebration Committee, and to that end, approved the siting of a monument to memorialize the Town's 250th anniversary on the grounds in front of the Community Center.

The Board affirmed the set of policy goals and objectives for town government from October 2015 – September 2016. The Town Administrator is charged with planning, developing and organizing strategies with department heads and town employees and with facilitating and coordinating efforts of citizen committee members to achieve these objectives and priorities. The mission of the Town of Sharon is to deliver the highest quality municipal services in a fiscally responsible and an operationally responsive manner to the citizens that it serves. The Town Administrator will maximize the potential for Sharon's volunteer boards and commissions and professional staff to respond effectively to community and individual citizen needs through the use of long-term strategic planning and enhanced communications with residents. Objectives and priorities include:

- Develop responsible and responsive operating and capital budgets that seek to balance the demand for services against the variety of financial circumstances experienced by Sharon citizens and businesses. Manage Sharon's finances to mitigate dependence on property taxes by enhancing revenue from other sources. Seize opportunities to reduce long-term costs in delivery of town government services and operations.
- Improve citizen understanding of fiscal condition.
- Review, and modify as appropriate, financial policies relative to undesignated fund balance, enterprise fund reserves, stabilization and capital funds, debt, overlay reserves, self-funded activities (health insurance), cash investments, and certified free cash.

- Review service delivery models and develop strategies to improve operations.
- Facilitate efforts to enhance Town infrastructure to meet service expectations and aspirations.
- Strengthen accountability of organization through professional development, evaluation and recognition of senior management team.
- Modify governance model to improve service delivery and enhance accountability.
- Improve and enhance communication with residents through public meetings, print media, and electronic mediums.
- Address development proposals by seeking to assure net community benefit; mitigate potential negative consequences.

There were several key personnel changes in 2015, most notably the retirement of Police Chief Joseph Bernstein in July and Council on Aging Executive Director Norma Fitzgerald in September. Both have made extraordinary contributions over the decades they served the Town and the Board wishes them a happy and healthy retirement. Treasurer/Collector Alicia McOsker accepted a position in October in another community and will be missed. After conducted extensive searches for these positions, Deputy Police Chief Tilden Kaufman was appointed Chief, Kathleen Medeiros was appointed the new COA Executive Director, and Assistant Treasurer/Collector Elizabeth Siemiatkaska was appointed Treasurer/Collector. As a result of promotions within the Police Department, Lieutenant John Ford was appointed Deputy Chief. The Board looks forward to working with these seasoned professionals in the years to come.

The following is the known Sharon citizen serving on active duty with one of the branches of The United States Military in the year 2015:

Sergeant Eric D. McGuire U. S. Army

The Board of Selectmen welcomes citizen input and participation, and toward that end, citizens are encouraged to contact the Selectmen’s Office or any Board member with questions, concerns, or suggestions. The Board wishes to thank the hard-working town employees for their continued dedication to the town and its residents. Most important, the Board wishes to express its gratitude to residents who have generously given their time in service to their community in 2015. Their invaluable assistance and support is greatly appreciated and relied upon in our collective efforts to best serve the Town’s interest.

Special thanks must be given to the staff at the Department of Public Works for their tireless service during this historically snowy winter. They did a terrific job under tremendously difficult circumstances!

Report of the
Accounting Department

Cynthia J. Doherty, CMMGA, Finance Director/Town Accountant
Patricia MacDougall, Assistant Town Accountant
Dawn Miller, Financial Assistant/Revenue Manager
Patricia Walker, Financial Assistant/Veterans

The Accounting Office is responsible for processing all town wide bills for payment as well as payroll. We oversee and audit all town transactions for revenue and expenses and work closely with all departments in the budget process and make sure all budgets that are appropriated at Town Meeting are spent in accordance with Massachusetts General Laws.

Massachusetts Department of Revenue, Division of Local Services

Bureau of Accounts ~ Automated Statement of Indebtedness

City/Town/District of : Town of Sharon

FY2015

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2014	+ New Debt Issued	- Retirements	= Outstanding June 30, 2014	Interest Paid in FY2015
Buildings	8,533,120.00	23,680,850.00	643,000.00	31,570,970.00	319,965.04
Departmental Equipment	2,500,063.00	612,500.00	835,660.00	2,276,903.00	72,094.90
School Buildings	33,088,581.00	0.00	3,405,840.00	29,682,741.00	1,253,412.61
School - All Other	2,327,420.00	259,250.00	214,000.00	2,372,670.00	25,865.00
Sewer	0.00			0.00	
Solid Waste	0.00			0.00	
Other Inside	4,945,316.00	1,055,000.00	426,000.00	5,574,316.00	159,242.50
SUB - TOTAL Inside	\$51,394,500.00	\$25,607,600.00	\$5,524,500.00	\$71,477,600.00	\$1,830,580.05
Long Term Debt Outside the Debt Limit	Outstanding July 1, 2014	+ New Debt Issued	- Retirements	= Outstanding June 30, 2015	Interest Paid in FY2015
Airport				0.00	
Gas/Electric Utility				0.00	
Hospital				0.00	
School Buildings	2,520,000.00		630,000.00	1,890,000.00	126,000.00
Sewer	0.00			0.00	
Solid Waste	0.00			0.00	
Water	2,077,500.00	587,400.00	132,500.00	2,532,400.00	57,138.76
Other Outside	130,381.86		21,696.73	108,685.13	0.00
SUB - TOTAL Outside	\$4,727,881.86	\$587,400.00	\$784,196.73	\$4,531,085.13	\$183,138.76
TOTAL Long Term Debt	\$56,122,381.86	\$26,195,000.00	\$6,308,696.73	\$76,008,685.13	\$2,013,718.81

TOWN OF SHARON
BALANCE SHEET - WATER ENTERPRISE FUND
June 30, 2015

Assets	Enterprise Water Fund 2800	TOTAL Water Enterprise Fund
Cash and investments	\$ 4,422,707	\$ 4,422,707
Receivables- Water	\$ 169,226	\$ 169,226
Receivables - Tax Title/Liens	\$ 16,167	\$ 16,167
Due from Federal Government	\$ -	\$ -
Due from other funds	\$ -	\$ -
	\$ 4,608,100	\$ 4,608,100

Liabilities & Fund Balances

Warrants/Accounts payable	\$ 135,346	\$ 135,346
Accrued Payroll	\$ -	\$ -
Deferred Revenue - Water	\$ 169,226	\$ 169,226
Deferred Revenue - Liens	\$ 16,167	\$ 16,167
Bond Anticipation Notes	\$ -	\$ -
Fund balance - Reserve for Encumb	\$ 48,017	\$ 48,017
Fund balance - Reserved Spec. Articles	756,041	\$ 756,041
Fund balance - Reserved for Expenditures	\$ 1,419,095	\$ 1,419,095
Unreserved fund balance	\$ 2,064,208	\$ 2,064,208
	\$ 4,608,100	\$ 4,608,100

TOWN OF SHARON
COMBINING STATEMENT OF REVENUES, EXPENDITURES AND
CHANGES IN FUND BALANCES - WATER ENTERPRISE FUND
Year ended June 30, 2015

Revenues	Enterprise Water Fund 2800	TOTAL Water Enterprise Fund
Intergovernmental	\$ -	\$ -
Charges for Services	\$ 3,501,872.90	\$ 3,501,872.90
Other	\$ 844,154.64	\$ 844,154.64
	\$ 4,346,027.54	\$ 4,346,027.54
Expenditures		
Personal Services	\$ 1,235,245.15	\$ 1,235,245.15
Purchase of Services	\$ -	\$ -
Supplies	\$ 554,880.95	\$ 554,880.95
Other Charges & Expenditures	\$ -	\$ -
Capital Outlay	\$ 917,251.30	\$ 917,251.30
Debt Service	\$ 226,968.75	\$ 226,968.75
	\$ 2,934,346.15	\$ 2,934,346.15
Excess Revenues over/ (under) Expenditures	\$ 1,411,681.39	\$ 1,411,681.39
Bond Proceeds	\$ 694,900.00	\$ 694,900.00
Transfers in - Stabilization	\$ -	\$ -
Transfers In (OFS)	\$ -	\$ -
	\$ 694,900.00	\$ 694,900.00
Excess Revenues over/ (under) Exp/Transfers	\$ 2,106,581.39	\$ 2,106,581.39
Fund Balance, 6/30/14	\$ 2,180,779.64	\$ 2,180,779.64
Fund Balance, 6/30/15	\$ 4,287,361.03	\$ 4,287,361.03

TOWN OF SHARON
BALANCE SHEET - COMMUNITY PRESERVATION
June 30, 2015

	Community Preservation Fund 2900	TOTAL CPA Fund
Assets		
Cash and investments	\$ 2,829,440	\$ 2,829,440
Accounts receivable	\$ 2,919	\$ 2,919
Tax Liens Receivable	\$ 2,395	\$ 2,395
Tax Forclosures	\$ 339	\$ 339
Due from Federal Government	\$ -	\$ -
Due from other funds	\$ -	\$ -
	\$ 2,835,093	\$ 2,835,093

Liabilities & Fund Bal.

Accounts Payable	\$ 12,738	\$ 12,738
Prepaid Taxes Payable	514	\$ 514
Deferred Revenue	\$ 2,919	\$ 2,919
Deferred revenue-Liens	\$ 2,395	\$ 2,395
Deferred Revenue Forclosure	\$ 339	\$ 339
Fund balance -Des.-OS	\$ 345,883	\$ 345,883
Fund balance-Des -Historic	\$ 532,608	\$ 532,608
Fund balance - Des.-Comm Hsing	\$ 175,814	\$ 175,814
Fund balance - Reserved Exp	\$ -	\$ -
Unreserved fund balance	\$ 1,761,883	\$ 1,761,883
	\$ 2,835,093	\$ 2,835,093

TOWN OF SHARON
STATEMENT OF REVENUES, EXPENDITURES AND
CHANGES IN FUND BALANCES
Year ended June 30, 2015

Revenues	Community Preservation Fund 2900	TOTAL CPA Fund
Intergovernmental	\$ -	\$ -
CPA - 2012-2014	\$ 1,628.81	\$ 1,628.81
CPA - 2015	\$ 460,303.83	\$ 460,303.83
CPA - Tax Liens	\$ 2,841.30	\$ 2,841.30
CPA -State Revenue	\$ 133,387.00	\$ 133,387.00
CPA - Interest	\$ -	\$ -
Misc Revenue	\$ -	\$ -
	\$ 598,160.94	\$ 598,160.94

Expenditures		
Personal Services	\$ 1,596.75	\$ 1,596.75
Purchase of Services	\$ -	\$ -
Supplies	\$ 1,750.00	\$ 1,750.00
Other Charges & Expenditures	\$ -	\$ -
Capital Outlay	\$ 146,908.75	\$ 146,908.75
Debt Service	\$ -	\$ -
	\$ 150,255.50	\$ 150,255.50

Excess Revenues over/ (under) Expenditures	\$ 447,905.44	\$ 447,905.44
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Bond Proceeds	\$ -	\$ -
Transfers in	\$ -	\$ -
Transfers (out)	\$ -	\$ -
	\$ -	\$ -

Excess Revenues over/ (under) Exp/Transfers	\$ 447,905.44	\$ 447,905.44
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Fund Balance, 6/30/14	\$ 2,368,282.92	\$ 2,368,282.92
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Fund Balance, 6/30/15	\$ 2,816,188.36	\$ 2,816,188.36
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TOWN OF SHARON
Combined Balance Sheet - All Fund Types & Account Group
 Fiscal Year Ending June 30, 2015

	General	Governmental Fund Types		Enterprise Funds	Fiduciary Trust & Agency		L-T Debt Account Group	Totals (Memo Only)
		Special Revenue	Capital Projects		Trust & Agency	Agency		
Assets								
Cash & investments	\$ 11,350,106	\$ 9,368,171	\$ 23,933,686	\$ 4,422,707	\$ 4,294,952	\$ -	\$ -	\$ 53,369,622
Receivables:								
Property taxes	\$516,338	-	-	-	-	-	-	\$ 516,338
Motor vehicle excise	\$142,971	-	-	-	-	-	-	\$ 142,971
Tax Title/Deferred Taxes	1,549,426	5,314	-	-	-	-	-	\$ 1,554,740
Water Lien Surcharge	\$600	-	-	-	-	-	-	\$ 600
Tax Forfeitures	\$411,689	339	-	-	-	-	-	\$ 412,028
Other	\$8,978	\$ 782,855	-	\$ 185,393	-	-	-	\$ 977,226
Town owned land	827	-	-	-	-	-	-	\$ 827
Pre-Paid Expenses	-	-	-	-	\$0	-	-	\$ -
Due from Comm/Others	94,169	\$25,244	471,862	-	212,862	-	-	\$ 1,304,137
Apportionment not yet due	17,388	-	-	-	-	-	-	\$ -
Memo from Commonwealth	-	-	-	-	-	-	\$76,008,685	\$ 76,008,685
Amount to be provided-debt	-	-	-	-	-	-	\$30,363,032	\$ 30,363,032
Loans Authorized	-	-	-	-	-	-	(\$30,363,032)	\$ (30,363,032)
Loans Authorized and Unissued	-	-	-	-	-	-	\$76,008,685	\$ 76,008,685
Total assets	\$14,075,104	\$10,699,311	\$24,405,548	\$4,608,100	\$4,507,814	\$ -	\$76,008,685	\$134,287,174
Liabilities & reserves								
Warrants & accounts payable	\$4,972,874	\$348,134	\$260,617	135,346	\$10,869	-	-	\$ 5,727,840
Payrolls payable & withholdings	\$1,171,812	-	-	-	-	-	-	\$ 1,171,812
Other liabilities - Tailings	\$110,694	514	-	-	\$0	-	-	\$ 111,208
MV/Deferred Revenue	142,971	-	-	-	-	-	-	\$ 142,971
Def Rev Tax Title/Def Taxes/Def Forfeitures	1,961,714	\$5,653	\$0	-	-	-	-	\$ 1,967,367
BAN Bonds payable	0	-	-	-	-	-	\$76,008,685	\$ 76,008,685
Security Deposit Payable	502	-	-	-	-	-	-	\$ 502
Reserve Uncollected Betterment	17,388	17,388	-	-	-	-	-	\$ 35,124
Deferred revenue & provision	(72,430)	\$782,855	-	185,393	-	-	-	\$ 895,818
Overlay Balance	\$588,768	-	-	-	\$0	-	-	\$ 588,768
Total liabilities & reserves	\$8,876,905	\$1,154,544	\$260,617	\$320,739	\$10,869	\$ -	\$76,008,685	\$86,614,971
Fund balances								
Reserved								
Continued appropriations - Town	\$78,923	-	-	48,017	-	-	-	\$ 126,940
Reserve for Budget/Overlay Release	\$700,000	-	-	-	-	-	-	\$700,000
Expenditures - School PO	\$505,902	-	-	1,419,095	128,625	-	-	\$2,053,622
Special Purposes	\$780,089	-	-	756,041	\$0	-	-	\$1,536,130
Undesignated	\$3,133,285	\$9,544,767	\$24,144,931	2,064,208	\$4,368,320	-	-	\$43,255,511
Total fund balances	\$5,198,199	\$9,544,767	\$24,144,931	\$4,287,361	\$4,496,945	\$0	\$0	\$47,672,203
Total liabilities and fund balances	\$ 14,075,104	\$ 10,699,311	\$ 24,405,548	\$ 4,608,100	\$ 4,507,814	\$ -	\$ 76,008,685	\$ 134,287,174

Report of the
Treasurer/Collector

Elizabeth Siemiakaska, Treasurer/Collector
Lisa Clark, Assistant Treasurer/Collector
Diana Lambert, Collections Supervisor
Jessica Messer, Financial Assistant
Sharon Collins, Payroll/Benefits Administrator
Melissa Healey, Financial Assistant

Alicia McOsker, CTP, Treasurer/Collector (resigned October 2015)
Caryl Antonio, Bookkeeper (retired July 2015)
Patricia Lesco, Bookkeeper (retired March 2015)

The Office of the Collector is responsible for the billing and collection of all taxes and excises assessed by the Board of Assessors and usage fees assessed by the Water Department. The Office also properly records and accounts for all funds received by the Collector and balances with the Accounting Department for such funds. On the occasion of a tax delinquency, the Office prepares and records Tax Title takings at the Registry of Deeds. The Office also prepares and issues refunds for any overpayments or abatements. The Office assists with the yearly audit by the Town's auditing firm.

The Office of the Treasurer receives all Town revenues according to departmental turn-in schedules. The Office properly accounts for these receipts to the Town Accountant and is responsible for the investment of such funds. The Office distributes all disbursements to Town employees through the payroll process for 800+ and administers all employee benefits. The Office is responsible for the planning, negotiation and settlement of all temporary and permanent debt. The Office assists with the yearly audit by the Town's auditing firm.

Report of the
Department of Information Technology

Donald P. Hillegass, Systems Administrator
Jeff G. Rose, Technical Support Specialist
Anthony Thai, Technical Support Specialist

The Department of Information Technology saw the retirement of Barry Zlotin in 2015. He was the Technical Support Specialist for 15 years in Sharon Town Hall and did an exceptional job.

The town hired Jeff Rose and Anthony Thai as Technical Support Specialists on July 13, 2015. The combined positions are 6 hours more than the previous position provided.

The Information Technology Department maintains the operation of all computer hardware and peripherals, and sustains and administers the various software programs that support the financial/budgetary, collections, assessed valuations, property records and water usage. It maintains the Town’s internet site and e-mail accounts. The Department creates applications to support activities as needed within the town. It maintains the telecommunications throughout the Town. The Department also manages all technology in the Police Station, which requires on call duty 24/7.

Report of the
Board of Assessors

Ellen W. Abelson, Chairperson
 Richard B. Gorden, M.A.A.
 Anne M. Carney
 Paula B. Keefe (resigned October 2015)

Mark J. Mazur, M.A.A., Administrative Assessor
 Patricia A. Morrison, Administrative Assistant
 Jennifer DeGregorio, Senior Clerk

During Fiscal 2015, the Board of Assessors held twenty-seven meetings. The Board granted 705 Motor Vehicle abatements, acted on 100 applications for Real Estate or Personal Property abatements and approved the following exemptions for Fiscal Year 2015:

<u>Clause</u>	<u>Number Granted</u>	<u>Tax Dollars Exempted</u>
17D (Surviving Spouse)	12	4,238.30
18 (Hardship)	1	2,443.71
22 (Veterans)	54	42,587.07
22A (Veterans)	1	1,515.00
22E (Veterans)	23	43,367.52
37 (Blind)	5	4,237.18
41C (Elderly)	33	59,652.61
42 (Surviving Spouse Police)	1	7,643.72
Paraplegics	<u>1</u>	<u>6,224.91</u>
Totals	131	171,910.02
CPA Exemptions	4	313.69

41A Deferred Taxes	19	114,680.26
Senior Tax Workoff	88	58,257.60

Board member Paula B. Keefe resigned on October 9, 2015 after thirty-three (33) years of service.

ASSESSED VALUE OF TAXABLE PROPERTY

	<u>Fiscal 2015</u>	<u>Fiscal 2014</u>
Real Estate	2,895,921,800	2,669,137,300
Personal Property	<u>62,508,200</u>	<u>58,264,000</u>
Total	2,958,430,000	2,727,401,300

REAL ESTATE EXEMPT FROM TAXATION

<u>Fiscal 2015</u>	<u>Fiscal 2014</u>
289,900,300	284,319,700

FIVE YEAR SUMMARY

<u>Fiscal Year</u>	<u>Valuation</u>	<u>Total Appropriation</u>	<u>To Be Raised By Taxation</u>	<u>Tax Rate</u>	<u>CPA Tax</u>
2011	2,600,675,400	70,125,999.73	50,635,150.05	19.47	380,019.09
2012	2,608,165,100	71,927,849.42	52,450,200.17	20.11	393,581.05
2013	2,647,526,400	74,623,234.58	54,141,914.88	20.45	407,561.22
2014	2,727,401,300	77,591,472.71	56,048,096.71	20.55	426,271.09
2015	2,958,430,000	80,532,636.78	60,056,129.00	20.30	466,642.58

Report of the
Town Clerk

Marlene B. Chused, Town Clerk
Beth A. Kourafas, Assistant Town Clerk
Lynne M. Callanan, Election/Registration Secretary

VITAL STATISTICS

BIRTHS	2015	2014	2013	2012
Male	67	59	65	65
Female	66	79	75	74
TOTAL	133	138	140	139
MARRIAGES	67	54	68	62
DEATHS				
Male	64	43	52	55
Female	73	72	66	64
TOTAL	137	115	118	119

VOTER REGISTRATION

Registrars:

Anne M. Carney (resigned November 2015)
 Marlene B. Chused
 Jane Desberg
 Ronald P. Rogers

2015 Population: 18,003

Precinct	Conservative	United Ind. Party	Democrat	Green Rainbow	Libertarian	Republican	Socialist	Inter 3rd Party	Unenrolled	America First Party	Pirate	Total
1		2	970	3	1	184	1		1411		1	2573
2		2	745		2	175			1404	1		2329
3		3	808	1	8	206			1525			2551
4		4	805		4	183			1487			2483
5	1	1	679	2	3	206		1	1399			2292
Total:	1	12	4007	6	18	954	1	1	7226	1	1	12228

Department of Weights and Measures

Charles F. Healy, Sealer

During the year 2015 every business establishment within the Town, using weighing or measuring devices for buying or selling of goods, were tested and inspected. The devices being used were inspected for accuracy, and adjusted, when necessary, to bring them within acceptable tolerances, and sealed.

In 2015, fuel oil trucks making deliveries in the Town were checked for pumps being sealed, and accuracy of the delivery slips.

All business establishments with three (3) or more scanner devices were checked for accuracy.

All State Department of Weights and Measures classes were attended to keep up with State Certification.

All reports that are required by the Massachusetts General Laws were completed, and filed with the State Division of Standards.

Every request to inspect, seal or adjust new or used weighing or measuring equipment was responded to, and a report on the services rendered was filed.

All testing equipment that is used to check the accuracy of weighing and measuring devices used by merchants within the Town have been calibrated and certified by the State Division of Standards as being accurate.

There were 112 weighing or measuring devices sealed during the year 2015 that were being used by merchants for the sale of good, or commodities. Inspections of meter's scales and prepackaged goods, at twenty two (22) establishments, within the Town, were made. All fees and fines collected were turned over to the Town Treasurer.

Southeastern Regional Services Group

Moira Rouse, Regional Administrator

The Southeastern Regional Services Group (SERSG) serves member communities with joint procurement and other services and has done so since 1993. There are now twenty member communities served by one SERSG Regional Administrator. Moira Rouse began in this role in February of 2015. Annual dues from member communities support this work and have remained at \$4,100 for three years.

Cooperative procurements were held in the spring of 2015 for paper, office supplies, DPW supplies and water and sewer treatment chemicals. In the fall, twenty-four categories of DPW Service work were available for bid, with contracts being written as this Annual Report goes to print.

As a participant in SERSG's office supply contract, Sharon has enjoyed a discount of 61.17% off non-excluded office supplies in the United Stationer's Supply wholesaler's catalog and more than 35% off ink and toner cartridges since July of this year. Although this new discount is not as beneficial as the previous two-year contract discount, it is still very favorable. Based on first quarter FY16 figures, Sharon could save more than \$309,000 annually off list prices for office supplies through the SERSG contract. The Town and schools also pay a competitive fixed price for cartons of paper through the SERSG paper contract.

For the Sharon Department of Public Works, SERSG procured DPW Supply and Water Treatment Chemical contracts with 15 vendors for 35 items. The estimated value of these supply contracts is over \$577,000. DPW Services recently procured for next year are based on over \$978,000 in estimates from Sharon. These services include both new and renewed contracts.

In addition to the savings of time due to SERSG handling the procurement until contract execution, additional savings per year result from favorable contract pricing. SERSG contract pricing is equal to or lower than state contract prices and requires less time and effort for departments to use.

Sharon joined other SERSG communities in a Community Incentive Grant (CIC) applied for and received in 2014 for regional Stormwater work. During 2015 SERSG remained involved in the statewide dialogue, although no new funding was available. The SERSG Administrator attended a regional meeting on Stormwater needs and funding, and supported a letter to the state about

municipalities' needs going forward. With new MS4 regulations due out this month, SERSG will remain engaged in this issue.

Monthly meetings of the Board of Directors and the Highway and DPW Superintendents provide valuable opportunities for representatives from member communities to share concerns, ideas and feedback about a wide variety of issues affecting municipalities.

SHARON

Public Safety Reports

2015



Report of the
Police Department

Tilden Kaufman, Chief of Police

Administrative Staff

Chief Kaufman
Deputy Chief Ford
Detective Bishop
Prosecutor Reichert

Detective Leonard
Detective Lucie
SRO Hocking

Operations Staff

Lieutenant Brewer
Sergeant Williams
Sergeant Cameron

Sergeant Coffey
Sergeant Penders

Patrol Staff

Patrolman Greenfield
Patrolman Leavitt
Patrolman Deberadinis
Patrolman Fitzhenry
Patrolman Patino
Patrolman Derry
Patrolman Mannetta
Patrolman McEnany
Patrolman McNeill

Patrolman Hertzberg
Patrolman Balestra
Patrolman Kraus
Patrolman Allman
Patrolman Santoli
Patrolman Rovaldi
Patrolman Canavan
Patrolman Demeris

Dispatchers

Dispatcher Patino
Dispatcher Dempsey
Dispatcher Serwo
Dispatcher Ganz
Dispatcher Koblick

Dispatcher Shulsk
Dispatcher Gurevich
Dispatcher McGrath
Dispatcher Somers

Special Police

Special Officer Troy
Special Officer Simpson
Special Officer Serwo
Special Officer J.McGrath

Special Officer N. McGrath
Special Officer Koblick
Special Officer R. McGrath
Special Officer Somers

Auxiliary Police

Auxiliary Officer Skulsky

Crossing Guards

Rudinsky
Hixson
Kahaly

Sullivan
Stella

Chief's Secretary

Jennifer Little

Kelly Troy (Clerk)

**Tilden Kaufman to Chief of Police effective 7/3/15

**John Ford to Deputy Chief of Police effective 11/17/15

**Anthony Lucie to Detective effective 04/01/15

**Adam Leavitt to Crime Prevention Officer effective 11/01/15

** Officer's Canavan, Demeris and McNeill graduated Police Academy in 2015

Vision Statement

We will be a dynamic organization devoted to improvement, excellence, the maintenance of community satisfaction and the principles of quality leadership. We will continually strive to be a progressive and forward thinking police department.

Mission Statement

The mission of the Sharon Police Department is to serve in building partnerships with the community to protect life and property by preventing crime and resolving problems by enforcing the law and maintaining order for all people. Through these efforts we will strive to have a positive impact on the quality of life for our citizens while recognizing both our diversity and those ideals we have in common. The personnel of the Sharon Police Department will maintain the highest standards of Professionalism, courtesy, integrity and work ethic while making Sharon a safe and desirable place to live and work.

I would like to start by thanking Chief Joseph Bernstein (Retired) for his 23 years of dedicated service to the Town of Sharon. I learned a great deal while serving below him and his contributions to the department were many. We all hope he is enjoying his retirement.

Sadly, during 2015 we lost two of our retired officers. In January, Lieutenant Harold "Hap" Donovan passed away. Lieutenant Donovan began his career with the Sharon PD in 1959. He was promoted to Sergeant in 1961 and Detective Sergeant in 1985. He served in that capacity until he was promoted to Lieutenant in 1993, and eventually retired after 36 years of dedicated service to the Sharon community. During his 36 years he received numerous commendations and touched many people's lives.

In April we lost Detective James J. Testa. Detective Testa began his career with the Boston Police Department before starting in Sharon in 1962. Detective Testa spent 23 years in our department serving in various roles, including Firearms Instructor and Department Armorer. He retired as a Detective in 1985. He received a number of awards and commendations while serving with great pride and dignity.

Statistics are posted yearly within the Sharon Police Department concerning formal outside complaints. We have not had any formal outside complaints for the past three years. On a rare occasion we may have someone comment about an interaction with an officer. After further discussion they usually have a better understanding and are sufficiently satisfied that the officer be made aware of how they felt.

Sharon has not been immune to the heroin epidemic. We have experienced our share of deaths and overdoses. Narcan has helped and will continue to be a factor in saving lives. The Sharon Police Department has been actively working with the Sharon Substance Prevention and Resource Coalition (SSPARC) to help combat this issue. This group meets monthly and has directly helped a number of individuals who reside in Sharon. SSPARCS is innovative and will prove to be a tremendous asset as we move forward. We have been and will continue to aggressively attack this issue from many angles. I also would like to note that Officers Brian Mannetta, Phil McEnany and Steven Kraus were presented the department's "Life Saving" Awards for their efforts in saving the lives of two residents who overdosed on heroin. Without their efforts these individuals would likely no longer be with us.

The School Department and Police Department continue to combine funds to support the School Resource Officer position. School Resource Officer Hocking has made a huge impact over the years and is now a part of the very fabric that makes Sharon's schools what they are. He has impacted many students in ways that cannot be easily measured. Many students have returned to let him know how much he meant to them. I hope to have a second School Resource Officer in the future. We currently have a variety of means where we "reach out" to the school community, and will continue these efforts. Some of these include our annual "Junior Police Academy", school fairs, and lunch with students.

We were involved in the security and planning for many of the Town's 250th Anniversary events. This involved intricate planning and behind the scenes efforts by a number of our personnel along with outside resources. Our job is not the kind where we can visibly see success, but the mere fact the public "safely" enjoyed the events made it a success.

The new Public Safety Complex is progressing well and we are hoping to be in our new police station by the end of 2016. There are many people working diligently on a daily basis to make this possible.

It is our goal to provide a high level of innovative, proactive and responsive services to the town. However, as we see continued development of properties throughout the town and anticipated projects, we will need to look at our personnel needs to continue services at current levels. It takes approximately one year to hire and train each police officer; but, due to the economic climate both

the development and hiring has been deferred. As our mission becomes more complex we must strive to meet proper staffing levels. We have and will continue to provide services/programs that are crucial for your public safety. Our personnel are committed and recognize the challenges we face on a daily basis.

In 2015 we aggressively located and obtained outside funding to augment town Resources for equipment purchases and additional officers in the field. We were successful in receiving the same grant monies as the previous year which assisted in:

- Training personnel in the use of the enhanced 911 Emergency System (\$10,000)
- Supplementing town funds for E-911 Dispatchers' personnel costs (\$34,559)
- Traffic Safety Grant (\$12,500)
- Purchasing Bulletproof Vests (As needed/replacement)

Social media is a key component to communicating with as many people as possible in a short period of time. We actively use Facebook and Twitter. In addition, we have and will continue to use Reverse 911 and other telephonic related means to keep you abreast of things you need to know. Some other avenues we use to communicate include local 1630 AM radio through Civil Defense and Sharon Cable TV. We will continue to utilize these avenues and further expand upon as opportunities and technology change. You are urged to sign on so you don't miss any important information.

** Facebook Page (<https://www.facebook.com/SharonMAPoliceDepartment>)

** Twitter Page (<https://twitter.com/SharonMAPolice>)

** Sharon PD Webpage (<http://www.townofsharon.net/police-department>)

** <https://www.facebook.com/sharoncoalition>

The Sharon Police Department was involved in OVER 19,000 incidents in 2015 including:

- | | |
|-----|--|
| 17 | Assault related calls |
| 132 | Disturbance related (family/noise/general) calls |
| 16 | reported house or business burglaries |
| 3 | Criminal Harassment related calls |
| 53 | reported Larcenies (Including from Motor Vehicles) |
| 31 | Identity Thefts |
| 20 | reports of Vandalism |
| 5 | reports of Stolen Motor Vehicle's |
| 894 | Burglar Alarms (almost all were false, |

	weather related, malfunctions or operator error
66	Motor Vehicle Lockouts
220	Hangup/False E911 related calls
614	Assist Citizen related calls (various reasons)
172	Assist Motorist calls
674	Assist Ambulance calls
0	Sexual Assaults/Armed Robberies, Homicides

Motor vehicle related accidents and infractions are a large part of our day to day activity. Officers responded to 385 motor vehicle accidents of which 24 involved Personal Injury. A number of factors contributed to these accidents ranging from driver error to weather conditions. We did have a fatal motor vehicle accident in July on Mansfield Street in which speed was determined to be a factor. Officer Matthew Rovaldi responded to one accident and received the department's "Life Saving" Award for taking immediate medical action on a victim who had his leg amputated. Without his actions this victim would likely not have survived.

Officers issued 2,117 written warnings and 195 civil violations. This number would be greatly lowered if drivers were to pay more attention to their surroundings and heed the rules of the road. Officers also issued 97 motor vehicle related criminal complaints, and made 12 Operating under the Influence of Alcohol arrests.

As always we would ask the public to help by reporting any suspicious activity to us at 784-1587 or dial 911 for an emergency. Keep in mind we would be looking for any descriptions (age, height/weight/clothing/license plate number/car description/etc.) you can provide. You really are an extension of us and we could not do our job without you.

I am proud to be Chief of the Sharon Police Department. The men and women of this department are professional and hard working. They are a huge reason why Sharon has been repeatedly rated as one of the best and safest places to live. The role of Law Enforcement changes on a regular basis. It is more dangerous and challenging than I can ever remember during my thirty years of service. You can rest assured that this department is ready for whatever comes our way. As I enter my first full year as Chief of Police I can assure you that you will continue to have a police department you can be proud to call your own.

Report of the
Fire Department

Fire Chief James W. Wright
 Deputy Fire Chief Richard G. Murphy
 Fire Inspector/Training Captain Michael Madden
 Administrative Assistant Ann E. LaChapelle

FULL-TIME SHIFT FIREFIGHTERS

Captain John McLean	Captain Bryant Simpson
F/F-EMT David Martin	F/F-EMTP John Guidod
F/F-EMTP William Morrissey	F/F-EMTP Ted Lambert
F/F-EMTP Daniel Greenfield	F/F-EMTP Marlene Herman
F/F-EMTP Jeffrey Keach	F/F-EMTP Sean McGuire
F/F-EMTP Matthew Laracy	F/F-EMTP Patrick McGovern

Captain Kurt Simpson	Captain Berton Cummings, III
F/F-EMT Timothy Earley	F/F-EMTP Thomas Kenvin
F/F-EMTP Michael Rychlik	F/F-EMTP Jeffrey Ricker
F/F-EMTP Christopher Cirillo	F/F-EMTP Theodore O'Rourke
F/F-EMTP Andrew Solden	F/F-EMTP Erick Berg
F/F-EMTP Brian Armstrong	F/F-EMTP Patrick Sargent

CALL FIREFIGHTERS

F/F Gordon Hughes	F/F Cameron Hughes
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<u>FIRE DEPARTMENT EQUIPMENT</u>						
<u>Unit</u>	<u>Year</u>	<u>Conditon</u>	-	<u>Unit</u>	<u>Year</u>	<u>Conditon</u>
Engine 2	1995	Good		Ambulance 1	2011	Good
Engine 3	1992	Fair		Ambulance 2	2006	Fair
Engine 4	2010	Excellent		Tanker 1	2012	Excellent
Ladder 1	1994	Fair		Squad 2	1988	Poor
Car 1	2012	Excellent		Brush 1	2007	Good
Car 2	2015	Excellent		Brush 2	1996	Fair
Car 3	2007	Fair		Fire Alarm	2000	Good
Utility ATV	2013	Excellent		Emerg. Rsp. Trailer	2013	Excellent
Jet Ski	2008	Good				

INCIDENT TYPE SUMMARY ANALYSIS

<u>Incident Type</u>	<u>Number</u>	<u>Incident Type</u>	<u>Number</u>
Fire, other	1	Lock-out	39
Building fire	18	Ring or jewelry removal	1
Cooking fire, confined to container	20	Water problem, other	9
Chimney or flue fire, confined to chimney or flue	1	Water or steam leak	18
Fuel burner/boiler malfunction, fire confined	4	Smoke or odor removal	4
Trash or rubbish fire, contained	1	Animal problem	0
Fire in portable building, fixed location	2	Animal rescue	2
Passenger vehicle fire	5	Public service assistance, other	26
Forest, woods or wildland fire	7	Assist police or other governmental agency	20
Brush or brush-and-grass mixture fire	15	Police matter	10
Outside rubbish, trash or waste fire	2	Public service	51
Outside equipment fire	5	Assist invalid	54
Outside mailbox fire	0	Defective Elevator, no occupants	2
Air or gas rupture of pressure or process vessel	0	Unauthorized burning	9
Excessive heat, scorch burns with no ignition	0	Cover assignment, standby, moveup	8
Rescue, EMS incident, other	0	Good intent call, other	14
Medical assist, assist EMS crew	9	Dispatched & canceled en route	150
Emergency medical service incident, other	9	No incident found on arrival at dispatch address	48
EMS call, not a vehicle accident with injury	1075	Authorized controlled burning	7
Motor vehicle accident with injuries	94	Steam, other gas mistaken for smoke, other	1
Motor vehicle/pedestrian accident (MV Ped)	2	Smoke scare, odor of smoke	34
Motor vehicle accident with no injuries.	104	Steam, vapor, fog or dust thought to be smoke	7
Lock-in (if lock out , use 511)	2	EMS call, party transported by non-fire agency	0
Extrication of victim(s) from building/structure	0	HazMat release investigation w/no HazMat	0
Water & ice-related rescue, other	0	False alarm or false call, other	5
Watercraft Rescue	1	Municipal alarm system, malicious false alarm	2

<u>Incident Type</u>	<u>Number</u>
Trapped by power lines	0
Combustible/flammable gas/liquid condition, other	0
Gasoline or other flammable liquid spill	7
Gas leak (natural gas or LPG)	84
Oil or other combustible liquid spill	8
Chemical spill Or leak	0
Carbon monoxide incident	17
Electrical wiring/equipment problem, other	8
Heat from short circuit (wiring), defective/worn	4
Overheated motor	6
Power line down	37
Arcing, shorted electrical equipment	15
Building or structure weakened or collapsed	10
Vehicle accident, general cleanup	12
Attempt to burn	1
Service Call, other	5
TOTAL:	3,005

<u>Incident Type</u>	<u>Number</u>
Central station, malicious false alarm	1
Smoke detector activation due to malfunction	74
Heat detector activation due to malfunction	2
Alarm system sounded due to malfunction	56
CO detector activation due to malfunction	51
Unintentional transmission of alarm, other	8
Sprinkler activation, no fire - unintentional	2
Smoke detector activation, no fire - unintentional	26
Detector activation, no fire - unintentional	7
Alarm system activation, no fire - unintentional	59
Carbon monoxide detector activation, no CO	7
Special type of incident, other	7
Lightning strike (no fire)	2
Citizen complaint	3
Inspections (Smoke/CO, Oil Burner, LP, General)	529
Fire Safety Education Classes/Visits	65
TOTAL:	3,005

Emergency medical calls continue to be the largest percentage of calls for the department. We provided transport to the hospital 995 times. Ambulance revenue for 2015 was approximately \$724,000 and \$650,000 was used to defray taxpayer expenditures for the fire budget. The balance of funds is placed in a reserve for appropriation account to be used for replacement ambulances, equipment or specialized training.

Sharon had a couple serious building fires, several motor vehicle accidents with entrapment, numerous mutual aid responses, and significant snow events over the last year. Personnel and equipment resources were spread very thin but we positively minimized and mitigated the impact on our citizens to the best of our ability.

Captain Mike Madden was selected as the Fire Inspector/Training Officer and he assumed this role in September. This is a day staff position and it is already paying significant dividends giving us more efficient and consistent fire inspections and training operations. As always, continual proficiency training is a high priority for the department. We are placing a focus on high risk – low frequency skills and evolution based training. For example if the focus for training is pediatric intubation, we setup a simulated scenario and run the training as realistic as possible having the firefighters “arrive” on scene and perform all activities through loading the ambulance and simulated transport to the hospital.

EMS Coordinator F/F-Paramedic Thomas Kenvin and Quality Assurance Coordinator F/F-Paramedic Dan Greenfield (through 8/31/15) and new QA Coordinator F/F-Paramedic Jeff Ricker have significantly enhanced our training and feedback for emergency medical skills so that we can perform at the highest level for our citizens.

Firefighter Kurt Simpson was promoted to Captain and assumed the role as shift commander for Group 3 on September 13th.

Captain Kurt Simpson and Firefighters Lambert, and Solden are active members of the Norfolk County Technical Rescue Team. The team is available to assist local fire departments with specialized training and equipment in confined space, trench rescue, high angle and wide area search situations.

Captain Bryant Simpson, is a member of the State Haz-Mat Team. He has responded to numerous Haz-Mat incidents throughout the state.

Education Specialist, David Martin has once again applied for and received a grant from the Executive Office of Public Safety to help support our fire education program. This year we also received a grant for “Senior SAFE” which will help us expand our programs for the seniors in the community. Throughout the year F/F’s Dave Martin and Tim Earley conducted educational programs in the public and private schools as well as with different organizations in the

community. One of the main focuses of the “Senior SAFE” program is home safety visits where we check for proper location of smoke and carbon monoxide detectors and look for general safety concerns and assist with remediation.

Firefighters were active in community events throughout the year. Department staff assisted school staff and private organizations with first-aid, CPR and defibrillator training. Papa Gino’s sponsored the October open house at the fire station during Fire Prevention Week. Firefighters provided fire safety and emergency medical services for several of the 250th events and sponsored the Halloween Parade and collected funds for Muscular Dystrophy.

The joint agreement with the Holbrook Fire Department to share dispatch services continues to work well and allows all on-duty firefighters to respond to emergencies if needed.

The construction of the new Public Safety Building is underway and the first phase (Police and Fire Admin building) will be done in the Fall of 2016. Once the police move into the new building, the old police building will be torn down and the new fire station will be built with an anticipated completion in the fall of 2017.

In closing, we want to thank the entire community for their tremendous support, as always, over this past year.

Please Be Safe,
James W. Wright
Fire Chief

Local Emergency Planning Committee

Fire Chief James Wright, Chair
Sheila Miller, Secretary

The LEPC conducted several meetings in 2015, attended by representatives from the municipality, state and local community groups. Attendance and input from all members of the committee ensure that effective communication and responsibilities are determined pre-event. An event can include acts of nature, power outage, train derailment, bioterrorism, or pandemic influenza outbreak.

The LEPC is maintaining the emergency generator at the Sharon Housing Authority's Community Building for use by all Sharon residents but will be especially beneficial to help the residents of that area to shelter in place for several days. This site in conjunction with the Community Center will give the Town good resources to recover from any disaster situation. All citizens are reminded that plans can change depending on the type and severity of the incident. The Town's radio AM 1630 is always an excellent source for information. Remember, your car radio will work if you do not have a battery powered radio available.

The LEPC has worked with the Council on Aging (COA) to create a form that citizens who think they may need assistance or think they should be checked on during a disaster can give us information so we can better assist them in an emergency. The form is available on the town website under the COA, fire, or police sections or in person at the COA and fire department.

The LEPC has also developed a booklet with information that will help citizen prepare and live through a disaster situation. Sheltering in place is always the best alternative, if possible, and can be accomplished with a small amount of preparation.

The Town is also participating in a regional emergency planning committee (REPC). We have had several meetings and a hazardous materials transportation route exercise over this year. Participation in this organization will make sure that the Town is eligible for federal assistance in the event of a large hazardous materials disaster.

Report of
Civil Defense

Michael I. Polimer, Director
Michael S. Corman, Deputy Director

2015 was an extremely busy and difficult year for the Civil Defense Department.

With our building slated to be torn down to make way for the new public safety complex we faced the very difficult process of moving out of our old quarters of 35 years. This started during the winter and is an ongoing struggle. While the details of the move are beyond the scope of this report, CD volunteers put in many long hours planning and executing the process so that events flowed as smoothly as possible. Thank you guys!!

Thank you also goes out to the Police Department for being good neighbors for 35 years, the Fire Department for all their help moving and new hospitality and to the Standing Building Committee for adequately funding the relocation.

Our equipment is now housed at four different locations making operations inefficient and painfully difficult. Whatever you need is always “someplace else”. Winter weather only compounds the problems.

In spite of the obstacles facing us, Civil Defense volunteers provided the needed safety and security lighting for both the Town’s July 3rd and Square Jam events. These drills provide the staff with on the street training in providing service as well as important lighting for residents, Fire and Police Departments.

We also provided lighting and portable power for several Sharon 250th anniversary events, starting Jan 1 for the First Day celebration. In the fall we provided safety and security lighting for the “Light-Up-The Night” Ceremony, the Bonfire event and (sadly) a candle light vigil.

Construction projects for the year included modifying and installing our 7.5 Kw generator on our “new/used” F-250 truck and additional portable signage for the Police Department.

In conjunction with the Police and Fire Departments, we replaced the propane powered backup generator at the Town’s secondary radio repeater site with a new generation unit that reports its status to Town officials via E mail &/or text messages. The Police & Fire Departments supplied the majority of the funds; Civil Defense volunteers specified the machine, removed the old one and

installed the new unit. This was an excellent project which highlighted three Town Departments working together collectively as a team.

Our major Capital project was the purchase of two additional 4,000 watt Diesel mobile lighting tower trailers. These were put into service on July 3 and were used in support of all the annual plus 250th anniversary events. They are a welcome addition to our fleet and make large area lighting a much easier, more efficient and safer task.

In anticipation of our move additional equipment purchased over the year included cabinets & shelving.

Civil Defense volunteers continued to serve as technical consultants to all Town departments involved with our UHF two-way radio system. During the year we programmed radios for the DPW, Police, Fire, COA, Recreation and School Departments avoiding outside vendor costs and delays.

As in the past, CD provided logistics support for the Health Department flu clinics in the fall as well as continued operation of the Town's ongoing employee ID badge program.

Operation of the Town's AM 1630 Community radio station continues. The transmitter had to be re-located as part of our move. Fortunately the new location and an improved antenna design have improved coverage in some areas of Town.

As one can see while there were no emergencies we were very busy!

The Civil Defense Department would like to thank two people who have left our ranks over the year. Barry Zlotin served for over 35 years in a variety of positions, the last being Deputy Director for at least 20 years. He and his wife Pat have left New England for warmer climates and both will be missed. Chief Joe Bernstein retired from the Police Department in July. Joe was always an avid supporter of what we do and always helped us out when he could. We wish Barry & Pat and Joe & CarolAnn nothing but the best in their new lives.

Civil Defense is Sharon's all volunteer Emergency Management Department that includes people with diverse backgrounds who add valuable experience and knowledge to our emergency response team. More volunteers are always needed. Meetings are held every Monday evening between 7 and 8 pm in our headquarters located in the basement of the Town Hall. There is no obligation to attend every meeting and anyone over age 18 is welcome to come and learn more about Sharon CD.

SHARON

Department of Public Works Reports

2015



Report of the

Department of Public Works

Eric R. Hooper, P.E., Superintendent of Public Works

Peter O’Cain, P.E., Town Engineer

Elizabeth A. Curley, Business Manager

Cynthia E. Rhodes, Building and Engineering Division Secretary

Evelyn R. O’Reilly, Operations Division Secretary

Antonetta M. Ackerman, Water Division Secretary

The individual reports of the five divisions within the Department of Public Works demonstrate the breadth and scope of the DPW’s responsibilities.

Staff was added to the Engineering Department and Forestry and Grounds Division and a new facilities maintenance position was created allowing the DPW to transition from reaction to more forward thinking. The DPW now consists of a total of 45 people, including administration, support staff and part-time inspectors.

Last winter saw record snowfall that closed down much of the Boston Metropolitan area. Sharon emerged relatively unharmed although replacement of damaged fences, driveway ends and shrubs continued well into the summer.

The FY2015 expenditures for the DPW totaled \$2,916,692 due to a second year of very heavy snow. The Town is expected to receive approximately \$150,000 through FEMA reimbursement for snow removal activities. The current appropriation for the FY2016 DPW budget is \$3,180,308.

The DPW has continued to expand its scope of services, having gotten involved in trying to resolve building heating and air conditioning issues and building use at the Community Center; structural, window, entry and furnace issues at the Library; construction evaluation and oversight for the public safety complex and bidding various construction projects for the Recreation Department. The new facilities maintenance position has resulted in significantly reduced response time dealing with minor problems that have long been neglected.

The major development projects in Town; Sharon Commons, and smaller individual home construction projects are each moving forward at varying paces. Some significant progress has recently occurred at Sharon Commons, and single family home construction project were ongoing at Norwood Street and Mont Fern Avenue.

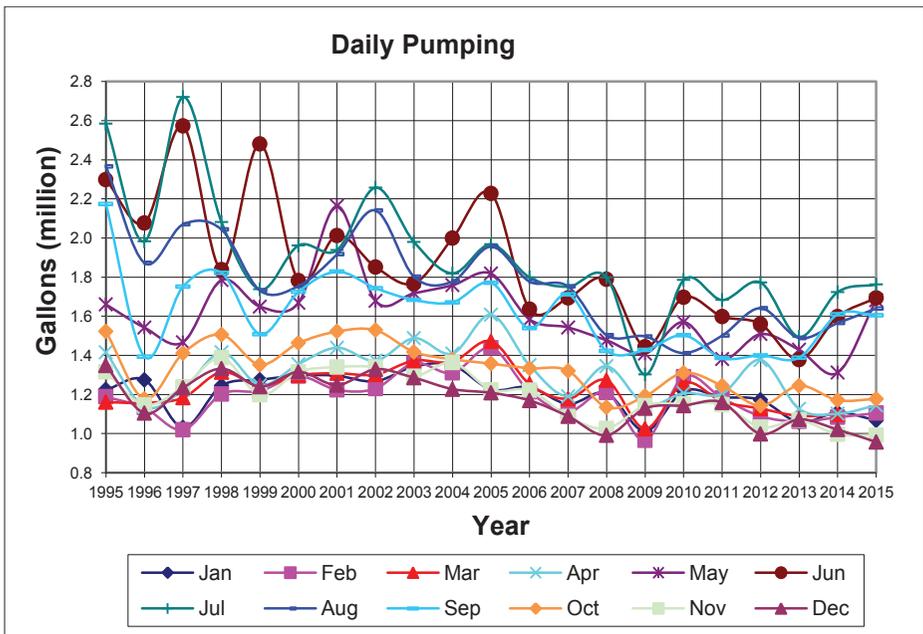
Road repaving and sidewalk installation along the section of Massapoag Avenue that abuts the lake front was completed with generally enthusiastic reaction to the sidewalk. The last section of the Billings Street sidewalk was also completed.

Water Main replacement projects under Brook Road to replace 100+ year old cast iron main and a section of East Foxboro Street to replace 60-year old asbestos cement main was completed by the end of the year.

The Water Department continues to be recognized on both the State and Federal level as an exemplary department with forward thinking operating policy and conservation programs.

The in-school initiative in Sharon schools continued which taught students about water conservation and provided take-home materials to educate parents about water efficiency in the home was continued for another year. High school students continued to develop effective and informative public service announcements on the topics of water efficiency and conservation, videos for which were broadcast on the Town’s local cable station. Students also designed informational posters which were hung up in municipal buildings throughout the town.

The Town has seen great progress on water use reductions as a result of the outreach and education. Sharon’s water conservation program has reduced the town’s water use by 100 million gallons per year – the equivalent of adding a new water supply well. Sharon’s average water use was roughly 55 gallons per person per day during 2015. Our withdrawal permit limits us to approximately 65 gallons per person per day. EPA estimates the national average usage at about 100 gallons per person per day.



Pumping during 2015 totaled approximately 484.0 million gallons which, despite the very dry summer, was the sixth lowest annual pumped amount over the past two decades.

As shown above, monthly water use in the winter months have been fairly stable or reduced slightly while monthly water use during the summer months have generally decreased significantly since 1995. Summer pumping this year was up somewhat over the past two years because of leaks under Route 1 and at the beach front.

The FY2015 expenditures for the Water Department totaled \$2,354,733 which included approximately \$1,400,000 to complete the Glendale/Glenview/Rob's Lane water main upgrades. Revenues during Fiscal Year 2015 totaled \$3,501,872.90 which meant that \$1.2 million was retained earnings that is to be applied to water main work occurring during FY17. The current appropriation for the FY2016 Water Department budget is \$4,193,077 which includes funding for Brook Road and East Foxboro Street water main upgrades that were largely completed during this past fall construction season.

Operations Division

Bruce Giggey, Supervisor

Michael Teixeira, Assistant Supervisor

Routine activities included vehicle and equipment repair and maintenance, roadside trash and animal pick-up, catch basin cleaning, sign fabrication, street repairs, building maintenance and custodial support, enforcement of railroad station parking, and support of recycling program.

Other activities included:

- After a severe winter with over 100" snow from back to back storms; major mailbox, asphalt, and street light repairs.
- Construction and supervision for reclaiming, grading, and paving along with construction of sidewalks on Billings Street to East Street.
- Completed work on Massapoag Avenue from previous year – L.A.L. Construction.
- Performed temporary repairs on dam at Hammershop Pond.
- Construction and supervision of cold planing and paving of Chase Drive, Agawam Road, Pequot Circle, Manomet Road, Niantic Road and Nauset Road.
- Remove and replace guardrail on Oakhill Drive at Pond Street. Remove and replace guardrail on Hillside Avenue.

- Sharon 250th Celebration; assisted with parades, bonfire, winter festival and other activities.
- Assisted Forestry and Grounds Division with tree and brush cleanup after major snow storms.
- In addition, also assisted all other Departments when needed.

Forestry and Grounds Division

Kevin Weber, Supervisor

Forestry and Grounds is a division of the Department of Public Works operating directly under the Superintendent of Public Works. The division is responsible for all trees, turf, and green space on all Town owned facilities including athletic fields, schools, Town buildings, cemeteries, and roadsides.

Additionally, Forestry and Grounds is responsible for the Farnham Road compost facility. The Forestry and Grounds Division also assists the Operations Division with plowing and sanding the roads as well as maintaining the sidewalks during snow and ice events.

Due to the extreme amount of snow last winter, we spent the majority of the winter months assisting the Operations Division with clearing snow from roads and sidewalks.

With the rehire of a truck driver/laborer after July first, it allowed the Division to maintain its level of service to the residents, as well as take on a few extra jobs. We were able to rebuild the infield at both the High School and Middle School baseball fields, as well as increase the amount of over seeding at all other athletic fields.

Other projects undertaken during 2015 included continued improvements to two small parks; one at the corner of Station Street and South Main Street, and the other at the Sacred Heart site. We continued to assist the garden club, school PTO's, scouts, and other civic groups with beautification projects throughout the Town. Roadside vegetation maintenance for both sight distance and safety continued to be a priority.

The Farnham Road compost facility, which is open to residents and local contractors, processed well over 8,000 yards of material consisting of grass clippings, leaves, and wood chips.

We recorded 38.43" of rainfall for the 2015 calendar year.

Forestry and Grounds continues to make safety a priority. We attended chainsaw safety and bucket truck safety classes sponsored by the Massachusetts Tree Wardens and Foresters Association.

The Forestry and Grounds Division maintains a full time crew of a Supervisor, Foreman, Aerial Lift Operator, Heavy Equipment Operator, and three Truck Drivers. The division continues to strive to provide a top level of service to the residents of Sharon.

Water Division

David Masciarelli, Supervisor
Wayne Walker, Water Construction Supervisor

Routine Activities

Station Maintenance

Read meters in town 5,770 x 12

New Meters	27
Meters Replaced	13
Meters Repaired	4
Read for Passing	229
Water Shut Off For Plumber	69
New Hydrants	2
Freeze Up Calls	12
Water Main Breaks	6
Hydrants Repaired or Replaced	24
New Services Tapped	10
Curb-box Replaced or Repaired	95
Water Services Marked	399

State Water Samples

Bacteria	441
Fluoride	13
V.O.C.	4
Nitrate	36
Special	141

Gallons of Water Pumped	484,022,000
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New Water Main: 1,200 feet of 8 inch cement line ductile iron.

- Gravity Construction was awarded the contract to replace 3,250 feet of water main on Brook Road. As part of the contract, 1,200 feet of 6 inch water main was replaced on East Foxboro Street. Also, 1,240 feet of 12 inch water main was installed on East Foxboro Street from Garden Street to Beach Street.
- Conservation Technologies Inc. was hired to perform a Town wide leak detection survey. 13 leaks were found and 11 were fixed by year's end.
- The Water Department is reading the meters monthly to monitor water use.
- A new emergency generator was installed at Station 4 on Tree Lane.
- With the arrival of Jennifer Mansen, the Water Department Supervisor became a grandfather for the second time.

Building Inspection and Code Enforcement Division

Joseph X. Kent, Inspector of Buildings & Zoning Enforcement Officer
James B. Delaney, Inspector of Wires
Joseph Jacobs, Plumbing and Gas Inspector

Residents are reminded that almost all residential and commercial construction activities are regulated by the Massachusetts State Building Code. Permits are required for activities such as alterations, repairs, new construction, additions, solar installations, weatherization, accessory structures and/or commercial build outs. Additionally, all plumbing, gas fitting, and electrical work requires permits from the Building Department.

Electric wiring cannot be installed, nor can gas piping or reconnection of gas appliances or plumbing fixtures be installed without a permit by licensed personnel. All domestic water piping must be installed with no lead solder. The installation of permanent water treatment or purification equipment or lawn sprinkler system connected to a potable water supply including private wells shall be made subject to inspection and approval by the Plumbing Inspector for the protection of the residents and their families.

The total number of building permits issued during 2015 was 914. Of these, 12 permits were for single family dwellings.

The total value of construction and alterations was \$22,457,507. The Building Department issued 24 occupancy permits for 2015.

Permits issued and value of construction:

<u>Type of Construction</u>	<u>Permits 2015</u>	<u>Permits 2014</u>	<u>Estimated Values</u>	
			<u>2015</u>	<u>2014</u>
Single Family	12	19	\$4,331,000	\$7,173,000
Multi-Family Additions/Alterations	844	451	\$14,856,582	\$8,952,953
Garages	5	0	\$136,240	0
Other Demolition	52	63	\$2,583,685	\$2,678,625

Fees for building, gas, plumbing and wiring permits collected during the year amounted to \$334,738. The Building Division provided all of the administrative support for the Zoning Board cases.

Report of the
Engineering Division

Peter O' Cain, P.E., Town Engineer
Lance DelPriore, E.I.T., Assistant Town Engineer
James R. Andrews, Board of Health Agent for Engineering
April D. Forsman, GIS Coordinator

The Engineering Division continues to provide engineering support services to all Town Departments, Town Boards, and the residents of Sharon.

The expertise provided by the Engineering Division has allowed the Town to undertake projects and reviews that had previously required outside consultants. The Engineering Division often provides technical support and data to outside consultants and our own peer review consultants. The Engineering Division also reviews the reports generated by the peer review engineers for various Town boards and committees.

The Town Engineer, as technical advisor to the Planning Board, reviewed all subdivision plans, roadway as-built plans and ANR Plans submitted for approval in 2015. The Town Engineer provided technical assistance and plan review to the Zoning Board, Board of Selectmen, Fire Department, residents, the Sharon

Public Library, the Sharon 250th Committee, the Council on Aging, the Standing Building Committee and the Sharon School Department for various projects during the last year. The Town Engineer attended all of the Planning Board's meetings in 2015 and other board and committee meetings as required. The Town Engineer managed the budget and construction of roadways and related infrastructure improvements and inspected all active subdivisions regularly to assure construction progressed in conformance with Planning Board rules and regulations.

The Town Engineer also provided design, construction supervision, plan reviews, bid writing, cost-estimation, budget management, project management and/or other technical services required for the following projects and many others:

- Saved the Town of Sharon over \$250,000 through recommended plan modifications on the Sharon Public Safety Building project.
- Former Sacred Heart site recreational field construction.
- Hammershop Pond Dam renovation and rehabilitation.
- New ramp at the Community Center beach and the new pergola at the Community Center.
- Sharon Town Hall accessibility study and building rehabilitation or reconstruction study.
- Submitted annual reports to the state and federal government for 40B status, 40R status, NPDES compliance, issued street opening and trench permits to all utilities and contractors working in Sharon, submitted all chapter 90 highway funding applications, Housing Production Plan and other reports as required.
- Worked with the MAPC on the Sharon bike trail project, which is nearing completion.
- Sharon LED cobra light conversion.
- Sharon Water Department building renovation.

The Health Agent for Engineering continued to implement 310CMR 15.000 (1995 Title 5) and Article 7 Regulations governing septic installations and Article 16 regulations governing private well installation. The Health Agent for Engineering attended all of the Board's meetings. The Division processed 238 Title V Septic System Reports; approved design, issued permits for and inspected the installation of 334 new or replacement septic systems; and witnessed 125 percolation tests and 176 test holes performed in the Town of Sharon. The Health Agent for Engineering also performed 70 Building Inspections while filling in for the Building Inspector.

The DPW section of the website provides residents with important and up-to-date information regarding trash/recycling pickup, railroad parking, water ban schedules, permit fees, a link to the Town GIS website (which also has Assessor

maps available to download in pdf format), links to the FEMA Map Service Center, links to other helpful State & Federal Government websites, ways to clean up stormwater, fees for DPW services and some by-laws related to stormwater. (<http://www.townofsharon.net/departments-of-public-works>)

Use of the geographic information system (GIS) by other departments has allowed the Town to eliminate its dependence on outside consultants for production of Assessors and Conservation Commission maps, maps required by the State (DEP Annual Statistical Report, Chapter 90, etc.), street, school district, zoning, plow & sanding route, paving, public water supply system, recreation, event, "Exhibit" (maps for the Assessor), maximum build-out, housing, maps for the Police and Fire Departments, census and voting, and re-zoning studies and/or maps (paper copies or in digital format).

GIS enables residents to obtain detailed technical information about their home and property including septic system information, lot size, lot zoning, setbacks, wetland information and more. The GIS Coordinator is also responsible for creating all Town maps, updating the DPW section of the Town website, keeping data current by updating GIS map layers, GPSing new layers, and/or downloading data from MassGIS, taking license renewal photos, addressing IT issues at the DPW, general pc and printer maintenance at the DPW, printing (temporary) road construction and event signs, creating and editing miscellaneous DPW documents, creating complex abutters lists, providing information and data to consultants hired for town projects, sharing data with State and Regional Planning Agencies, scanning and organizing plans as they come in, monitoring LED signs and editing sign messages through web software, and loading all data on to the DPW laptop for meetings.

2015 Projects included: helping many residents contact FEMA regarding new map changes and disputing new additions to the flood zones, creating all maps for Town meetings and events, creating seasonal maps for the Operations Division (such as plow routes, sanding routes, sidewalk plow routes, street lights, and street sweeping progress), creating maps for the Sharon 250th Celebration, scanning all existing subdivision documents (completed), checking address ranges in Town for e911, researching plans to find and add conservation restrictions to the GIS system, creating and printing maps displaying fire hydrant and building locations for large housing complexes for the Fire Department, setting up computers and office areas for new employees, digitally indexing all scanned street acceptance and order of taking documents, and working on many other projects.

SHARON

Community Development Reports

2015



Report of the
Conservation Commission

Margaret Arguimbau, Chair
Meredith Avery, Vice Chair
Stephen Cremer
Keevin Geller
Elizabeth McGrath
Linda Orel
Alan Westman

Greg Meister, Conservation Administrator
Linda Callan, Clerk

A true conservationist is “one who knows that the world is not given by his/her fathers, but borrowed from his/her children.”

J.J. Audubon

The Commission held meetings twice a month (monthly in July and August) resulting in the following: six Orders of Resource Area Delineation, ten Orders of Conditions, nine Negative Determinations and one Emergency Certification, as well as numerous Certificates of Compliance.

The year began with focus on the condition and management of Lake Massapoag. The Commission continued working with the Lake Management Committee, through our appointees, Noah Siegel, reappointed, and new member Rob McGrath, to address concerns about water quality and aquatic invasive species management. The Lake was treated this year for fanwort, which seemed to have been successful. Late in the summer, Rob McGrath located another patch of the weed in the southern section of the lake and it will be watched for next year.

The ban on “jet-ski”-type water craft continued this year in an effort to minimize the re-introduction of invasive species from water transfer. The Commission worked with the Lake Management Review Committee through our appointee Betsy McGrath, to promote better understanding of the management of the lake level and to help the town maintain good water quality and recreational use of the lake. The Commission also met with the Water Advisory Committee to discuss groundwater monitoring and the importance of gathering data regarding that crucial resource.

Much time and effort was spent on the review and update of the Commission’s Rules and Regulations and Wetlands Protection Bylaw. The new town codification process called for updating the existing bylaws and the Commission took the opportunity to review its rules and regulations at the same time. The

firm of Louison, Costello, Condon and Pfaff, LLC was hired to assist in the process to ensure legality of the final documents. Changes will be presented to Town Meeting in 2016 for approval.

Spring brought the Town's focus to the condition of Hammershop Pond Dam on Ames St. The State declared the dam to be in poor condition triggering much discussion as to the best way to address the deficiencies. The process took the rest of the year to develop plans to repair the outlet structure and return the pond to its original state. Work to accomplish that will begin next year.

Two of the largest projects in town, Brickstone and Sharon Commons, continued to be discussed at points during the year. Sharon Commons went ahead with the residential/assisted living components of the project, as well as work being done on the bogs as a result of road construction. Brickstone was still undecided as to what will happen on Mountain Street.

At the end of the year, we regrettably lost the services of Betsy McGrath who decided to not request to be reappointed due to her new job and time constraints. She has been a valuable and knowledgeable member for many years and we will miss her dedication and input to the work of the Commission. We wish her the best and hope that perhaps she will be able to return at some point.

The Commission is also grateful to the Friends of Conservation for their continued efforts to maintain the town trails and conduct seasonal walks for residents to be able to appreciate the trail networks that exist within the town. The more that residents become aware of the natural open space areas that the Commission has worked to preserve, we hope the greater will be their appreciation for our efforts to continue to do so.

Report of the

Sharon Housing Authority

Edwin Little, Chairman
Charlotte Dana, Vice Chairman
Ralph Generazzo, Treasurer and State Appointee
Charlotte Dana, Assistant Treasurer
Peter Melvin, Secretary
Jane Desberg, Executive Director
Jill King, Administrative Assistant
Jason Fortier, Maintenance Mechanic
Travis Spender, Custodian
Chelsea Nelson, HESSCO Supportive Service Coordinator

The Sharon Housing Authority acknowledges, with regret, the passing of long-time Commissioner Arnold Kublin. Mr. Kublin served on the board for 20 years. During this time, he was a champion for the elderly and affordable housing options.

The Sharon Housing Authority provides rental housing for persons of low income with preference for residents of Sharon. The Authority provides eighty-eight apartments for elderly and disabled citizens at the Hixson Farm Road complex, six apartments for families at the former Pleasant Street School and a residential facility on Bay Road which is leased on a long term basis to the May Center. The Authority's funding comes from the Commonwealth of Massachusetts.

The Sharon Housing Authority partnership with HESSCO Elder Services to offer a Supportive Services Program to residents of Hixson Farm Road is very successful. Andodyne Homemaker Services is the designated vendor agency and provides 24 hour coverage. Chelsea Nelson, the full-time HESSCO Supportive Service Coordinator, has an office on Hixson Farm Road. Ms. Nelson provides on-site care management and organizes and facilitates activities and social events for residents. The monthly luncheons are a big hit with residents.

The Authority continues to work on its Capital Improvement Plan (CIP) projects. In 2015, the roof and windows at the family housing complex located at 21. S. Pleasant Street were replaced. The funding for this project came from a High Leverage Asset Preservation Program Grant from the Department of Housing and Community Development and Community Preservation Act Grant.

The Authority entered into a long-term virtual solar net metering agreement with Nexamp located in Boston. The solar farm located in Dartmouth, MA should be up and running by the summer of 2016.

The Authority's smoke-free policy went into effect on April 1, 2015. To help residents comply, the Authority sponsored smoking cessation classes. Smoking is allowed outdoors at designated areas.

The Authority continues to act as Monitoring Agent for the town and conducts an annual certification of affordable units located at Avalon Sharon and the Wilber School Apartments.

The Sharon Housing Authority gratefully acknowledges the assistance of the Town of Sharon and its residents. A big thank you to the Rotary Club of Sharon and the high school Interact Club who painted the interior of the community building. Thank you to Babel's in Canton for their assistance with paint selection and the two pictures they donated. The Authority also thanks, HESSCO, the Sharon Council on Aging, Friends of the Sharon Council on Aging, The Sharon Garden Club, Sharon Board of Health, Department of Public Works, Sharon Public Library, Sharon Historical Commission, Sharon Community Preservation

Committee, Sharon Community Band and the Sharon Commission on Disability. Thank you also to residents for their contributions of books and magazines.

Executive Director, Jane Desberg serves on the board of the Southeastern Massachusetts Executive Directors Association as Vice President and is serving a third term as President of the Small Housing Authority Directors Organization. Jane continues to serve on the Sharon Emergency Planning Committee, Sharon Housing Partnership and the Sharon Community Preservation Committee as the housing authority representative.

Report of the
Planning Board

Ben Pinkowitz, Chair; David Blazzkowsky; Shannon McLaughlin, Secretary; Rob Maidman; Pat Pannone; Peter O’Cain, P.E., Town Engineer, Consultant; Lance DelPriore, Assistant Town Engineer; Rachele Levitts, Administrative Assistant

The Planning Board met 14 times in public session. Two public hearings were held as follows:

- 8/19 Bella Estates
- 8/19 Preserve Way

The Board spent many meetings discussing the Bella Estates subdivision and the developer’s adherence to and implementation of conditions from the amended special permit, including construction site conditions, storm water runoff, landscaping, erosion control, Home Owners Agreement(HOA), abutter agreements, and performance bonds. Also discussed were trail markings and landscape issues.

The Board approved 5 sign permits in Post Office Square, which included Elovic Dental, Cecil Adrian Beauty, Falk Physical Therapy, Delappa Properties and 7-Eleven. The Board approved ANR Plans for Cumberland Farms, 3 Glendale Road, 71A Glendale Road and Moose Hill Road.

The Board held discussions to review 46 South Main Street renovations, Dedham Savings Bank renovations, Diamond Way Residences, Shape Factor Bylaw, Accessory Dwelling Bylaw, Everett Street development and wayfinding signage for bike trails by the MAPC.

The Board expresses its appreciation to the other Town Boards, Town employees and those citizens who have assisted us during the year. Significant mention must be made regarding the invaluable contributions of Town Engineer, Peter O’Cain, and Assistant Town Engineer Lance DelPriore to the Board.

Report of the
Zoning Board of Appeals

John Lee, Chairman

Seth Ruskin and Abhijit Brahmachari, Regular Members

Barry Barth, Samuel Reef, and Joseph Garber, Alternate Members

Kate Delaney, Administrative Secretary to the Board

The Zoning Board of Appeals met 16 times during 2015. In the course of those meetings, 22 applicants came before the Board requesting a special permit, variance or review of the building inspector’s decision. Of the 22 cases heard, 20 were granted, one was denied, and one is still under review. The ZBA appreciates the coordinated efforts of the other town boards, committees and departments that provide comments and opinions to the ZBA. Special thanks to Administrative Secretary, Kate Delaney who served the ZBA for the past six years. Her dedication to the Sharon community has helped shape the town for a better future. Kate’s guidance and understanding of complex zoning issues will be missed by the board members. It was her dedication that helps the volunteer Board provide its decisions in an informed and expeditious fashion.

The ZBA was the approving authority for the reconstruct of the Cumberland Farms store on South Main Street. After numerous meetings; traffic reviews and neighborhood input, the ZBA approved the combining of two properties to create the one new store with modern improvements. This highly visible redevelopment was approved to improve public safety and support economic development in the town.

Two projects located in the Sharon Commons Smart Growth Overlay District were approved by the ZBA. A 192 unit apartment complex was approved to the north of the property. An assisted care facility proposed by Salmon Health Care was approved on the land adjacent to South Main Street. Permits for the “Lifestyle Center” shopping area have been previously approved by the ZBA. At this time, the ZBA has approved all three parts of the Sharon Commons and the town awaits construction.

Numerous cases before the ZBA were for expansion of homes on non-conforming lots. The ZBA recognizes the importance “to encourage housing for all persons of all income levels; to facilitate the adequate provision of transportation, water supply, drainage, sewerage, schools, open parks, open space and other public requirements,” as outlined in the Zoning By-Laws. After minor revisions by the applicants, many of the residential applicants were approved by the ZBA. The goal of the ZBA is to work cooperatively with all applicants in a manner that suits the needs of the town.

SHARON

Human/Social Services Reports

2015



Report of the
Animal Control Officer

Animal Control Officer: Diane A. Malcolmson

Assistant Animal Control Officer: Paul Spender

Fill-in Officers: Christina Sawelsky, Mike Staruski, Sara Lennon and Elizabeth Sawelsky

The Sharon Animal Control is dedicated to providing compassionate care and treatment for all impounded animals, and to the fair and impartial enforcement of animal-related laws. The Department also vigorously promotes the adoption of unclaimed animals, and provides educational programs that place emphasis on responsible pet ownership. The Department's goal is to serve and protect the public and promote a safer community through responsible animal ownership and humane care.

CURRENT PROGRAMS/SERVICES:

- Provide safe traps for catching cats and removal of wildlife in houses
- Impound loose dogs
- Rabies vaccination and license violation enforcement
- Investigation of animal complaints and neglect cases
- Issuance of citations and attend court hearings
- 24 hour emergency service for life or health threatening animal situations
- General information services
- Database of lost and found cats and dogs
- Adoption of dogs and cats from the shelter
- Educate the public on responsible pet ownership

GENERAL INFORMATION:

The Town of Sharon shelters its stray animals at the Town of Canton's Animal Shelter located behind the DPW building on Bolivar Street in Canton. Visiting hours for animals up for adoption can be done during the daytime hours of 9 am to 3 pm or by appointment. All animals can be viewed on www.Petfinder.com. Please take time to come in or view the animals up for adoption on the website.

The Animal Control Office is located at the Community Center Building at 219 Massapoag Avenue on the second floor of the building. The Department's web site is www.townofsharon.net.

Here you can find information on the dog/animal by-laws, animals for adoption, wildlife information, licensing, pet care tips and frequently asked questions.

The Animal Control Department will assist in **emergency** removal of wild

animals from homes and sick and/or injured wild animals only. Nuisance wild animal problems are referred to a licensed nuisance animal exterminator.

An ongoing database of lost and found cats/dogs has been quite helpful in successfully reuniting owners with their pets. The department stresses the importance of keeping cats as indoor pets, thus preventing the loss of them due to coyote attacks, “hit by car”, unknown bites (which leads to quarantines), and illnesses resulting in costly veterinary bills. The department is also strongly urging pet owners to consider having their dog(s) and/or cat(s) micro-chipped for easy identification. Micro-chipping can be done by your veterinarian and is a permanent way to identify your pet should it become lost. Animal Control Departments have universal scanners which allow us to immediately locate the animal’s owner.

1,887 dogs were licensed for the year and 18 kennel licenses were issued. Notification for licensing is done annually through the town census. The licensing period for each year runs from January 1st to May 31st.

The Animal Control Department relies on the donations of supplies (towels, blankets, heartworm pills, dog/cat food, carriers, pet toys, collars, leads, etc.) as well and financial donations payable to the “Town of Sharon Animal Assistance Fund”. This fund was established for the further treatment of sick or injured animals received into the shelter as well as for educational materials for the public and financial assistance in spay and neutering of animals.

REPORT OF ACTIVITIES:

General Calls	1301	
Loose Dog Complaints	94	
Wild Animal Complaints	522	
Dogs Picked Up	10	
Dogs returned to owner	9	
Dogs Adopted	1	
Barking Dogs	55	
Other Animals Picked Up	108	stray cats, feral cats, kittens, cockatiel, rabbits
Other Animals Injured	37	coyote, woodchucks, squirrels, raccoons, fox, deer, geese, snapping turtle, duck, birds, mink
Neglect/Cruelty Complaints	10	
Court Appearances	2	
Rabies Positive Animals	2	

Report of the **Board of Health**

Chuck Levine, Ed.D (Chair); Jay Schwab D.M.D (Vice Chair, Member); Luba Raynus, Esq, (Member); Ken Zoller, MD (Member); Ed Welch (Member)

Jim Andrews (Health Agent for Engineering), Beverly Anderson, MPH, RS/REHS (Health Administrator), Sheila Miller, RN (Public Health Nurse), Linda Callan (Administrative Assistant), and Edwin S. Little (Animal Inspector)

The Board of Health comprises five appointed members who serve overlapping terms. Chuck Levine served as Chair during 2015.

The Board of Health is responsible for a wide range of public health issues and environmental concerns, including health promotion, control of communicable diseases, and management of environmental factors that might impact human health. The Board enforces state and local regulations through inspections, permitting and training programs. Licensing and inspections are carried out at food establishments, bathing beaches, tobacco vendors, waste haulers, public and semi-public pools, artificial nail salons, and other licensed facilities. Mobile food vendors and seasonal food sellers at the local Farmer's Market are also licensed and inspected as required. Environmental testing is carried out on Lake Massapoag beaches throughout the swimming season. The Board of Health also licenses animal enclosures.

The Board and Health Department staff carry out all-hazard emergency planning and response in collaboration with state and local partners, including the Sharon Local Emergency Planning Committee (LEPC) and the Region 4A Public Health Emergency Preparedness coalition.

Health Department Staff

Health Department staff members manage regulatory programs and direct clinical services to Sharon businesses and residents. The Administrative Assistant is a 20 hour a week position. The Public Health Nurse works 30 hours a week, while the Health Administrator serves 37.5 hours a week.

The Health Agent for Engineering is appointed by the Board, but works out of the Engineering Department at the DPW 40 hours a week.

During 2015, Beverly Anderson, MPH, Health Administrator, and Linda Callan, Assistant Administrator, worked with the Board Health to manage Health Department activities, communications and operations in 2015, including coordination with the Health Agent for Engineering, Jim Andrews. Sheila Miller, RN, managed all medical and clinical activities, and also served as Secretary on

the Local Emergency Planning Committee (LEPC). Staff participated in regional emergency planning exercises, public outreach programs, and collaboration with other municipal and state agencies involved in public health programs.

Activities and Accomplishments

Accomplishments of the Board of Health and staff included the following over 2015:

Environmental Health, Emergency Preparedness, and Regulatory Programs

Permits and licenses were issued by the Board of Health during 2015, including the following:

43 animal permits; 2 Bathing Beach permits; 3 permits to operate a manicuring salon providing artificial nail services; 3 Residential Caterers; 7 Temporary (one-day) Caterers; 4 manufacturers of and/or sale of ice cream; 31 sale of milk and/or cream; 3 vehicle licenses for sale of milk; 2 lodging houses; 1 pasteurization of milk; 2 motels; 6 camps; 68 food service establishments, including: operation of retail food establishments, food service establishments (including non-profit establishments); and combination retail food/food service establishments; 5 residential kitchens; 7 semi-public pools; 7 seasonal food service; 15 mobile food vendors; 7 Temporary Food Service, 22 transportation of offal; 4 dumpster operations; 18 portable toilets 22 Farmer's Market food service permits and 7 retail tobacco sales.

Inspections were carried out at least twice yearly on all food establishments in Sharon. Pools were inspected prior to opening and during operation as needed. Recreational camps were inspected to ensure compliance with health and safety regulations for camps, including immunization and illness prevention.

The Health Department's food safety programs have expanded over the past several years to include licensing of Farmer's Market participants, mobile food operations, residential kitchens and other food operations. Health Department staff are working with Information Technology staff to improve licensing tracking and renewal. Sharon Public Schools cafeteria staff were given food safety training by the Health Department.

The Board of Health ordered that the level of fluoride in Sharon's public drinking water be decreased from a range of 0.7 to 1.2 ppm to a single point level of 0.7 ppm. The decision was based on recommendations from the U.S. Department of Health and Human Services and the Massachusetts Department of Public Health's Office of Oral Health. The Board supported the decrease based on the availability of other fluoride sources including fluoride-based rinses, toothpaste, and dental treatments, and the risk of fluorosis from high fluoride levels during

childhood. The Board's decision was also based on a survey of local dental professionals that indicated the decrease would be supported by the dental community.

The Health Department responded to 46 documented complaints related to environmental conditions, housing, drinking water quality and related issues during 2015. In accordance with state requirements for bathing beaches, and semi-public pools, the Health Department carried out testing of Lake Massapoag swimming areas (and non-swimming areas) from late May to September to monitor for bacterial levels. Testing is carried out as required under 105 CMR 445: Minimum Standards for Bathing Beaches.

The Health Department worked cooperatively with the Lake Management, Conservation and the Recreation Departments in an effort to keep the bathing beaches open. During 2015, the Board of Health voted in changes to beach testing. Testing on area beaches was reduced to once weekly, consistent with State regulations and guidance on swimming beach testing. The Board voted against, however, keeping beaches open following testing that showed an exceedance of the bacterial levels allowed at swimming beaches. Lake Massapoag beaches will continue to be closed following a violating water sample, until new samples show the beaches to be safe for swimming. The Board also voted that additional testing of beaches should be carried out by the Health Department if environmental conditions (e.g., heavy rainfall, possible water contamination events) indicate the need for greater water quality surveillance.

The Health Department collaborated with the Recreation Department to develop information sheets on beach testing and advisories to be distributed to the public. A revision of the weekly report on beach testing, the "Geometric Mean" report which is distributed to the BOH, the Lake Committee, Conservation Commission and other parties, is under review.

The Board of Health voted to eliminate requirements for bacterial testing of public swimming pools at their July 15th meeting. The decision was based on a review of current State pool regulations. The Board reserved the right to request testing whenever the pool facility might be linked to a waterborne illness outbreak, or pool conditions warrant further evaluation.

The Board of Health continues to manage a subsidized trash program to assist residents who meet age, income and/or disability guidelines. At the start of the 2015 service year, the Board and Health Department staff collaborated with the Sharon Adult Center with the goal of increasing the number of residents served by the program, and to help residents find other similar assistance programs. This program resulted in 14 new residences served, and additional counseling for applicants on other sources of support. Thirty seven residents were registered for this service as the end of 2015.

Health Department staff worked with the Sharon Public Schools and the new Recycling Coordinator to evaluate trash costs and recycling options for the schools.

The Board of Health carried out an extensive review and revision of the local health regulations in anticipation of the final codification of all Sharon regulations. Several articles were rescinded due to preemption by State law, including those related to underground storage tanks, pesticide applicators, lock up facilities and massage establishments. Regulations for septic systems were updated and revised. A new nuisance regulation was developed to address issues not specifically addressed by state or local regulations such as improper disposal of trash, yard waste, or hazardous materials and other environmental concerns. The age for use of a tanning establishment was raised to 18.

The Sharon Health Department continues to participate in the Massachusetts Department of Public Health (DPH) Emergency Preparedness Region 4A, which carries out emergency planning and training supported by funds from the Centers for Disease Control (CDC). Department staff continued to participate in seminars and workshops on emergency preparedness, to address incidents both man-made and natural, and worked closely with the state Department of Public Health, as well as with both Fire and Police Departments. Health Department staff also participated in the Local Emergency Planning Committee (LEPC). Planning for the Sharon Emergency Dispensing Site (EDS), from which pharmaceuticals, vaccines and medical equipment might be rapidly distributed to Sharon residents in the event of a disease outbreak or other emergency, is under review. Two exercises to assess planning were completed in 2015. An exercise to assess planning will be carried out the first quarter of 2016. The Board also evaluated the need for additional public shelter supplies to be purchased using the Region 4A funds.

The Department maintains the Board of Health/Health Department pages on the town's website, providing up-to-date information to the public. Agenda and minutes of all Board of Health meetings are maintained on the website.

Medical Reserve Corps

The Medical Reserve Corps (MRC) is a national network of volunteers, organized locally to improve the health and safety of their communities. During the 2015 year, the Sharon MRC unit held one CPR training class that was provided by Captain Kurt Simpson of the Sharon Fire Department. The class was well attended with three new members signing up to become MRC volunteers. Currently there are 61 members of the Sharon MRC. Members of the MRC provide assistance to the Health Departments Annual Flu Clinics in a variety of capacities including both medical and non-medical personnel. The Health Department is in the process of updating the current membership. To sign up to

be part of Sharon's MRC Unit, please go to www.townofsharon.net and click on "Forms & Documents-MRC Application".

The Department continues to provide a mercury thermometer exchange program in cooperation with the Department of Public Works. The partnership continues with Sturdy Hospital and the Fire Department allowing for the disposal of sharps. This kiosk is located at the Fire Department and residents can dispose of their properly contained sharps. Also, there is a medication disposal kiosk at the Police Station where residents can place expired or unwanted medications.

Septic Issues

Compliance with 310 CMR 15.000 (1995 Title V, as well as with Article 7 of the Board of Health Regulations regarding septic systems) and Article 16 of the Board of Health Regulations (regarding private wells) was monitored by the Health Agent for Engineering. (Please see the Engineering Division section of this Annual Town Report for specific information on services of the Health Agent for Engineering on behalf of the Board of Health.) The following services were completed by the Health Agent for Engineering during 2015:

- Title 5 reports received, reviewed and filed – 238
- Test holes/soil evaluations witness – 176
- Perc tests witnessed – 125
- Septic system inspections performed – 334
- Septic trucks inspected – 4

The Health agent for Engineering attends all Board of Health meetings to provide technical assistance and code enforcement for Title 5 and Article 7 (local septic regulations), and to advise on engineering issues. The Health Agent for Engineering also continues to work with the Zoning Board of Appeals to ensure code enforcement related to Title 5 and Article 7 for each applicant.

As more innovative and alternative (I/A)septic systems have been installed, and as variances from the town's septic regulations have been required for replacement systems, monitoring compliance with conditions imposed by the Board of Health has become more complicated and time-consuming. In the interest of protecting these systems, the town's groundwater, as well as the public health, the Department monitors owners' compliance with conditions of septic variances through the use of funds raised by an annual monitoring fee paid by system owners. There are currently 17 commercial I/A systems in Sharon, and 32 residential systems.

Continued to review proposed septic system upgrades, and variances from state and town septic regulations, including the installation of an Innovative/Alternative (I/A) systems. The Board continued to impose standard

requirements for homeowners with alternative systems including provision of a signed Operations and Management Agreement to the Board, with the following testing requirements: BOD, TSS, pH, TKN, Ammonia, and Nitrites.

Continued to monitor large septic systems, including Shaw’s Plaza, as well as the ongoing progress of the Groundwater Discharge Permit for Crescent Ridge Dairy.

Public Health Nursing

The Public Health Nursing Service of the Sharon Board of Health provided services to residents of the town as follows in 2015:

Total Office Visits	2571
Total Home Visits	122
Immunizations (other than influenza)	27
Influenza Immunization Clinics	7
Total Influenza Immunizations	1277
Total Individuals Served*	3,997

**Includes immunizations from 7 influenza clinics*

Sheila Miller, RN continues in the position of Public Health Nurse (PHN) for the town. Linda Beadle, Nurse Practitioner, provides assistance on an ongoing basis as our part-time PHN. Additionally, the Department relies on several on-call registered nurses to assist with clinics, on an as-needed basis.

The Department provides regularly scheduled blood pressure/blood sugar clinics for all adult residents, as well as monthly senior citizen clinics. In addition, immunizations, nutrition and weight control education, and monthly home visits (as needed) are conducted. The PHN is involved with the School Department Nursing Staff, sharing information regarding immunizations, wellness screenings and communicable diseases. The PHN inspects, provides technical assistance and immunizations to camps. The PHN also assists with immunizations, as needed, for campers and staff. Coordination with the Council on Aging, area Visiting Nurse Associations, HESSCO, as well as other town departments continues on an ongoing basis. The PHN, as well as the part-time nurses, continued to follow up on communicable disease cases reported to the Department. Town employee health screenings were again held, with positive responses from all departments. The PHN also sat on the Sharon Drug Coalition. Public Health was promoted through various projects such as the Red Dress (women and heart disease), “Your Skin is In” (no tanning pledge, and the PHN gave presentations at farmer’s markets, the end of school celebration, evening concerts, nursery schools and the Halloween Parade, and distributed information on ticks and mosquito borne illnesses, stroke, flu, and sun protection. She also

participated in a “winter preparedness” presentation with the Police and Fire Department at Hixson Farm Road.

Affiliation agreements continue between the Health Department, Simmons College and Curry College. The Department had eight nursing students over the course of the year. They worked on projects that range from skin cancer prevention, nutritious recipes and an in depth Community Assessment of Sharon. As part of Community Health Network Area (CHNA) 20, Norwood, Canton and Sharon collaborated to bring a handwashing program to the Public Libraries.

The Health Department conducted the annual influenza vaccination program throughout the fall of 2015. In addition to administering flu vaccine during the regularly scheduled blood pressure clinics, 7 large community flu clinics were held, including a clinic on a Sunday during the annual Halloween parade, an employee clinic and one at Senior Housing. School-based flu clinics were held for the first time at the Sharon Middle and High Schools this year with positive results. The Health Department is grateful for the school department’s and the nurses’ assistance.

Despite reductions in the provision of vaccine by the Department of Public Health, we were able to continue our successful program by purchasing vaccine through the use of our Health Department revolving fund. The department bills Medicare and Medicare HMO’s for administration of the seasonal flu vaccine for those over 65 and is thereby able to recoup some of the costs involved in providing this service. This year the department continued a program to bill for administration of the seasonal flu vaccine to those under the age of 65. Although not all insurances are accepted into this program, this does allow the department to recoup funds and assist with the private purchase of vaccine in the future. The department is also extremely grateful for the donations that it receives in the course of the flu season as well. The Health Department administered the majority of flu shots ordered this year, protecting approximately 10% of the population.

The Department, in conjunction with the Fire Department, continued the Vial of Life program, giving residents the opportunity to confidentially register important personal data in order to provide emergency responders with vital and possibly life-saving information as well as the lock box program.

As in previous years, the Department relied heavily for assistance on its staff (both regular and on-call) and many volunteers: including, among others, members of the Lions’ Club, Civil Defense, the Sharon Medical Reserve Corps, student nurses from Curry and Simmons Colleges and participants in the Senior Tax Workoff Program. The Department is very thankful for all of the time and gracious efforts that the volunteers put in during the flu clinics, that enable us to provide such an exceptional service to the community.

Report of the
Council on Aging/Adult Center

FULL-TIME STAFF: Kathleen Medeiros, Executive Director; Nancy Weiner, Office Manager/Transportation Coordinator
Norma Simons Fitzgerald, Executive Director, retired in September 2015

PART-TIME STAFF: Susan Edinger, LICSW, Social Services & Volunteer Coordinator; Marsha Books, Program Coordinator; Eileen Wright, Receptionist; Drivers: Michael Pierce, bus; Bruce McDuff, van; Clinton Sutton, bus

OFFICE VOLUNTEERS: Jacqueline Weiler, Rose Kanter, Frances Kanofsky, Doris Edwards, Loretta Landolfi, Barbara Golner, Ruth Handler, Eileen Generazzo, Barbara Kass, Vic Esterman, Karen Grossman, Lillian Levine, Addie Johnson, Sarah Glover, Esther Ellen Weiner, Daniel Sirkin, Russell Sellev

SHINE COUNSELOR: Felicia Turchan, Jerry Einis

COUNCIL ON AGING ADVISORY BOARD

Robert Maidman, Chair	Neil Grossman
Mildred Berman	Madhav Kacker
Hridaya Bhargava	Mindy Kempner
Rita Edelston	Sui Wen Yang
Elliot Feldman	Paul Remy, Chair/Disabilities Commission
Ralph Generazzo	Doris Gladstone, Alternate
Richard Gorden	Ruth Palan Lopez, Alternate

Contact us at 781-784-8000 or sharoncoa@townofsharon.org or look us up at www.townofsharon.net/sac or www.townofsharon.net/coa. To receive a print copy of our monthly newsletter, *The VIEW*, contact us regarding membership in the FSCOA (Friends of the Sharon Council on Aging, Inc.) who pay for the mailing of the publication and much more.

MISSION STATEMENT: The Sharon Adult Center welcomes all adults from the multicultural populations residing in and around Sharon. We foster mutual understanding and respect among our participants, staff, community partners and volunteers to enhance the quality of life for all.

The Adult Center/Council on Aging offers an array of culturally and ethnically diverse programs and activities, handicap accessible transportation and human services for Sharon residents. Adults age 60 and over receive priority, however all adults, ages 18 and over, may use our facility, space permitting. Social services, including information and referral, limited case management and counseling/support groups, are offered by a licensed social worker for Sharon residents. We also assist with legal, SHINE (health insurance information) and other clinics, safety programs, property tax relief including the

Property Tax Work-Off program, Senior Circuit Breaker program and work closely with regional and state organizations as well as our legislators advocating for needed services and property tax relief.

Our support groups and related workshops and information sessions are available to resident and non-resident caregivers, those with vision impairments, and patients and family members impacted by Parkinson's disease. Other groups and community education workshops on a wide variety of interesting and informative topics are offered throughout the year and are listed in our monthly newsletter, The VIEW, and the Sharon Adult Center Men's Club newsletter, Nexus. Our newsletter is available in print form and online. Many of our programs are also highlighted in the Sharon Advocate as well as other media. We also have a presence on Facebook and hope that the community will find us and "like us" at "Sharon Adult-Center" to keep up with what is happening.

The Council on Aging Executive Board's mission focuses on strategic issues affecting Adult Center infrastructure, community services delivery, and professional staff. Composed of 11 volunteer members and two alternates, 10 meetings were held in 2015.

The Board identified transportation, housing, and aging in place support as key matters of interest to Sharon. Initiatives were defined to expand the volunteer pool for medical and shopping, and to work with Legacy Place and Patriot Place ownership to subsidize van pools. Communication with Selectmen and Town Boards seeks to expand affordable housing opportunities and ensure establishment of a continuing care facility. Aging in place planning includes expansion of support services from Sharon Fire, Police, and Public Works Departments and residence modification for accessory housing.

Transition assistance was also provided upon the retirement of Director Norma Simons Fitzgerald and her successor Kathleen Medeiros. The Board meets monthly and welcomes suggestions and participation from the community-at-large.

Applications for assistance for elders and families with fuel bills and other urgent needs have been completed at the Adult Center. Some have received additional funding through the Salvation Army and the Friends of the Sharon Council on Aging. The Property Tax Work-Off Program, which provides a tax abatement, now allows Veterans of any age to participate as well as younger representatives to work on behalf of elders and the disabled who are unable to do so themselves but are otherwise eligible. We also provide information about the state (DOR) Senior Circuit Breaker and other property tax relief options.

In light of the rich diversity of the Sharon community, programming includes a monthly South Asian (Indian subcontinent) Socialization Program, a Chinese

weekly social program that continues to grow, and our Lakeside Café monthly LGBT program that helps isolated elders in the suburbs. ESOL classes (English for Speakers of Other Languages) is thriving at the Adult Center sponsored by the Stoughton Literacy Program and Norwood Public Library Literacy Program.

During 2015 the Sharon Adult Center, with the help of the FSCOA (Friends of the Sharon Council on Aging), supported the local arts by hosting five art exhibits in the Lakeside Gallery and held as many evening opening receptions for the public. Represented were individual Sharon artists and artisans, members of the general community, the Adult Center Photography Club and the Sharon Creative Arts Society.

Other Program Highlights in 2015

We had to cancel and postpone a number of programs last winter, due to the inclement weather that just wouldn't quit! We did decide to hold our Valentine's Day party, and it was the right decision! Though there were many cancellations, about 55 hearty soles ventured out, and they were delighted to get out of the house for some comradery, socialization, lunch, candy treat bags, and entertainment.

- Monthly parties with entertainment (two intergenerational entertainment programs by Sharon High student music groups) and HESSCO subsidized lunch, including July Ice Cream Social and August BBQ (100-130 people in attendance, on average). A large percentage of our Chinese elders (average 35-40) attended the monthly parties with the entire senior community
- Chinese New Year Celebration with entertainment by the Sharon Chinese Elder Group and catered lunch for the entire senior community (80 people attended)
- Summer catered Italian supper for the entire senior community with entertainment by a comedian
- "An Inside Look at Mysteries, Television, & the Mysteries of Television"; Hank Phillippi Ryan, TV reporter and author; 105 attendees
- Monthly trips (many including lunch at a restaurant): Boston College McMullen Museum; the newly renovated Harvard Art Museums; Blithewold Mansion, Gardens, and Arboretum; Bus Tour of Historical Sharon & lunch at Lafayette House; Charles Riverboat Cruise & lunch at Cheesecake Factory; Cape Cod Canal Cruise & lunch at Lindsey's; Show at Norwood Theater with live orchestra & vocalist; Peabody Essex Museum; Boston Symphony Orchestra; Brockton Symphony; N.E. Regional Finalists from the Metropolitan Opera Council Auditions; Edward Kennedy Institute

- Live and Learn programs – lectures by college professors and speakers, including historian and professor Dr. Gary Hylander, opera expert Erika Reitshamer and others
- Community Conversation with Rep. Kafka and Chair of Joint Committee on Elder Affairs Rep. Garlick
- South Asian monthly social with HESSCO Indian lunch from Coriander Restaurant, Sharon
- Monthly Lakeside Café lunch and social for LGBT seniors, friends, and allies, as well as spring and fall tea dances
- Chinese lunch and social programs three times a month.
- Classes: bridge, mah jongg, eBay, watercolor, writing your life story
- Fitness classes, including Zumba (2), Tai Chi (2), Yoga (2), Cardio, Sit and Be Fit, A Matter of Balance (8 wk. evidence based program)
- Drop-in: cards and games; weekly memoir group, meditation, art studio, bocce (seasonal), Wii bowling, memoir writing, knitting and crocheting group; 2 monthly book discussions, monthly short story discussion, photography club, and opera film
- Weekly computer tutor; weekly SHINE appointments; legal clinics every other month; AARP tax assistance program
- Nine author book readings and signings, including Charlene Smith - “Mandela: In Celebration of a Great Life,” funded by a grant from the Massachusetts Cultural Council
- Co-sponsored with Sharon Public Library: bi-weekly “TechConnect” small group computer workshops with Miki Wolfe, librarian, who also lectured on “Your Library is More than Just Books.”
- Indian Cooking classes by Su Madan, sponsored by ComForCare
- Latke (potato pancakes) cooking class
- Fall Doctor Series - 3 lectures by medical doctors (on Lower Back Pain, Hypertension, & Getting the Most out of your Doctor Visit)
- Talk on Hospice Care
- Health lectures by various health professionals
- Podiatry clinic every other month
- Home Fit Program sponsored by AARP
- Training by Registry of Motor Vehicles staff and implementation of RMV services offered at the Adult Center
- eBay class (3 sessions)
- Two Karaoke & Pizza programs
- Informational talks on Social Security, Medicare, Property Tax Relief, Fire Safety
- Bi-weekly movies, including foreign and independent films, shown morning and evening; afternoon film screenings with discussion
- Sponsored by EPOCH of Sharon: bi-monthly lunches cooked by their chef with chef demos, and bi-monthly classes including beading, flower arranging, healthy snack demo and tasting

- Pizza parties, lunches, talks and other events sponsored by community agencies, senior residential facilities, and home health care agencies
- Two lectures on various themes in film
- “Pushing the Envelope,” talk by Henry Lucas, Director of Spellman Stamp Museum
- Talk on chocolate by a Northern Essex College professor, with chocolate tasting provided by Godiva

Other noteworthy accomplishments and grants during this period:

- COA entered its fifth year of collaborating with Simmons School of Social Work, this year providing an internship for an MSW student with a strong interest in working with elders.
- COA Social Worker assumed full responsibility of the Parkinson’s Support Group after Jewish Family and Children’s Services had to end their partnership.
- COA Social Worker is partnering with Fire Department, Police Department, Public Health Department, Sharon Public Schools, clergy and other concerned Sharon residents with SSPARC (Sharon Substance Prevention and Resource Coalition).

Grants: The Friends of the Sharon Council on Aging assist with small grants to seniors in need and continue to pay for monthly postage and other related costs for The VIEW. Other grants include the state Formula Grant appropriation and the Sharon Cultural Arts Council. The COA has also received in-kind donations, gift cards and other donations from many town organizations such as the Dorcas Society, Sharon Firefighters Association, the Gifts of Hope and the Rotary Club.

Volunteers: In FY 2015, volunteers provided approximately 14,000 hours of service to the Adult Center. Their services included driving, office assistance, teaching, entertainment, tax assistance, SHINE (Serving the Health Insurance Needs of Everyone) counseling, and much more. In-kind services were valued at approximately \$113,000.

Transportation: The Adult Center/COA provides transportation to the elderly, disabled and some younger individuals and families using our three state-awarded handicapped accessible vehicles and two cars formerly used by other town departments. Our services address the need of attempts to locate other resources for local/regional medical and some rehabilitation appointments, shopping, socialization, Adult Center programs and classes, cultural trips, spousal visits to nursing homes and more. The Adult Center/COA provided over 7100 one way trips for shopping, medical appointments, Adult Center programs, spousal visits to nursing facilities, day trips and more. The service was enhanced by the Sharon Adult Center Men’s Club who offered many additional social trip options and invited the general public who register through the Adult Center.

HESSCO Elder Services provided additional resources through a grant-funded transportation program providing transportation into Boston for medical appointments. COA vehicles also serve a variety of other needs for other departments' emergency use, shuttles for special events, etc.

This year the Adult Center continued collaborations with the Recreation and Health Departments. The collaboration with the Sharon Public Library is continuing as some of the scheduled speakers for the dementia program through a library grant will take place at the Adult Center in early 2016. Programs at the Adult Center continue to expand along with an increase in participation.

Report of the
Public Library

Library Board of Trustees

Cheryl Weinstein, Chair (2018)
 Robert Levin, Vice Chair (2018)
 Heather Peltier, Secretary (2017)
 Carolyn Weeks, Treasurer (2017)
 Alyssa Weiner Rosenbaum (2016)
 Roberta Saphire (2016)

Lee Ann Amend, Director

Mikaela Wolfe, Head of Adult and Technology Services; Jonah Smiley, Head of Youth Services; Margret Branschofsky, Information Services Librarian; Jessica Henderson, Children's Librarian; Karen Mafera, Circulation Supervisor; Jennifer Perciavalle, Technical Services Supervisor; Christopher Jones, Technical Services Assistant; Josephine Papineau, Administrative Assistant

Library Assistants, Pages, and Custodian:

Sharon Biggie, Melissa Chase, Susan Cohen, Megan Pedersen, Hannah Rishel, Leslee Rotman, Cathy Ruvich, Kristin Souza, Millie Worthley, Gary Kamp, Custodian

Type and Quantity of Materials Patrons Borrowed

Type of Material	Adult & Young Adult	Children's	Totals
Books	73,514	93,902	167,416
Newspapers & Magazines	4211	744	4,955
Audio(CDs: books, music)	16,931	2,944	19,875
Video (DVDs)	27,548	11,955	39,503
E-books	14,395	0	14,395
Downloadable audio	3,965	0	3,965
Misc.	5,969	41	6,010
Totals	146,530	109,586	256,116

Interlibrary Loans received from other libraries for our patrons	45,464
Interlibrary Loans provided to other libraries	15,855

Type and number of Materials Available for Patron Use

Type of Material	Adult & Young Adult	Children's	Totals
Books	44,517	20,615	65,132
Magazines & Newspapers	203	21	224

Audio(CDs: books, music)	5,208	955	6,163
Video (DVDs)	4,506	1,097	5,603
E-books	154,127	0	154,127
Downloadable audio	4,266	0	4,266
Misc.	289	8	297
Totals	213,116	22,696	235,812

Children’s Programs Held	231
Children’s Program Attendance	2,819

Adult and Young Adult Programs Held	136
Adult and Young Adult Program Attendance	2,421

Cynthia B. Fox Community Room Use: approximately **364 programs** were held.

The year began with a collaborative effort between the Library and Sharon High School in a grant opportunity to bring digital media programming, technology and equipment to the school library and public library. The Friends of the Sharon Public Library sponsored the second Musical World Café program featuring music from China, Greece, the Czech Republic and New Orleans Jazz. Throughout the evening special art exhibits were held by several of our local Sharon artists.

The Library has expanded its Adult programming both at the library and at the Council on Aging. Programs include technology workshops ranging from Excel to editing digital photos online. Two local author roundtables and a writing workshop were held which discussed the process of writing and marketing their works. Cultural Council and Friends of the Library funding provided several author workshops and special activities throughout the year. Other programs include adult coloring, regularly scheduled book discussions and e-reader training workshops. The Library is now offering an outreach delivery program call “Library on Wheels” to Sharon residents that are unable to physically get to the library.

The Library received funding from the National Library of Medicine to provide informational programming from local experts in the field on memory loss, dementia and Alzheimer’s disease. Special thanks to “Our Partners in Health” for providing this excellent series of programs.

The Library, Town Clerk’s office and the Sharon Historical Museum collaborated in a local historical survey project funded by Community Preservation Funds. Recommendations will be forthcoming in 2016.

This past year we hired a new Head of Youth Services Librarian, Jonah Smiley and Children's Librarian, Jessica Henderson. A space was carved out on the lower floor to incorporate a "Tween" section, complete with six computer stations and a homework station. Local National Honor Society students and those from local private schools offer regularly scheduled homework support help.

With generous funding from the Friends of the Sharon Public Library, we have embraced the STEAM, (Science, Technology, Engineering, Art and Math), and Maker Space movement with activities such as the "Take Apart Tuesdays" project. We have also increased our Lego Club programming from once a month to weekly. Computer programming is explored through the use of Arduino, LittleBits, Makey-Makeys and Minecraft. To boost STEAM concepts to preschoolers, we hosted Marvelous Marvin's Science Dance Experience. Other programs include Live Animal Adventures, Music and Movement, and Toddler Dance Party. The library also hosts several book clubs for youth of varying ages. Early learning activities are focused on developing skills such as listening, following directions, playing alongside others, sharing toys and supplies, delayed gratification, fine and gross motor skills, curiosity, creativity and responsibility. Activities are fun for both the child and caregiver.

Major fundraising was possible through events held by the Friends of the Sharon Public Library which included the very successful Book Sale which covers the cost of the rental collection, museum pass program, wish list items by the staff, and children's and adult programs. This past year, through the generous sponsorship by Spring Valley Country Club, the Friends held a library mini-golf event which funded the new STEAM programming initiatives for the library. Other highly successful and highly popular programs included the Musical World Café and Downton Abbey events. A special thanks to Dedham Savings Bank, Sharon Optical, Sharon Credit Union, and Herb Chambers Lexus for your continued support.

A very special thanks to the Sharon Cultural Council, Books in Bloom, Sharon Garden Club, One Book One Town, Sharon Congregational Church, Sharon Historical Museum, Council on Aging, and especially our patrons and donors, for the support you have given us throughout the year. Your generosity helps to make this library a special place for our community. Special recognition to our very capable Staff, Board of Library Trustees, library volunteers, student volunteers from the *Pathways* program, and to each of the organizations and committees we work closely with to serve you.

Report of the
Recreation Department

Amanda Levasseur, Recreation Director
Christine Kasparian, Assistant Recreation Director
Maura Palm, Secretary

Recreation Advisory Committee

Gary Bluestein, Chair
Mitch Blaustein, Katie Dykeman, Steve Ferrara, Mike Goldstein, Steve Lesco, Margaret Marder, Rick Schantz, Fred Turkington, Cheryl Whiting

The Sharon Recreation Department, located in the Sharon Community Center, had a very busy year in 2015. The Recreation Department manages both Town beaches and Camp Massapoag during the summer, Recreation Basketball during the winter, and many other programs and events throughout the year. The Recreation Department also coordinates the Community Center building schedule for event rentals and meetings of Town committees and organizations.

In 2015, 82 children took swimming lessons at Memorial Beach, 42 children learned to sail and 1,936 families purchased beach passes. In its sixth year, Camp Massapoag, the Recreation Department's summer camp, ran for seven weeks and served 162 children ages 7 to 12, as well as 17 Counselors in Training ages 13-15. Thirty-three Sharon youths were employed to staff the beaches and Camp Massapoag.

Six concerts were held at the Bandstand, presenting classical, pop, jazz, classic rock, indie, and latin. The 2015 concert series drew an audience of over 100 attendees per concert. In addition, six Sunday afternoon concerts took place at Beech Tree Park on Pond Street.

In August, Memorial Beach hosted to Sharon's 7th annual Triathlon, operated by Max Performance. Approximately four hundred athletes took part in the three-legged event; swimming, running, and biking. Some notable new department programs include: C.R.E.A.T.E., Dancing Through Pregnancy, Field Hockey Fiesta!, and the Rainbow Connection. Existing programs continued including Tai Chi Kung, Karate, Pre-K Soccer and T-ball, Sharon Stars, Welcome, Baby! Parenting Classes, Zumba, and Group Personnel Training. C.R.E.A.T.E. is a new program created by the Sharon Recreation Department and the Community Education Department. By combining strengths and working together, both departments were able to offer the community a comprehensive program of drama, music, and art. C.R.E.A.T.E., which stands for Creative Recreational Education for Arts, Theatre, and Expression, offered a variety of concentrations that were based on your interest. Programs included: acting, singing, dance,

Shumba Marimba, set design/painting, stage tech, mask making, introduction to digital filmmaking, and lighting and sound design. All of these concentrations came to fruition at the performance at the end of the session. Two performances were held in total and both departments plan to offer this collaborative program in the future.

In addition, the Recreation Department launched THE RAINBOW CONNECTION: Sharon's Safe Space for LGBTQ+ youth, families and allies. Spearheaded by Christine Kasparian, Sharon Recreation was able to offer the Town of Sharon's first community-wide resource initiative to provide awareness and support for youth lesbian, gay, bisexual and transgender (LGBTQ+) individuals, their families, and their allies. The Rainbow Connection – Sharon's Safe Space is a new initiative to promote tolerance and acceptance town-wide and to provide a safe, non-judgmental space as a support network for LGBTQ+ youth and allies who share a common vision of social equality. This initiative is supported by many Town Boards and Committees and will be providing services to the community in 2016.

At the July 3rd Celebration, the Recreation Department organized the Bicycle and Doll Carriage Parade as well as face painting and temporary tattoos. About 450 children took part in these activities, and each one received a U.S. flag. The 2015 Halloween Parade was very popular, with over 1,000 participants taking part in the parade through the square. The parade is largely successful due to the participation and support of local businesses and the police and fire associations. The Recreation Basketball season started early December with 716 children participating in fourteen different leagues.

The 2015 Citizen of the Year was awarded to Mim and Joe Gopen. The Gopens initiated the development of Beech Tree Park by creating a committee in 2001. The Beech Tree Park Committee raised over \$50,000, and with the help of many volunteers and local sponsors, the park was dedicated on June 11, 2006. Since its dedication in 2006, Mim and Joe have been active committee members. They organize fund raising efforts, clean-up days, and concert series. Without their devotion, the park would not be as wonderful as it is today.

The Recreation Department wishes to thank the many volunteers, sponsors, youth organizations, Town departments and local businesses that help make events available to our community throughout the year. We appreciate all that you do and would not be able to offer such wonderful events without you.

For more information about the Recreation Department, please visit our website at www.sharonrec.com.

Report of the
Veteran's Services Department

Paul R. Bergeron, Veteran Service Director
Patricia A. Walker, Assistant

The Town of Sharon Veteran's Service Office provides assistance, guidance and advocacy for Sharon Veterans and their families. The office is independent of the United States Government Veterans Administration.

Financial aid and or counsel was given by the Veteran Service Officer to Sharon resident veterans who had a need and met the Commonwealth of Massachusetts's guidelines. Arrangements were made with other agencies for those who did not meet the state criteria.

Veterans and or their family members, when requested, were provided Veteran Services consisting of information, referral and advice as well as aid in preparation of applications for veteran entitlements. The service was oriented toward the goal of obtaining veterans' benefits offered by the state or federal government. The applications consisted of one or a combination of entitlements related to medical care, disability, taxes, hospitalization, insurance, burial allowance, grave markers, educational opportunities, home loans, pensions, correction of military records, Welcome Home Bonus from the Commonwealth and other veteran benefits.

Outreach to veterans was conducted in the form of written notices and speaking programs. Periodic veteran entitlement information was published in the quarterly senior citizen newsletter, titled the View. In addition representatives were present at the Town Veterans' Day Program. Booklets were distributed to veterans reminding them of Federal Veteran Benefits. Booklets were placed in the Town Library for use by Veterans.

Various websites are available so that you can obtain specific information about veteran entitlements. The Town website www.townofsharon.net has general information addressing federal and state entitlements. The Commonwealth of Massachusetts website www.mass.gov and www.MassVetsAdvisor.ORG also have a variety of topics. The U. S. Department of Veteran Affairs has multiple websites covering many subjects. The Veterans Administration home site page is www.va.gov.

The Sharon Veteran Agent along with other agents appointed in Massachusetts are now designated Veteran Service Officers per the Valor Act enacted by the Commonwealth of Massachusetts Legislature. The Act also stipulates that Veteran Service Officers locally appointed in city and towns within

Massachusetts will periodically be tested and certified by the Massachusetts Commissioner of Veteran Services. Personnel failing the criteria will not be recognized by the Commonwealth. Thereby the city or town will not be reimbursed by the Commonwealth for veteran entitlement rate allowed under the provisions of Chapter 115.

Further, the incumbent must attend annual continuing training on veteran entitlements provided by the office Massachusetts Commissioner Veteran Services.

The Sharon Veteran Service Officer passed the two written examinations administered by the Office Massachusetts Commissioner Veteran Services in October 2015. One examination tested knowledge of Massachusetts Chapter 115 veteran entitlements. The second examination tested knowledge of the U. S. Dept. Veteran Affairs, other Federal Agencies and Commonwealth of Massachusetts veteran entitlements.

Sharon Memorial Day activities were held the Sunday prior to Memorial Day and will continue to be held on that day in the future. The activities consisted of a grave site service held at Rock Ridge Cemetery and a civic ceremony conducted in front of the Town Hall.

At the Town Hall, students from the Middle School read their essay about Memorial Day. Prayers were offered by the clergy and the names of Sharon residents killed in action were read. The Board of Selectmen welcomed those present and comments were given about Memorial Day.

Honor Guards from the Sharon and Canton veteran organizations participated in the Town ceremonies the Sunday prior to Memorial Day. Honor Guards from Sharon American Legion and the Sharon Veterans of Foreign War posts also participated in one of the Memorial Day ceremonies held in Canton (Knollwood Cemetery), Foxborough and Walpole.

Honor Guards from both the Sharon Fire and Police Departments who participated in the Sharon Events were accompanied by their respective Chief and Staff Officers.

Troops of Boy Scouts and Girl Scouts also participated in the Civic and Grave Site Services.

A Flag Day Ceremony and Pledge of Allegiance to the United States Flag were done the evening of June 14, 2015 at the Sharon Veterans Memorial Beach. The Pledge of Allegiance was recited at 7:00 p.m. E.S.T., which is the time designated to have a National Observance. Communities are encouraged to hold their ceremonies in conjunction with the program done at Fort McHenry, Baltimore, Md. The Boy Scouts from Troop 95 participated in the ceremony by

raising the United States Flag at the beginning of the program and lowering it as part of the closing. Music and songs were presented by Sharon School Students. Patriotic music and the National Anthem for the Flag Day Program was played by the Sharon Middle School Band.

The Sharon Fire Department under the supervision of Chief Wright utilized the Sharon Aerial Ladder truck to raise, display and lower a very large United States Flag for the event.

Programs for Memorial Day and Veterans Day were also conducted at some of the Sharon Schools.

The following is the known Sharon citizen serving on active duty with one of the branches of The United States Military in the year 2015.

Sergeant Eric D. McGuire U. S. Army

Family members are reminded that we do not receive a listing of active duty personnel from the Department of Defense. Therefore your input is needed to assure we acknowledge those serving on active duty.

Veterans' Graves

Veteran Grave sites were visited during the year. For Memorial Day a flower plant was placed at veteran's grave sites. Throughout the year a small United States Flag was flown over each veteran grave located at Rock Ridge and Town of Sharon Cemeteries.

Maintenance of the various Town of Sharon cemetery grounds was the responsibility of the Sharon Department of Public Works. The Rock Ridge Cemetery was maintained by the grounds staff of the Rock Ridge Cemetery Association.

The placement of flowers and replacement of the United States Flags was accomplished by volunteers from the Sharon American Legion, Veterans of Foreign Wars, American Legion Auxiliary, Sons of the American Legion, American Legion Riders of Mass. and Girl and Boy Scouts. Various individuals who were not veterans also participated.

The Bronze Civil War Statue with marker located in Rock Ridge Cemetery facing East Street was restored and the bronze chemically sealed this year (2015). Funding and arrangements were done by the Rock Ridge Cemetery Association with Town approval.

SHARON

Education Reports

2015



Report of the **Superintendent of Schools**

Sharon School Committee, 2014-2015 School Year

Veronica Wiseman, Chair
Emily Smith-Lee, Vice Chair
Katie Currul-Dykeman, Secretary
Jonathan Hitter
Marcy Kaplan
Laura Salomons

Timothy J. Farmer, Superintendent of Schools
Dr. Jahmal Mosley, Assistant Superintendent for Curriculum and Administration

www.sharon.k12.ma.us
Twitter: [@SharonSchools](https://twitter.com/SharonSchools)

Mission Statement

The Sharon Public Schools is a dynamic and respectful learning community that values diversity, fosters critical and creative thinking, challenges students to reach their academic potential, and prepares them to succeed in, and contribute to, a changing world.

Vision Statement

“Inspiring every student to improve our world”

The four overarching goals that serve as the scaffold for the strategic plan of the Sharon Public Schools include:

- To meet the learning needs of all students.
- To develop respectful partnerships
- To establish a physically and emotionally safe environment, and
- To provide relevant experiences and opportunities that integrate global and social competency with the existing curriculum.

2014-2015 represented the fourth of five years working within the current strategic plan for the district. Consequently, the Sharon Public Schools celebrated many noteworthy achievements related to the goals and objectives within our strategic plan. Most of the school department’s many accomplishments are embedded in department or school building reports that make up the remainder of this year-end summary. As always, the Sharon School

Department thanks the citizens of Sharon for their strong support of education. Please read on to learn about the work, challenges, and successes of the Sharon Public Schools.

School Committee – For most of the 2014-2015 school year, Veronica Wiseman served as the Chair of the Sharon School Committee. Emily Smith-Lee was elected Vice Chair, with Committee member Katie Currul-Dykeman elected to serve as Secretary. Also serving on the Committee were Jonathan Hitter, Laura Salomons, and Marcy Kaplan. In May of 2015, and for the ensuing school year, Veronica Wiseman was elected as Chair of the School Committee, with Emily Smith-Lee as Vice Chair and Marcy Kaplan as Secretary.

The School Committee, in concert with the superintendent, continued to work toward achieving the district’s goals. These goals include the on-going review of the Committee’s policy manual, as well as the creation of an operating budget that is respectful of the Town’s capacity to support the high quality education for which Sharon is known. The School Committee was also reviewed each school’s School Improvement Plan, as well as in the active highlight of the various programs and accomplishments of our students and staff.

Additional district and School Committee goals involve all of the content in our current strategic plan which can be found here:

http://www.sharon.k12.ma.us/pages/Sharon_Public_Schools/Main_Menu/General_Information/District_Goals.

The School Committee requested frequent strategic planning updates from the Superintendent, as well as updates to the work of the various strategic planning task forces (e.g., Home/School Communication and Homework Task Force; Transitions Task Force; Response to Intervention Task Force; Diversity Task Force, and the Social Emotional Learning Task Force).

Educational Leadership - Several educational goals were realized during the 2014-2015 school year. With regard to the district’s annual curricular review, this year it was the turn of the grades 6 – 12 social studies curriculum to go through the curricular review. With expert leadership from Laura Smolcha, secondary social studies coordinator, the curricular review team finished a draft of its curricular review before the end of the school year. The plan is to present this curricular review to the superintendent and School Committee during the 2015-2016 school year.

Additional Leadership accomplishments include:

- Planning for the implementation of an elementary foreign language program to be phased in over the course of four school years. In 2015-2016, for example, the district will implement Spanish as the language of choice to all of the district’s first graders. From there, the plan is to add

one grade each year, until all grades 1 – 5 are involved in the elementary foreign language program (FLES) by the end of the 2019 school year.

- Continued professional development for staff around our strategic planning goals of diversity, differentiation of instruction, technology and global education.
- Worked successfully with the Sharon Education Foundation to foster classroom grants as well as special programming for adults. The Sharon Public Schools is grateful for the support of the Sharon Education Foundation and its members.
- Implementation of a district-wide technology training half day (Sharin'Tech) for all teachers and administrators. With the expert leadership of John Marcus, Director of Technology and Library Services, as well as his Sharin'Tech Team, this experience was a tremendous success and will be repeated during the 2015-2016 school year.
- On-going support, implementation, reflection, and updating of the newly instituted Educator Evaluation system approved in 2013. A district-wide team consisting of teachers and administrators remains in place to monitor and revise, when necessary, the many facets of the new educator evaluation system's implementation in our schools.
- On-going work associated with the many Task Forces that were operational during the 2013-2014 school year.
- On-going work associated with the necessary repairs and potential renovations at both Heights Elementary School and Sharon High School. While the warrant article to support funding for a new roof at Heights was defeated by one vote at the Annual Town Meeting in May, 2015, Heights still very much needs a new roof and this topic will resurface at the next Annual Town Meeting.
- The District's Safety Task Force – a collaborative team of school department employees and representatives from both Sharon Fire and Police Departments – worked diligently to transition the district from a traditional safety lockdown procedure to an enhanced safety procedure called ALiCE (Alert, Lockdown, Inform, Counter, Evacuate). Staff participated in on-line ALiCE training, and the goal is to make the full transition to this new, enhanced safety procedure by late February or early March of 2016. Student training and communication with parents will occur prior to full implementation.
- Continued partnership with our Hockomock YMCA as it relates to school and district programming.

Financial Management – The school department's annual budget sets the district's educational programs as its priority and examines each program to ensure financial viability. In times of financial uncertainty, it is especially important to review the financial status of the district, as well as its effect on the overall budget for the Town of Sharon. A more detailed report of the district's finances for 2014-2015 can be found at the end of this report.

Student Services - The Office of Student Services had a busy year during 2014-15.

- To ensure appropriate educational experiences for the expanding cohort of elementary students who struggle with therapeutic and behavioral needs, the district created a second Team-Based Learning (TBL) Program at Heights Elementary School to mirror the already successful TBL program at East Elementary School.
- The district also began the process of bringing the NECC-Autism Spectrum Partnership Classroom for elementary-aged students with Autism housed at Heights Elementary into a full district-run program by continuing the model with a Sharon Public School Lead Teacher. Consultation and supervision from NECC continued to ensure program consistency.
- In a continued effort to work towards the post-secondary and vocational goals of the students in the Sharon High School Pathways program, increased partnerships with businesses and organizations afforded these young adults increased exposure to pre-employment and vocational training necessary to ensure their readiness for post-school and adult experiences.
- Finally, the Office of Student Services began and completed the process for finding a new Director following the retirement of Mr. Kaplan. Beginning July 1, 2015, the district was pleased to welcome Susan Fisichella as the new Director of Student Services.

Maintenance & Operations – During the 2014-2015 school year the district continued to employ three tradesmen (i.e., a plumber, an electrician, and an HVAC technician). In addition to approximately 12 Sharon Public School custodians, the district also sub-contracted some of the cleaning duties to staff from National Facilities Services (NFS). Contracting some of the custodial/cleaning service with NFS saves the district some operational budget funds, and it saves the Town the cost of employee benefits.

For approximately the past 12 months, the Director of Maintenance and Operations, Ken Wertz, revised his schedule to work part-time for the district. In late April he announced his decision to accept a new position as the Executive Director of the Massachusetts Facilities Administrators' Association. Mr. Wertz worked for the Sharon Public Schools for more than a decade, and he truly knew his craft very well. He also knew the facilities and needs of the district like the back of his hand, and his historical knowledge of the Sharon Public Schools Facilities Department was endless. The district wishes Mr. Wertz well in his new venture. After interviewing many candidates, the district selected Rory Marty to serve as the next Director of Maintenance and Operations. For more than 20 years, Mr. Marty served as Director of Maintenance and Operations in the South Kingstown, Rhode Island Public School System. Just prior to coming to Sharon,

Mr. Marty served in the same capacity in the Leicester, Massachusetts Public Schools.

Technology and Libraries - In 2014-2015, the Technology and Library Departments merged, combining two closely aligned, important curricular and resource areas to provide even more service to the Sharon Schools' community. The joint staff is now called the Digital Literacy Team (DLT). Today, the backbone of great 21st Century learning and instruction (as well as business practices) is centered on technology and research tools. The DLT has as its mission, the advancement of learning, creation, communication and critical thinking. Whether it is teachers curating content for their lessons, administrators using web resources for purchasing, evaluating and communicating, or students using devices to find information, explore new ideas or communicate with one another, digital literacy is a critical part of everyone's "job." During the 2014-2015 school year, the following technology and library advancements occurred.

- Major planning went into the establishment of 1:1 access* at the 8th grade (for the first year). An Implementation Team met frequently throughout the year, setting specific pedagogical goals, device choices, assessment methods, and documentation to establish rules, procedures and answer frequently asked questions. By the end of the year, funding was approved at Town Meeting, so professional development and additional planning took place. *In the advancement of learning and communication, 1:1 access involves every 8th grade student and teacher being equipped with a laptop to be used at both school and at home.
- The library side of the department completed a full curricular review and presented the review to the School Committee. Through recommendations from the review, each library was enhanced with either furniture, technology and/or books. The Middle School library was able to begin a "Maker Space," which as an area of the library designated for individual creativity and exploration with items including video cameras, green screens, Legos, art supplies, and robotics.
- All members of the DLT became the "PARCC Rangers" who were charged with managing the delivery of the first-ever, fully-online state standardized testing. PARCC testing required an enormous amount of background technology set-up, as well as testing time support for students and teachers.
- Sharin' Tech, the district's first-ever district-wide technology professional development conference was held in December. Touted as a conference "for teachers by teachers," Sharin' Tech was a huge success. DLT members led the planning committee.
- All Sharon High School teachers received a laptop or iPad to prep for full 1:1 implementation for teachers. Plans were made and funding approved to ensure all elementary teachers would receive a device in the fall, thus completing the program on the teacher side of the equation.

- In terms of facilities, by the end of the year, all five buildings improved wireless internet access coverage. All five buildings were set up with keycard access at major entryways to promote safety and ease of entry for faculty. Our internet connection was increased to 350MBps over fiber.
- The DLT was also responsible for the re-establishment of the district-wide Data Team. The Data Team set goals of ensuring that student assessment data would be more widely accessible to all staff members so they could better meet the needs of each student.

Community Relations – In order to inform the community about the work of the school department, the superintendent worked with other district leaders and the School Committee to produce three newsletters. For anyone interested, these newsletters are archived on the district website. School Committee members also worked effectively as community partners on the Priorities Committee and the Capital Outlay Committee. The superintendent continued his monthly coffee hours with the parent leadership groups (PTOs/PTSO/School Councils) and the district’s support programs such as the Sharon Education Foundation (SEF), the Sharon Special Education Parent Advisory Council (SSEPAC), Friends of Art and Music Education (FAME), Boosters, and others.

The Children’s Center - The Children’s Center had a busy year with full enrollment and 23 new families. The new family meet and greet was well attended and new families had an opportunity to learn more about the preschool from staff and existing families.

Staff participated in professional development opportunities that focused on the District’s Strategic Plan and new initiatives. Such activities included information about Safety, CPI, Social-emotional skills, Positive Behavioral Supports, Technology, and RtI. The Early Childhood Center also participated in an evacuation drill with the Middle School and Administration.

Teachers piloted two preschool math curriculums and identified High Scope Numbers Plus as the new math program.

The Sharon Preschool Directors group continued to meet approximately every six weeks. This collaboration with most of the preschool programs in town allows for professional development, staff development, and program enrichment. Staff from the Children’s Center provided trainings at different preschools in the areas of fine motor, language, social-emotional development and play skills. Working collaboratively with the different preschools has benefitted families as well as staff especially as students’ transition to elementary school.

Middle School volunteers came to the preschool all year during their school day or immediately after school. This opportunity gave the middle school students

experience reading and playing with young children as well as helping out in the classroom or on the playground. The preschool students love the big kids! This program was so popular with the students that we have shortened the time frames to allow for more student involvement.

The PTO continued to provide support for The Center. Through their efforts, different student enrichment opportunities and family events were offered. The parents were enthusiastic and creative and we are so thankful for all that they do.

Elementary Schools - The Town's three elementary schools (Cottage Street School, East Elementary School, and Heights Elementary School) had a busy and productive year. Collaboration among the Town's elementary schools is at its strongest level in many years, and both individual and collective goals were realized.

Cottage Street School - The Cottage Street School has continued to find ways to engage students, staff and families in a positive learning environment. The staff have maintained their work in many areas, while starting initiatives in other areas that are either state or locally driven. The information below is a snapshot of the 2014-2015 school year.

- The staff, students and families started a new math program during the 2014-2015 school year. Math Expressions was implemented across all three elementary schools. The teachers worked with the administration and math coordinator to ensure that the program was implemented with fidelity. The teachers attended professional development throughout the year and parents were provided with information on the new program as well by way of an informational night and regular communication from the schools.
- Cottage participated in the PARCC test for grades 3 through 5 in the areas of math and English Language Arts. Each grade level took the Performance Based Assessment and the End of Year assessment in each subject. This was a timed, online test. The students used desktops, laptops and iPads to take their tests. Teachers helped the students prepare by giving tutorials on the technological components of the test. Teachers were also well prepared to administer the test through a series of trainings offered during the school year. 5th grade students continued to take the Science/Technology MCAS test in a paper format.
- A Lego Club was held for students in grades 2 and 3. The materials for the program were funded through a Sharon Education Foundation grant. Students were able to explore their creative sides while using Legos to build an assortment of creations. Connections were made to the technology concepts of engineering and programming as students were able to use software that enabled them to program their Legos to perform

a variety of tasks. The students met after school for this fun and enriching program.

- The math specialist worked with a group of 4th and 5th grade students on our Math Olympiad team. The students met weekly to work through a variety of challenging math problems and participated in “math meets”. The students performed very well and were excited to solve their weekly problems.
- All students participated in a dance residency with Crazy Tracy. The students worked with Tracy in small workshops and then gave an all school performance for their peers, teachers and parents. The students loved showing off their dance moves!
- The 5th grade members of Broadway Cougars put on a wonderful presentation of Schoolhouse Rock. The students performed twice for the school during the day and then again for parents in the evening. Mrs. Michaela Sellers directed the play and worked with the students during practices.
- The Cottage staff, along with all elementary staff, began the process of preparing our science curriculum for a transition to the Next Generation Science Standards. Varla Smith, the elementary science/social studies coordinator, worked with a team of teachers to start incorporating the new standards into our current practice. Teachers used a professional development early release day to conduct workshops on grade specific science units and planned to continue their work into the summer.
- The elementary instrumental music program worked under a new model. Students in the fourth and fifth grades were able to participate in chorus and instrumental music instruction throughout the year. The two subjects alternated from week to week. Concerts were held in January and June.
- The PTO continued to provide enriching programs for the students and support for the staff. Whole school assemblies were provided with special programs that exposed students to a variety of material. Each grade level was also provided with programs that were tailored to the learning standards for that particular grade.
- The model for our library and technology specialist changed at the elementary level. The technology specialist worked closely with the librarian to provide more opportunities for co-teaching and a media resource rich environment in the library. Students had access to more devices whether in the library, computer lab, or classrooms.

East Elementary School - The East Elementary School community takes pride in its wonderful student body, generous parents, and talented and dedicated teachers and staff. The teachers and staff continuously develop and hone the instructional program for students while being ever mindful of the importance of building a positive and caring school environment. Recognized as a National Blue Ribbon Award Winning School this year, East continuously seeks to

improve and implement not only best practices, but next practices as well. As part of the process of formulating a School Improvement Plan, the East Council drew on East's achievements with input from parents, teachers, and staff members (via our School Council Survey). From this input, we gained a full scope and view of the rich and dynamic teaching and learning environment at East while setting our sights on directions for next year.

From our survey results, staff input sessions, and school council discussions, a number of themes emerged:

Themes viewed as strengths:

Meeting the Needs of All Learners

- In an effort to support the needs of all learners East continued to implement daily RtI intervention and differentiated instruction blocks for reading in grades K-5. Using a universal screening tool, (i-Ready), and multiple sources of data (DRA scores, MCAS scores, teacher observations and recommendations), students were identified, grouped appropriately, and intervention blocks were scheduled into each grade level on a daily basis. Teachers and staff members collaborated regularly to discuss student progress and achievement of goals every 8-10 weeks. They reviewed student data and adjusted grouping practices. We implemented the research based Zoom In intervention reading program for targeted students in grades 1-5. The i-Ready instructional component was also implemented to provide targeted instruction for struggling students. We also offered a before school i-Ready session led by teacher volunteers for all students using the instructional component. In grades, K-3, the RtI students received a “double dose” of reading instruction, as the RtI block was an additional reading lesson. In grades 4 and 5 this intervention block should be classified as a differentiated instruction block, as daily lessons and small group instruction sessions were based upon the classroom lesson with support modified to meet the abilities of each student.

Development of Respectful Partnerships

- East teachers worked together as a professional learning community. This year, teachers used common planning periods and building-based professional development days to collaborate about best practices, analyze student work, and reflect on school improvement. These meetings were instrumental as many grade level teams worked on grade level goals, discussed and created district determined measures, shared best practices for implementation of the new Math Expressions program, and met with the curriculum coordinators and reading and math specialists to review the Common Core Curriculum. Teachers were reflective of their practice and set goals for school improvement. Our school culture, our professional learning communities, our team

approach to learning, our ability to collect data and use it to drive instruction, our ability to differentiate instruction, all make East a high performing school. At East our teams of teachers worked interdependently toward common goals to create a school that is focused on learning and student achievement. They worked collectively and interdependently to facilitate academic growth, motivation and confidence in our students.

- In an effort to promote and develop respectful partnerships there has been an emphasis on providing continued respectful and predictable communication from both the school and the PTO. The East Website, weekly updates, and the PTO website have been used to share information with parents and the East community. All of these communication resources are now translatable on our East website. We also created a multi-cultural task force of parents and held a coffee hour to partner families from different cultures. During this meeting, parents assisted other parents with access to our website and showed them how to translate our school information. We also created a list of contact parents who act as a liaison between parents and the school. The school also successfully promoted cultural awareness and acceptance. We had several multicultural-themed programs through our PTO; we incorporated our theme of acceptance into the creation of our tile mural project. Our multicultural art show with music and dance demonstrations from different cultures was also well attended. Several Teachers participated in the Sheltered English Immersion course and applied effective strategies to their classrooms. In an effort to share information with parents several parent events were held. (PARCC information sessions, parent technology presentations, a Grade One reading support parent meeting, family STEM night, and a parent Math Expression night.)

Establishment of a Physically and Emotionally Safe Environment

- In an effort to support students, all teachers, instructional assistants, and playground assistants participated in “Think Kids, Collaborative Problem Solving Model,” workshops, led by our building based level-two trained staff. We investigated evidence-based approaches for helping students with behavioral challenges, and several staff meetings were focused on meeting the needs of all learners. We also held before school teacher support groups to practice the collaborative problem solving model, and we implemented a behavioral RtI bi weekly kindergarten program. In an effort to teach children how to work together respectfully to improve our climate of respect, we instituted a school-wide positive behavioral system, “HEART in the Hallway.” Clear expectations were set regarding behavior in the hallway and students worked toward a whole school reward. Several community-building events also took place such as our Back to School Picnic, New Parent Coffee Hour, Family Bingo Night,

Family Fitness Night at the Y, Family Movie Night, and our well attended Freeze Pop Fridays. Our school wide tile mural project was a successful community-building project as students, parents, staff members, alumni, and community members created it. We continuously promote efforts to build a community where all members feel valued and included.

- A before school BOKS (Building Our Kids Success) program was offered to students at East this year. With materials funded by Reebok, this program promoted the health of our students. This before school program focuses on getting students to exercise prior to starting the school day. Studies have shown that exercising can give kids a body and brain boost that will set them up for a successful day of learning. The program, is coordinated by teachers and parent volunteers, and has been held two mornings a week before school.

Provide Relevant Experiences and Opportunities that Integrate Collaboration, Communication, Critical Thinking, and Problem Solving

- This year we continued to increase the use of Web 2.0 digital tools in creating 21st century interactive learning and to provide support to teachers on the use of the Promethean interactive white boards, laptops, i-Pads, and document cameras. Technology projects permeated our curriculum through the use of interactive software, blogs, website development, and even a “paperless classroom,” with the use of i-Pads.
- Teachers implemented the new math Expressions program and worked collaboratively to increase their use of collaborative, “math talk.”
- A before school math enrichment group, “Morning Math Wizards,” funded by the Sharon Education Foundation, continued with 80 students in grades 3 – 5 participating in this program.
- A before school Minecraft club was offered to all students in grade 4. This program, led by teacher volunteers, was held one morning a week. Minecraft is a program designed by teachers for classroom use. It contains lessons and activities to challenge students as they work together to solve mathematical puzzles, read maps, complete tasks, and build things together within a game setting. 20 students participated in this program.

Heights Elementary School

- The elementary teachers adopted and implemented a new math program called Math Expressions. Professional development and study groups were provided in YEAR I and continued study group work is occurring in YEAR II.
- There was a *district wide elementary* family STEM night, which was attended by about 150 people, and was located at East Elementary School.

- The elementary science team met consistently with Coordinator Smith throughout the year (12/10, 1/14, 2/25, 3/26, 5/19). This team read articles about Next Generation Science Standards best practice and worked in grade level teams to provide PD on best practices to the elementary staff in March. Each committee member teamed up to provide the three hours of presentation on a best practice handbook and on video clips from *Writing In Science In Action*. The PD was well received by the elementary staff. Coordinator Smith will continue to focus on the best practice skills for science instruction in the next school year.
- We have institutionalized the practice of pre/post assessment; scoring and data collection of student skill levels. We flexi-group students for RtI based on students' current levels of performance. This year we promoted online use of an ELA resource-RAZ Kids (reading) and math (Moby Max) for fact practice. Heights grade level teams raced to Hawaii as they logged in all their math fact practice. The winning team had a special luau party financially sponsored by our local Shaw's Supermarket.
- Mrs. Mellman, art teacher, fully implemented her curriculum to infuse the use of the kiln. She had developed and presented a kiln project for each grade level and these were showcased at the April Art Show. K model magic birds and butterflies, Gr. 1 pinch pot, Gr.2 fish, Gr.3 birds, Gr. 4 owl and chameleons, Gr. 5 big mouth fish and animal faces.
- Heights students beginning as early as kindergarten now participate in Mission X, with emphasis on core strength, upper body training, flexibility, agility and cardiovascular endurance. Through the cooperation with NASA and Lockheed Martin Space Systems, the NASA Orion team worked to provide fun learning experiences here at Heights during the preflight testing of the new Orion spacecraft in December. Children participated in our own "Decorate the Door" contest, and all were given prizes for taking part in this wonderful activity. To commemorate the event, Tim Vigorito. applied for and was granted a PTO mini grant to design and construct a 3D custom print model of the Orion vehicle, which is used to teach classes about the protection of astronauts from radiation. This was a six-month project, done in conjunction with designer Michael Key, NASA and Lockheed Martin. If a picture is worth a thousand words, then a 3d model is worth a million!" Space Camp is now expanded to the all-district after care enrichment classes as well, so students from all of the district schools can join in the fun and STEM learning.
- The school psychologists and administration offered a "Gotcha" bracelet program whereby students were identified for doing "random acts of kindness". The students love wearing the colorful bracelets and enjoy the challenge of receiving more and more!

- We provided Autism Awareness events including reading books about autism and students wrote something they learned on a puzzle piece and brainstormed ways to be helpful/kind to a student on the spectrum. These were displayed in the library. In June we took students and a staff through disability awareness projects to create greater awareness about the various challenges some individuals face. Everyone wants this repeated again due to all that was learned.
- The addition of two more sets of iPads has brought about a shift in pedagogy especially in grades 1 and 4. Grade 1 teachers have successfully integrated ipads in to their ELA curriculum at least three times per week. Grade 4 teachers have wholeheartedly adopted Google docs for in class and at home assignments. Teachers proofread and comment on online documents that have been shared with them by their students, eliminating the need to print and reprint edited versions of the work. The art class has continued to utilize iPads for digital projects, too.
- Staff had the opportunity to participate in a workshop day of technology learning in the district wide Sharin' Tech Event. Many teachers from Heights presented workshops and everyone had the opportunity to hear a technology expert in an inspiring keynote address. All teachers attended a selected workshop on integrating technology into the classroom. The Heights Technology Blog hosts an iPad resources section with app integration links and step-by-step iPad lesson instructions.
- The staff participated in the second year of the statewide educator evaluation process and many academic departments began to collect data from implementing the first year of district-determined measures. The next phase in the process will occur in 2015/16.
- All staff took an online safety training via the ALiCE protocol. Safety subcommittees were developed to address lockdown, parent communication and evacuation procedures. The safety task force will implement an enhanced lockdown drill in 2015/16.

Sharon Middle School – Students and staff continue to meet the diverse needs of all middle school students. Additional highlights include:

- Implemented the new seven day cycle schedule with increased time in 6th grade world language, an even distribution of class minutes and a consistent rotation.
- Planned and practiced an off-site evacuation to the Community Center of the entire Middle School, Early Childhood Center and District Office.
- Planned whole-school activities focused on building community among students of different ages and grade levels including Community Day, The Marshmallow Challenge and Up-Stander Day.

- Evaluated the effectiveness of individual lessons from the Advisory program. Used data to plan future lessons.
- Implemented the PowerSchool parent portal and Edline websites. Parent support was provided at open house and other PTO evening meetings.
- Redesigned open house and a specialist showcase to better support parent communication.
- Planned for the shift in the state testing requirements and implemented the online version of the PARCC exam.
- Continued to work with teachers, students, and parents on bullying and harassment issues and social competency programming.
- Worked to plan for the One to One laptop program for all 8th grade students. The committee set goals measures and planned for professional development.

Sharon High School - During the 2014-15 school year, students and staff at Sharon High School continued to chart a path of success. Some highlights include:

- U.S. News & World Report ranked SHS as the #10 high school in Massachusetts.
- New course offerings at SHS included Introduction to Forensic Science, Advanced Engineering, Intro to Creative Filmmaking, Fundamentals of Programming w/Python, and Music History.
- 280 SHS students took a total of 568 Advanced Placement (AP) exams. 94% of exam scores were 3 or higher (on a 1-5 scale). 93 students were recognized as AP Scholars based on their cumulative AP exam performance (30 AP Scholars, 25 Scholars with Honor, 35 Scholars with Distinction, and 3 National AP Scholars).
- 96% of grade 10 students scored Advanced or Proficient on the MCAS English Language Arts test; 93% of grade 10 students scored Advanced or Proficient on the MCAS Math test; 88% of grade 9 students scored Advanced or Proficient on the MCAS Physics test.
- SHS decided to move away from valedictorian/salutatorian designations at graduation and to adopt the Latin Honors system of recognition at graduation beginning with the Class of 2017.
- In athletics, a unified* track and field program was started. The following teams won Hockomock League Championships: Boy's Cross Country, Gymnastics, Girl's Swimming, Girl's Tennis, Boy's Tennis. *A unified track and field program is for typically developing teens and their age-appropriate counterparts who may experience some physical or cognitive delays.
- School-sponsored trips to England and China were taken, the latter as part of the Chinese Exchange Program.

- Updates to the building included top-to-bottom painting of the cafeteria and gymnasium, as well as a makeover of the space in the library (i.e. painting, removal of shelving/outdated books, new computer tables/chairs, addition of an art gallery, creation of a cafe area, installation of a fish tank).
- The SHS Theatre Company performed several outstanding productions, including: Little Shop of Horrors (musical), The Tragical History of Dr. Faustus (Drama Festival), Little Mermaid Jr. (spring children's show), and two original student-directed plays.
- SHS expanded its use of social media by opening a Facebook page to complement the use of Twitter as a communication tool.

Community Education

Sharon Community Education provides service throughout the entire year to individuals from age 3.5 to senior citizens. The program is a full service program that is 100% independent from local tax dollars.

- The enrollment in Adult Education was financially sufficient that all classes ran as proposed.
- Family Trips included excursions to Disney on Ice, the Boston Red Sox, and The Boston Symphony Orchestra Family concert.
- Student Enrichment programs continue to be popular, and once again all of the courses were completely filled.
- The Before School Program at all three elementary schools was filled to capacity.
- The After School Program expanded from programs at two locations to all three elementary schools.
- The After School Program was extremely well attended, and many days were completely full.
- The regular Summer Program for children ages 3.5 to grade 8 at Heights Elementary School had a record number of participants.
- The fourth year of the Summer Performing Arts Program at Sharon Middle School brought forth a new collaboration with the Town of Sharon Recreation Department. The program was renamed C.R.E.A.T.E.
- The C.R.E.A.T.E. program exceeded all enrollment expectations. Students performed in productions of Disney's *Cinderella* and Meredith Wilson's *The Music Man*.
- The Early Release Day programs, which provide care for any child in the After School Care Program or to any child who needs coverage for that day, were highly popular.
- Community Education continues to explore new offerings and program ideas to serve the community.

- In the early spring, Meg Dussault was hired as the new Director of Community Education. Meg brings a theater, music, and teaching background to her position, and she has achieved significant progress in her first year as Director. Meg attended the Sharon Public Schools as a student, and she worked in Community Education programs off and on prior to her appointment as Director. Welcome aboard, Ms. Dussault.
- After 46 years of dedicated service to the Sharon Public Schools, Mrs. Angelina Alden retired from Community Education.

District Budget - Town Report FY15

The approved FY15 school budget of \$38,659,352 plus ARC \$9,916 represented an increase of \$898,703 or 2.38% over the previous FY14 budget.

The distribution of the voted budget within the School Committee's Budget Transfer Authority included:

Category	Approved Amount	As % of Budget
Salaries	32,655,255	84.4
Transportation	656,700	1.7
Supplies	1,504,983	3.9
Professional Development	295,333	0.8
Special Education & Contracted Services	1,964,963	5.1
Utilities	1,035,646	2.7
Maintenance & Operations	546,472	1.4

Student Population:

The school district budget for FY15 supported a total of 3534 K-12 students and 3474 Pre-K-12 students educated within the district.

Grade	Totals
Pre-K	71
K	237
1	239
2	243
3	257
4	251
5	303
Total Elementary	1601
6	282
7	252
8	296

Total Middle School	830
9	267
10	268
11	326
12	262
Total High School	1123
Total In-District Enrollment	3554

Staffing:

- The FY15 budget supports a total of 482.84 FTEs or Full Time Equivalent staff.
- Salaries remain the largest driver of the district’s budget at 84.4% of the total operating costs.

Staffing and Operational Costs by Building/Department

FTEs FY15	Building or Grouping	FY15 Final Budget
56.53	Cottage	\$3,711,305
55.05	East	\$3,603,990
68.06	Heights	\$4,456,479
99.35	Middle	\$6,762,382
136.45	High	\$10,373,995
14.20	Districtwide Office	\$1,245,691
10.05	Districtwide Other	\$2,935,895*
5.90	Sped Districtwide	\$1,406,199**
0.0	Sped Tuitions & Contr. Svc.	\$1,457,572
12.10	Sped Early Childhood	\$756,060
19.15	Transportation	\$1,093,298
6.0	Maintenance	\$856,486***
482.84	Bldg. Budget Totals	\$38,659,352

Each dollar amount above for the schools, for example, includes both salaries and building-based supplies and materials. The three categories below are spelled out in more detail so the reader realizes that the cost for each category is for much more than salaries.

**Districtwide Other includes Superintendent’s Office supplies and materials, utilities, teacher salary steps and lanes, tutors, academic support programming, coordinator salaries, districtwide professional development programming,*

technology supplies and materials, student scholarships.

***Sped Districtwide includes Director of Special Needs office, Special Needs Coordinator/Administrator salaries, Special Needs Legal, Special Needs tutors, supplies and materials, and all summer special needs programming.*

****Maintenance includes maintenance salaries, alarm costs, uniforms, supplies and materials, substitute costs, summer grounds, and inspection costs.*

Special Education and Regular Education Budget Comparisons:

The information below represents a breakdown and comparison of staffing and operational costs for Special Education and Regular Education programs in the district in FY15:

Special Education:

Total Budget: \$9,094,792,
% of the Overall District Budget: 23.52%
Number of Positions Supported: 145.25

Regular Education:

Total Budget: \$29,564,560
% Of the Overall District Budget: 76.48%
Number of Positions Supported: 337.59

Capital Outlay

The FY15 Capital Outlay request included the lowest total the school department has sought for the past many years. The request was \$259,436. This request included the following:

- Technology Projects District-wide (\$168,000)
- HS Athletics LaCrosse Netting (\$12,989)
- SPED Vans (\$78,447)

A five-year summary of the department's Capital Outlay requests is as follows:

- FY14 - \$618,456
- FY13 - \$727,750
- FY12 - \$2,963,881 (includes the high school roof)
- FY11 - \$1,327,731
- FY10 - \$957,568

Summary

The Sharon Public Schools represent a vibrant and talented group of educators, exceptional students who come to school ready to learn, and a parent population supportive of student and staff efforts. Thank you to the citizens of Sharon for supporting the children and programming within the school system.

Report of the

Southeastern Regional Vocational Technical School District

Mindy Kempner, School Committee Member

mkempner@sersd.org

The Southeastern Regional Vocational Technical School District consists of a four-year public high school and a post-secondary technical institute. During 2014-2015, the high school offered 30 career majors to students from Brockton, East Bridgewater, Easton, Foxboro, Mansfield, Norton, Sharon, Stoughton and West Bridgewater. The Southeastern Technical Institute offered the following day programs: Practical Nurse, Medical Assisting and Dental Assisting. Evening programs included Computer, Cosmetology, Culinary Arts, Driver's Education, Enrichment classes, HVAC, Health Claims, Medical classes, Phlebotomy and Practical Nurse.

The District School Committee consists of ten dedicated individuals elected from the communities of Brockton, East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton and West Bridgewater.

Mindy M. Kempner is the Sharon Representative on the School Committee.

Southeastern Regional Vocational Technical High School

Southeastern Regional Vocational Technical High School is a four-year public high school serving the young men and women from the City of Brockton and the Towns of East Bridgewater, Easton, Foxboro, Mansfield, Norton, Sharon, Stoughton, and West Bridgewater.

At Southeastern this year, students chose from 30 career majors in preparation for life's opportunities and challenges. Our school combines a rigorous academic curriculum with challenging vocational and technical studies to help students realize their full learning potential.

The schedule was designed to have students alternate between academic and technical coursework. This process promotes integration of studies and helps bridge the gap between theoretical and practical experience.

The hands-on approach to learning helped reconnect students to education, and provided the basis for life-long learning – an essential skill in today's highly competitive global market.

Upon graduation, students had the choice of furthering their education in any two or four year institution, internships, certification programs, military service or going directly into the workforce.

Exploratory Program - The goal at Southeastern is to have students choose a career major that excites them about school and education. Recognizing the fact that many incoming students had not spent much time considering their future, we developed a Freshman Exploratory Program which combines career counseling, career exploration, academic studies, and testing to help students make the right decision. Ninth grade applicants selected several technical areas they wished to explore. The exploratory program consisted of examining many different program areas. Parents were encouraged to participate by asking their child about each program and by attending Freshman Parent Meetings.

Near the completion of the 9th grade, students were asked to choose a career major. Every effort was made to place students in their preferred career, with over 93% receiving their first or second choice. Acceptance into many programs was highly competitive and students were ranked based on their effort, grades, behavior, and attendance. It was imperative that ninth grade students did well in all their classes, maintained nearly perfect attendance, and avoided behavioral issues. Students not getting their first choice were assigned an alternate program and placed on a waiting list. All our programs prepared students for high-demand high-paying career fields.

SkillsUSA Massachusetts, in partnership with business and industry, provided opportunities for members to develop individually and improve teamwork, leadership and professional skills through education, training, service, and competition. SkillsUSA provides quality education experiences for students in leadership, teamwork, citizenship and character development. It builds and reinforces self-confidence, work attitudes and communications skills. It emphasizes total quality at work, high ethical standards, superior work skills, life-long education and pride in the dignity of work. SkillsUSA promotes understanding of the free enterprise system and involvement in community service activities. This year's competitions were held at local, state & national levels.

The Cooperative Education program provided supervised workplace employment opportunities and learning experiences for qualified high school students. The Co-op program was based on an agreement developed among an employer, a student, and the high school staff. All were eligible to participate in Co-op, provided they met basic qualifications required by the school and employer. During the 2014/15 school year, 139 students were successfully placed on Co-op.

The process began when students were recommended by their vocational education teacher as being ready to work in the trade. These “job-ready” students were matched with an employer who offered work hours in a job related to the student’s career program. Students participated in Co-op during their technical-vocational cycles.

Seniors who were enrolled in a vocational program for a minimum of two years and exceptional eleventh grade students with two years in the program were recommended by their vocational instructors to participate in the program. The decision to accept a student for Co-op was based on the student’s vocational skill level, academic grades, attendance, and conduct records. Students were required to have OSHA training and employability certification.

Academics

Southeastern Regional offers a full and rigorous series of academic classes comparable to any comprehensive school. A common misconception about vocational school academics is that they are "easier" because students are only here to learn a trade. In actuality, students who attend a vocational school who apply themselves are challenged more extensively than comprehensive school students. Not only do vocational students have the opportunity to gain skills in a specific trade, but they will also be on track to attend a 4-year college by working through academic courses.

Small Classes - Our very small class sizes afforded all students the opportunity to be exposed to honors level content and assignments while working in an integrated classroom on the standards in the Massachusetts Frameworks. Academics in a 21st century vocational school were developed to ensure that students who take full advantage of our offerings will have more opportunities for high level jobs and greater success in the future.

Committed Staff - The Academic Department philosophy is that each teacher will strive to create and foster an environment that promotes students’ confidence and their motivation to learn. The staff is committed to implementing our standards-based curriculum (in alignment with the guidelines prescribed by the Department of Elementary and Secondary Education) in order to adhere to a clear and rational structure through which students, teachers, and parents can assess mastery. To ensure academic rigor, Southeastern is committed to differentiated instruction and inclusive classrooms because all students have the right to be exposed to the same high level curriculum. The Southeastern community understands and respects that our students are 21st century learners. Along with implementing traditional reading, writing, math, and critical thinking skills, we continued to be in the educational forefront by accommodating individual student needs, by embracing technology, by fostering skills that support success in

vocational areas, and by making efforts to stay current in each field of expertise for the benefit of Southeastern students.

My Access! - All students were exposed to a rigorous grade level appropriate curriculum in academic areas. In order to ensure that all students had the opportunity to excel, students and teachers used an online writing tool called MY Access!®, in both academic and vocational areas. This web-based tool could be used at home or in school to save time, to increase student confidence in writing while maintaining common school-wide writing expectations, and to improve critical thinking skills while increasing student confidence in academics.

Edline - All teachers and courses are linked to Edline in order for students and parents to monitor grades and assignments at home regularly. In addition to traditional textbooks, all content areas have web-based textbooks and web-based curriculum support.

Honors and Advanced Placement Commitment - All students were exposed to a rigorous grade level appropriate curriculum in academic areas. In order that all students have the opportunity to excel, students were able to make the honors commitment in one or more academic courses. In an academic class, all students were expected to meet the standards of the core curriculum. Those who wanted to could receive honors credit and go above and beyond elected honors coursework, in person or online.

Honors coursework was designed for the independently motivated learner who chose to prepare rigorously for college level expectations. Honors students must be able to work independently on multiple tasks at a given time. Honors students must be personally organized, disciplined, task committed, read above grade level, and self-motivated.

Honors students were expected to complete the entire core curriculum in addition to the projects, assessments, presentations, and readings that were required for honors students in a particular course/grade level/subject area. Work was assigned during vocational cycles and relied heavily on our web-based tools for learning. Honors students were required to have access to the internet at home, plan to use our computer labs, or plan to use their local library. Additional grade point average weight was given to students making the honors commitment, which could result in a higher class rank.

Virtual High School - Students who had proven to be independently motivated learners in all courses or in a particular content area aspiring to attend a four year college were recommended to take one or more Virtual High School courses during their sophomore to senior years. These students were required to be able to work independently on multiple tasks at a given time, personally organized, disciplined, task committed, reading above grade level, and self-motivated.

Classes were teacher facilitated and took place entirely over the internet. Class sizes were limited to 25, with an emphasis on interaction between teachers and students. It included student-centered activities and discussions. Students were able to post work to their class anytime, day or night. Classes followed a semester schedule and assignments were due at specified weekly intervals. Students who were recommended for VHS, and made the yearlong commitment, were enrolled in two semester long four credit courses or one year long eight credit course. To ensure students stayed on track, students reported to a monitored computer lab for one block each academic cycle. The most recent course catalog is available by clicking “Catalog” under “Programs and Courses” at <http://thevhscollaborative.org/>.

VHS courses are monitored regularly and adhere to the National Education Association’s (NEA) recommended course guidelines for high quality online courses. Students may enroll at the Standard, Honors, Pre-Advanced Placement, or Advanced Placement level. Advanced Placement testing takes place yearly at Southeastern.

READ 180, System 44 and Expert 21 are comprehensive reading intervention programs proven to meet the needs of struggling readers, directly addressing individual needs through differentiated instruction, adaptive and instructional software, high-interest literature and non-fiction, and direct instruction in reading, writing, and vocabulary skills and foundational reading/phonics skills when necessary. To ensure that all students have the opportunity to excel, students identified through placement testing as reading significantly below grade level were enrolled in our Read 180 program during their freshman and sophomore years, and Expert 21 via 21st Century ELA (English Language Arts) for Juniors and Seniors.

Bridges to Algebra II and Math strategies supported students with significant deficiencies in mathematics. Students identified through placement testing as significantly below grade level were enrolled in our Math Strategies program during their sophomore year in conjunction with Bridges to Algebra II. The program directly addressed individual needs through differentiated instruction, adaptive and instructional software, and direct instruction in basic math skills and content area vocabulary skills.

Sharon Achievements

John Merian of the Downtown Brockton Association (DBA) conveyed his organization’s gratitude to a representative group of students who worked on a historic Christmas parade float commemorating the 125th anniversary of America’s first (1890) department store Santa from Edgar’s Department Store in Brockton, Massachusetts. Santa’s Helper **Michael Botaish** from Sharon attended the assembly.

Southeastern Regional Vocational Technical High School is proud to recognize **Lauren Bean**, Graphic Communications and Video Production Major, as the Class of 2015 graduate holding the highest grade point average from the sending community of Sharon.

Members of the Class of 2015 were honored with a generous array of scholarships and toolships Wednesday night, during the traditional Senior Awards Ceremony on May 20. Sharon residents **Lauren Bean** and **Michael Davidson** received awards.

On Thursday, February 26, 2015, 137 students from Southeastern Regional Vocational Technical High School attended the SkillsUSA District II Competition. At the end of the day, Southeastern Regional students came home with 7 Gold, 6 Silver and 10 Bronze Medals. **Michael Davidson** took home a gold medal in Computer Maintenance.

A record number of Southeastern Regional Vocational Technical High School students were inducted into the Southeastern Chapter of the National Honor Society. **Carter Perkinson** of Sharon was among the honorees. Candidates earned their membership through the effective demonstration of the four qualities that serve as standards for the Society: Scholarship, Leadership, Service and Character.

SHARON

Board & Committee Reports

2015



Report of the
Capital Outlay Committee

Paul Linehan, Chairman

Members: William A. Heitin, Walter B. Roach, Jr., Gordon Gladstone, Alexander Korin, Katie Currel-Dykeman, Jonathan Hitter, Robert Maidman, Lou Modestino

Alternates: John J. McGrath, Ted Philips, Emily Smith-Lee

Ex-Officio Members: Frederic E. Turkington, Jr., Cynthia Doherty

The mission of the Capital Outlay Committee is to maintain the critical infrastructure necessary for all aspects of Sharon’s municipal operations— items such as roadway maintenance, ongoing improvements of town buildings, replacement and upgrades of police and fire apparatus, School upgrades and operational needs, etc. The Committee only considers applications for items with value of \$10,000 or more and a minimum life span of 5 years as needed for bonding.

Our objectives are: (1) To prioritize the allocation of resources on a town-wide basis; (2) To coordinate long term capital planning; (3) To help maintain the town’s fiscal wellbeing; (3) To help maintain the town’s capital assets and municipal services, and (3) To provide recommendations to the town for the allocation of limited funds for capital purchases, recognizing there are competing fiscal needs of the town that need to be taken into account.

To meet these goals, we use a guideline 6.5% of the Town's corresponding year's annual budget (less over-rides, debt exclusions and water appropriations) as the "capital budget." We also have begun a process of gradually shifting funding from a debt-based model to a direct purchase to avoid incurring interest and issuance expense.

Several years ago, the Committee began discipline of reducing the town’s reliance on debt as the sole means of financing its capital infrastructure improvements. The intent of this “Debt Reduction Plan”—which we term it—is to gradually wean ourselves from debt as the means of funding our town’s capital infrastructure—instead building internal capacity that allows us to fund capital investments through direct purchase. We do this in two ways: (1) by reducing term of borrowings below their statutory allowance. For instance, many of the projects we are currently funding are statutorily allowed 10, 15 and 20 year terms but are borrowed at significantly shorter terms (typically five years), and (2) through “direct purchase”— straight out cash funding capital items and avoiding borrowing.

This fiscal cycle, we theoretically “freed up” \$888,000 by coming in well below our 6.5% target (5.5%). We shifted \$186,000 of those funds to “direct purchase,” and allowed the remaining freed up funds to reduce property tax increases.

In conclusion, I wish to thank the members of the Capital Outlay Committee, who despite representing competing sectors, worked collaboratively to maintain a fiscal discipline while also maintaining the critical infrastructure needs of the town—as illustrated by the fact that all of our votes were unanimous. With the limited resources available, I believe they achieved both objectives.

Report of the

Commission on Disabilities

Commissioners: Paul Remy (Chair), Geila Aronson (Treasurer), Susan Myerson, Jana Katz, Lois Diamond, Peter Melvin, Jessica Stanford, Chanie Minkowitz and Amy Karas

The year of 2015 was a productive year for the Commission on Disabilities. It met nine times to discuss issues concerning Sharon residents with disabilities, and continued working with town officials to increase accessibility in the Town of Sharon. The Commission also had a Disability Awareness Day event, increasing awareness about people with disabilities and services that are available to them.

1. Commissioners made T-shirts commemorating the 25th Anniversary of the Americans with Disabilities Act (1990 – 2015). The Binah School, a former all Jewish girl school in Sharon, granted permission to use the image, which is on the beautiful inclusion mural that is permanently on display at Memorial Beach, on the shirts. Sixty of the shirts were purchased at the cost of \$445, and plans were to buy more if necessary. The Commission hoped to sell all of them at \$15 each, to commemorate the 25th Anniversary of the ADA and support the Commission. Proceeds were to be used to help fund accessibility projects and equipment. But Commissioners didn't sell as many as we anticipated. For example, only four people ordered the T-shirts at the Square Jam. Only 30 shirts were sold. Therefore, the Commission didn't make money, but did not lose any either.

Three shirts were raffled off at the Commission's Disability Awareness Day, and three will be given to the speakers who spoke at the event. The Commission is considering selling the remaining shirts at half price or donating them.

2. Three Commission members attended the May Town Meeting to support the \$55,000 accessibility study of Town Hall and other town buildings.

The purpose of the study was to determine how to make these buildings accessible, such as installing an elevator in Town Hall. Due to Chairperson of the Commission, Paul Remy's, speech impediment, Vice Chairperson, Jana Katz, read his statement to support the study. Several town residents, one of whom was an architect, questioned the cost of the study. Selectmen William Heitin informed town meeting attendees that several architectural forms recommended the \$55,000 study. After the town residents approved it, Selectman Heitin thanked Paul and the Commission for their support.

3. In May, Chairperson Paul Remy received the Volunteer of the Year Award for the Town of Sharon, and a Massachusetts Senate Citation for his dedicated work on the Commission. Because of Paul's speech impediment, Senator James Timilty read Paul's statement thanking everyone for the awards. He also thanked his fellow Commissioners for their devoted work and for electing him as Chairperson.
4. The Commission worked with the Council on Aging Director, Norma FitzGerald, in getting the Assisted Listening System (ALS) operational, so people who are hard of hearing could participate in meetings, conferences, and social events. COA purchased some equipment in 2014 for the system. Paul Remy hoped to meet with Norma to help determine what additional equipment is needed. Paul was on vacation and when he returned, Norma was very busy making sure that her department ran smoothly after she retired in September and a new director was hired. Paul will be meeting with the new COA Director, Kathleen Medeiros, in January or February concerning the ALS. Depending upon the cost for the needed additional equipment, the Commission might be willing and able to purchase it, or pay a part of it.
5. Three Commission members (Susan Myerson, Lois Diamond, and Paul Remy) participated in the Sharon 250th Anniversary Parade. Thanks to the Adult Center they rode in one of its mini-vans through the parade route. It was an honor for them to represent the Commission, and they eagerly waved to the crowds. Michael, who drove the van, was incredibly patient and helpful. After the parade, he even took the time to drive Lois and Paul home. The Commission deeply appreciated the 250th Anniversary Committee's permission to be represented in the parade, the Adult Center for allowing us to use its van, and Michael for driving us.
6. In October, the Commission had a Disability Awareness Day. Commissioners really appreciated the Board of Selectmen for waving the \$200 hourly rental fee for using the Community Center's ballroom, and everyone who made that day possible. For six months, the Disability Awareness Day subcommittee planned and organized the event. Lois

Diamond did an incredible job, spending endless hours calling and emailing vendors inviting them to the Awareness Day. Fifteen vendors attended.

Susan Myerson did a splendid job at being Paul's voice reading his master of ceremony notes. Our three inspiring speakers were; Selectman JJ McGrath, who has a Nephew with Muscular Dystrophy, Professor Lester Cory, co-founder and President of the Society for Human Advancement through Rehabilitation Engineering, and Faith Carter from Camp Jabberwocky, a summer Camp on Martha's Vineyard for children and adults with disabilities. In addition, Jana Katz was able to get and set up a video of a TED Talk from Aimee Mullin, who has two prosthetic legs. Her TED Talk was about moving forward even when faced with disabilities and adversity, and rising to amazing levels. Sharon Community Television did a wonderful job filming the three hour Disability Awareness Day event and aired the video on local Channel 8.

Commission members thought that the Awareness Day was better than they expected, but unfortunately, not many attended. As a result, the Commission decided to wait for several years to have another one, and want more help from other organizations to plan and organize that event.

7. In November, Recreation Director Amanda Levasseur gave the Commission and Ryan, grandson of Dr. Sidney Rosenthal, who served as the Commission's Chairperson for 17 years, a presentation of her plans for making Ames Street Playground accessible. Ryan is now in the Boy Scouts and looking for an Eagle Scout project. Amanda will inform the Commission and Ryan in January or February of 2016, how they can help make the accessibility project a reality.
8. Despite the excellent job the Massachusetts Bay Transit Authority (MBTA) did in 2014 to make the Sharon Train Station accessible, all handicapped parking spaces are several hundred feet from the accessible platform. This is problematic, especially during the winter months, for wheelchair/scooter users and people who have difficulty walking.

Town Engineer Peter O'Cain has been trying for months to get the MBTA to install handicapped parking near the platform. The Commission got involved with this matter in September. Attorney Jessica Stanford, who is a Commission member, was prepared to write the MBTA a formal complaint. However, Mr. O'Cain and the MBTA had a meeting in December to discuss the handicapped parking issue. Since the Town of Sharon owns the Boston side of the train Station, the MBTA gave the Sharon DPW permission to put in the handicapped parking spaces, which were done the third week of December. The

Providence side of the station is owned by the MBTA. It will not install handicapped parking on its side, claiming that it would be too difficult because the sidewalk is uneven getting to the accessible platform.

Not having handicapped parking near the platform on the Providence side might be in violation of Americans with Disabilities Act's regulations. Therefore, the Commission is still considering writing to the MBTA with a formal complaint.

9. The Commission awarded a special needs Sharon High School senior a \$750 scholarship to help finance her college education.
10. While attending a summer concert at Beach Tree Park, a man informed Paul Remy that there was only a handicapped sign on a utility pole near that park, and no handicapped symbol on the ground. As a result, several people parked there without realizing it and they received \$200 tickets. Paul wrote DPW Director, Eric Hooper, the following day informing him about the situation. That week his department painted a handicapped symbol on the ground. The Commission deeply appreciated the DPW's quick response.
11. As of January 11, 2016, the Commission has \$4,194.54, \$1,292.57 in the handicapped parking ticket fund and \$2,901.97 in the donation fund. Most of the funds were raised in the 2014 "A Bark in the Park" fundraiser, and from the handicapped parking program. In 2015, about \$400 came from the parking ticket program. This is good news because not many are parking illegally in handicapped spaces. As stated previously, the Commission only earned \$450 selling the T-shirts, which is a small profit because the shirts cost \$445.
12. Two dedicated members, James Waters and Sandy Biber, unfortunately had to resign for personal reasons. The Commission misses them.
13. Jessica Stanford and Chanie Minkowitz joined the Commission.

Community Preservation Committee

Corey Snow, Chairman; Jane Desberg, Treasurer; Marc Bluestein; Keevin Geller; Eli Hauser; Ben Pinkowitz
Rachelle Levitts, Secretary to the Committee

The Community Preservation Act [MGL Ch 44B, enacted 2001, adopted by Sharon effective July 1, 2005] allows any city or town in Massachusetts to adopt a property tax surcharge of up to 3%. At least 10% of all CPA revenues must be devoted to each of the three following purposes; open space/recreation, historic preservation, and community housing. Remaining funds may be directed to any combination of those three areas and administration expenses. Sharon adopted CPA with a 1% surcharge (the first \$100,000 of valuation is exempt) effective at the start of Fiscal Year 2006. The Town's CPA revenues are matched with funds generated by a fee imposed on documents filed with the Registry of Deeds across the State. The amount of this match varies annually based upon the balance of the State fund and an applied allocation formula. In compliance with the CPA, the Community Preservation Committee was formed to oversee the CPA fund. A Committee majority vote is required to bring an appropriation to a vote of the Town Meeting.

CPA Revenue and State Match:

- For FY2015, Sharon's CPA surcharge revenue was \$464,774 and the State match received (based upon Sharon's FY15 surcharge) was \$133,387, for regular combined revenue of \$598,161.
- The most recent State match, based upon on the FY2015 surcharge (received in FY2016) was \$137,707 (@23%).

CPA Projects:

- The 2014 Special Town Meeting voted on 11/17/14 to appropriate \$45,000 to fund historic preservation at 21 South Pleasant Street Community Housing. It also appropriated an additional \$2,500 to fund historic window restoration and repair on the original Carnegie Library building.
- The 2015 Annual Town Meeting appropriated \$23,628 for the Town Clerk, Library and Historical Commission's project for records preservation, \$45,000 for a Council on Aging Pergola, \$116,000 for building repairs at the historic Water Department building and \$430,000 to repair the Hammershop Pond Dam.

Debt Service:

There was no debt service in FY2015

Administrative Expenditures:

- The 2014 Annual Town Meeting appropriated a maximum of \$20,000 to be used for FY2015 Committee administrative expenses, of which \$3,346.75 was expended.
- The 2015 Annual Town Meeting appropriated a maximum of \$20,000 for FY2016 Committee administrative expenses.

Unused funds from the annual administrative budget revert to the CPA fund at the end of each fiscal year.

The CPC welcomes proposals from public boards, non-profit groups, and private citizens. We encourage active participation and invite public attendance at our meetings. The Town's website provides contact information, a schedule of meetings, and documents including the CPA Plan and the CPA project application form.

Report of the

Sharon Cultural Council

Julie Rowe, Chair; Barbara Freedman, Treasurer

Members: Julie House, Tahera Sajid, Marion Katz, Bob Levin

The Sharon Cultural Council (SCC) received an allocation of \$5,250 for FY2016 from the Massachusetts Cultural Council.

This year, the SCC received 26 grant application request forms from non-profit organizations and individuals in the areas of the arts, humanities and interpretive sciences seeking a total monetary award of \$9,520. This is five more grant application requests than the previous year, and a 13% increase in funding requests. At the annual allocation award meeting in November, all of the applicant requests were reviewed and 16 projects were awarded full or partial grants.

We attribute our increase in grant requests to our concerted efforts to raise the visibility of the SCC in our town. As with the previous year, we hosted a reception in June 2015 for the FY2015 grant recipients in the Lakeside Gallery at the Sharon Community Center. This reception is open to the public. Several recipients participated in making a video about how an SCC grant helps them.

We invite everyone to view the video on the Sharon Cultural Council Facebook page.

We also put forth a strong effort on public relations. We promoted our event to local newspapers, including the Sharon Advocate, and even received a write up in the Boston Globe South edition. We also hosted a table at the town Square Jam in August and are analyzing the results of the community survey we conducted on location.

Any Sharon resident who is interested in arts and culture and would like to serve on this committee should contact the Selectmen's office. We want to make sure we are serving all members in our town. All meetings are open to the public and posted at the town hall. The members of the SCC meet approximately four times per year to plan our reception and, in November, discuss grant requests. We hope you will connect with us on Facebook or even better, in person.

Report of the

Finance Committee

William Brack, Chairman; Ira Miller, Vice Chair; Patricia-Lee Achorn, Vice Chair; Alexander Korin, Clerk; Aaron Agulnek, Arnold Cohen, Gordon Gladstone, Charles Goodman, Laura Nelson, Edward Philips, Steven Ross, and Hannah Switekowski

Finance Committee Responsibilities

Under the By Laws of the Town of Sharon, it is the duty of the Finance Committee to inform themselves as to those affairs and interests of the town, the matter of which is generally included in the warrants for its town meeting. To discharge this duty, the officers of the town are directed to furnish the Finance Committee upon request with facts, figures, and any other information pertaining to their several departments, provided, however that any such information may be withheld when in the opinion of the officer, or board of officers, so requested, the communication thereof might affect injuriously the interests of the town.

The Finance Committee is charged to consider the various articles in the warrant for all town meetings (including, with respect to each member of the committee, the articles in the warrant for the annual town meeting after which such member's term expires) and to report in print prior to all such town meetings the committee's estimates and recommendations for the action of the town together with the committee's reasons therefor.

Annual Town Meeting

One particular focus and responsibility of the Finance Committee to make recommendations to the voters of Sharon on all matters that come before Town Meeting. Although other matters come before Annual Town Meeting, the primary task at Annual Town Meeting is for voters to adopt a budget for the next fiscal year. In addition, Town Meeting makes decision on strategic issues of the Town such as major capital improvements and zoning as well as other matters of Town business that require Town Meeting Authorization that are brought before the voters to debate and vote.

Budget Background

The budget of the Town of Sharon is generally separated into two components. The first component is the “operational budget” which consists of primarily salaries and a smaller amount of expenses such as supplies, fuel, occupancy costs, etc. The operational budget is divided into three “Sectors”: (1) the School Department; (2) the Selectmen (Police, Fire, DPW, Water and most of the other “town” operational functions); and (3) the Finance Committee (mainly the Town’s “administrative functions” such as the Town Clerk, Conservation Commission, Board of Health, Planning Board, and Board of Appeals). The remaining costs are “fixed and uncontrollable” made up primarily of the Town’s debt (principle and interest), health care insurance (current and retired employees), retirement for the non-teaching personnel, and other employee-related costs (e.g. FICA and unemployment).

About 80% of the total budget (fixed and uncontrollable, operating budget and allocation of Town administrative costs under Department of Education rules) is attributable to the School Department. Over 19% of the budget is the Selectmen Sector and less than 1% to the Finance Committee Sector. Town’s budget is primarily comprised of the costs associated with employing people; there is not a lot of room for maneuvering if the Town is faced with budget pressures such as reduced revenues or uncontrollable increases costs.

The Town fiscal year (FY) is July 1 – June 30 so the calendar year bridges two fiscal budgets. The FY 2015 Budget for the Town of Sharon is \$73,793,832. \$22,028,672 of that budget is the “fixed and uncontrollable.” In December 2014, the Town Administration learned of substantial issues with the actual financial conditions of the Town compared to the revenue forecast upon which the FY 2015 budgets were established at Annual Town Meeting. Specifically, the Town discovered a revenue shortfall of \$1,139,948 versus the projected revenue. \$760,000 of this short fall was attributed to the delay in receiving one-time revenue from the cell tower leases that were approved in 2014 and were expected in FY 2015. These issues impacted the FY 2016 Budget and budget process.

FY 2016 Budget

The FY 2016 Budget for the Town of Sharon is \$77,827,929 which includes increased spending by \$4,034,097 (5.47%). The “fixed and uncontrollable” budget items were increased to \$24,203,180 (9.1%). This includes a 21% increase in long term debt principal (approximately \$1,300,000) and a 26% increase in long term debt interest (approximately \$500,000) significantly related to the financing of the Public Safety Building. The “operational budget” accounts for the remaining \$53,624,749 for FY 2016.

The School Department FY 2016 budget is \$39,991,553 (an increase of 3.45%). It includes over \$100,000 for new programs; including \$63,000 for a pilot Foreign Language program for First Grade that, if successful, would likely be extended to Second – Fourth grade in the future. The Selectmen Sector budget is \$13,110,678 (an increase of 3.98%). It includes reorganizing some of the personnel in the Sector to eliminate some part time positions in Town Hall and to add an Assistant Town Engineer (DPW), a Facilities Manager to oversee Town (non-School) property, including the new Public Safety Building, an additional DPW employee and a Fire Captain. The budget for the Finance Committee is \$522,518 (an increase of 5.11%) is almost entirely increases to the Board of Health for required regulatory inspections.

Revenues supporting the Town’s budget are primarily made up of residential taxes. The current Tax Rate for the Town of Sharon FY 2015 is 20.30, among the highest in the Commonwealth of Massachusetts. The FY 2016 budget is supported by an average 5.0% increase in taxes, of which 2.98% is for the debt and interest for the Public Safety Building approved by the Annual Town Meeting; 2.0% is for the operational budget increases and other increases to “fixed and uncontrollable”. The Finance Committee is engaging the School Department and Selectmen in a strategic planning process to ensure a sustainable Town budget structure. Long range planning on capital improvements, including in the schools, evaluation of future revenue sources and evaluation of the appropriate structure and level of services within the Town is needed to achieve operating and financial goals.

2015 Initiatives

This year the Finance Committee completed a long-term project to revise and update the list of “comparable towns” that is used by the Town for benchmarking. Benchmarking is a tool communities use to see how their spending compares with others based on certain criteria. It is often used when negotiating salaries and other compensation for their employees. Our process began with analysis and agreement about which data would be most appropriate for comparisons. With the concurrence of Fred Turkington, Town Administrator, the Board of Selection and the School Committee, the following criteria were

adopted: Population, Median Household Income, EQV per Capita, Students % of Total Population, and Population Density. Finance Committee Clerk, Alexander Korin created an Excel program that can analyze the data and allow for periodic updates as new statistics became available. A final analytical model has been approved and eight “comparable towns” identified: East Bridgewater, Easton, Foxborough, Grafton, Hanover, Holliston, Hopkinton, Medfield, Northborough, Pembroke, Westborough and Westford.

One of the long term goals of the Finance Committee is to improve communication among the Town sectors and to conduct long-term fiscal planning. In September the Finance Committee initiated a Tri-Committee Meeting that included the Board of Selectmen, School Committee, Town Manager and Finance Committee in joint session with the intent of sharing information so that FY 2017 Sector budgets would be based on a shared understanding of the Town finances. The meeting started with a review of the Town’s fiscal condition including historic trends (tax increases, debt service, employee compensation) and a report on the status of current and future economic development. Preliminary worksheets (estimates for revenues, fixed and uncontrollable and debt service) for the FY 2017 budget were discussed including the Finance Committee recommendation that a tax target approach be used for budgeting. Fred Turkington, Town Administrator, presented a list of potential building projects that would need to be considered by the Town and Schools in future planning. Existing conditions studies for Heights Elementary School and Sharon High School, five-year Capital Outlay needs for the Schools, Town Hall renovations based on ADA compliance requirements and Sharon Library facilities were discussed.

As noted above, the Finance Committee has a responsibility to communicate to Sharon voters to provide information on the Town budget and other fiscal matters. To aid in the distribution and understanding of that information, in November the Committee reviewed two web based software packages, VisGov and ClearGov. These tools would provide individual taxpayers user-friendly access to information on how Sharon tax monies are being expended. The Finance Committee has selected VisGov for purchase and expects to have the software implemented this spring in time for use at Annual Town Meeting.

In January, the Finance Committee began a conversation with Fred Turkington, Town Manager, The Board of Selectmen and the School Committee regarding financial policies for the Town. In a move to forward that goal, the Finance Committee prepared initial policies for those presenting budgets to the Finance Committee for review. The Finance Committee anticipates that the budget review process will be more efficient and productive by providing information requests to department budget presenters in advance of the Finance Committee reviews.

Report of the

Nominating Committee of the Finance Committee

Gloria Rose, Chair

Members: Mitchell Blaustein, Charles Goodman, Deena Segal and Cheryl Weinstein

The Nominating Committee of the Finance Committee is comprised of five registered voters appointed by the Town Moderator whose names are presented at the Annual Town Meeting. It is the responsibility of these members to fill expiring terms and vacancies of the Finance Committee (or Warrant Committee as it was previously known) for the coming year. The names of those nominated will then be presented to the next Annual Town Meeting for approval of the town voters.

The Finance Committee shall consist of not less than six (6) members and not more than twelve (12) members. Members of the Finance Committee shall serve staggered three year terms such that the terms of approximately one third of the members shall expire after each Annual Town Meeting.

To solicit for new members for the Finance Committee, the Nominating Committee shall advertise in the local newspapers, local cable television and place posters in public places. The Nominating Committee reviews and interviews all of those town voters who indicate they are interested in serving on the

Finance Committee by submitting a letter of interest and resume. The committee also interviews all current members of the Finance Committee whose terms are expiring and express an interest to continue to serve the town.

Report of the

Historical Commission

Bruce Rosenbaum, Chair

During the Town's 250th anniversary the Sharon Historical Commission had a very busy year preserving the Town's historic properties, homes, buildings, and vital records. Among the SHC's many projects this year the SHC worked with the town engineers to preserve and restore the dam at Hammershop Pond which dates back to the eighteenth century.

In addition the SHC supported the town engineers' efforts to preserve the nineteenth century Water Works building and the stone walls along North Main Street. The SHC collaborated with the Sharon Historical Society, the Sharon Library, and the Town Clerk to preserve, restore, and digitize a significant

number of historical documents, vital records, and photographs owned by the Town.

In 2015 the Sharon Historical Commission welcomed a new member, Robert Hutton. The 2015 Preservation Award was given to the Smuts family for their restoration of their eighteenth century South Main Street home. The SHC also worked throughout the year to help Sharon residents with antique homes obtain historic house plaques. The SHC looks forward to another busy year in 2016 conserving and protecting Sharon's important historic and cultural resources.

Report of the

Lake Management Study Committee

Noah Siegel, Chair

The Lake Management Study Committee would first like to acknowledge Cliff Towner's many years of hard work and dedication to Lake Massapoag and the people of Sharon. Cliff grew up on Lake Massapoag and has spent countless hours volunteering on behalf of the Town. Cliff has more knowledge about Lake Massapoag than anyone and has tirelessly devoted himself to preservation of the lake so that both Sharon residents and non-residents can enjoy its beauty. Without doubt, Cliff's efforts have resulted in the ability of thousands of people to enjoy the lake for swimming, boating and fishing. Our committee very deeply appreciates his work and dedication. Thank you Cliff!

Lake levels

On May 15th the lake water level was at 10.3 feet, slightly below our target of 10.5 feet for this date. As expected, the lake water level gradually declined over the summer to a nadir of 8.12 feet. Limited rainfall this spring and summer coupled with a decrease in the amount of groundwater and surface water flowing into the lake resulted in the second lowest lake level in more than 20 years. 2014 was the worst according to recent record. To minimize the drop in lake level, the outflow at the flume house was as low as 1.2 cubic feet per second. To maintain ecology of the downstream water, the conservation agent attempts to keep flow at 1.5 cubic feet per second and above.

Weeds

In 2014, Lake Massapoag was treated by Aquatic Control Technologies for the invasive species of Fanwort and Milfoil. The treatments were highly successful. In August 2015, fanwort was identified on the outskirts of the South Cove near the community center. In order to help control the weed burden, a substantial amount was hand-picked in September. Subsequently, a small quantity of fanwort plants were identified in the south cove in an area previously treated.

Our committee will continue to monitor invasive weed species and advise the Conservation Commission on the potential need for intervention.

Temperature

Over the summer of 2015, it was a challenge to control water temperature. By August, daytime water temperatures remained consistently over 80 degrees. Fortunately, significant algal blooms were not identified. Limited rainfall this summer and a decrease in the amount of groundwater flowing into the lake are felt to be responsible for the elevated temperatures.

Water Testing

The Board of Health oversees routine sampling and analysis to monitor the presence of e. Coli at the beaches and closes the beaches when elevated levels of e. Coli are detected. In 2015, there were no closings of Memorial Park Beach due to e. Coli and there was only one closing of the Community Center Beach in mid-June.

The Lake Management Study Committee has established a lake blog that chronicles the issues impacting the lake. This has been updated on a regular basis over the summer months by Rob McGrath: <http://www.townofsharon.net/lake-management-study-committee>

Report of the

Personnel Board

Leonard Sacon, Chair

The recommendations of the Board of Selectmen regarding Executive Salaries were considered as required by the Personnel By-law. After extensive consideration, the Board concurred with the recommendations for FY2016, and fulfilled their responsibilities stated in sections 1-1 and 1-2 of the Personnel By-laws.

The board continued its efforts towards ensuring that all Job Descriptions be reviewed every three years and that descriptions needing updating be completed in the new format found on the Personnel Board's website.

A member of the Personnel Board participated, as required, in the searches for a new Police Chief and Council on Aging/Adult Center Director. The Board was kept abreast of the ongoing search process as well as ensuring that all Personnel By-law requirements were met during the process.

Examples of other steps taken regarding individual situations follow:

- Approved a Nepotism waiver for Waterfront and Camp employees for the 2015 summer season.
- Approved a Step 9 hiring rate for the Health Administrator hired by the Board of Health.
- Approved modified hourly pay Steps for the Recreation Department Lifeguard positions.
- Approved new salary ranges for all E Class positions.
- Approved the establishment and seasonal salary of a Waterfront Director position.
- Approved three newly established job descriptions in the Treasurer/Collectors office:
Financial Assistant Treasurer/Collector; Assistant Treasurer/Collector; Payroll/Benefits Administrator.
- Approved a Step 4 hiring rate for the Financial Assistant to the Treasurer/Collector.

Report of the

Standing Building Committee

Permanent Members: Gordon Gladstone, Chairman; Deborah Benjamin, Vice Chair; Anthony Branca; William Croteau; Rick Rice; Richard Slater; Steven Smith; Roger Thibault; Colleen Tuck; Sara Winthrop

Project-specific Members: Matthew Baldassari, DPW; Tilden Kaufman, Police Chief; James Wright, Fire Chief

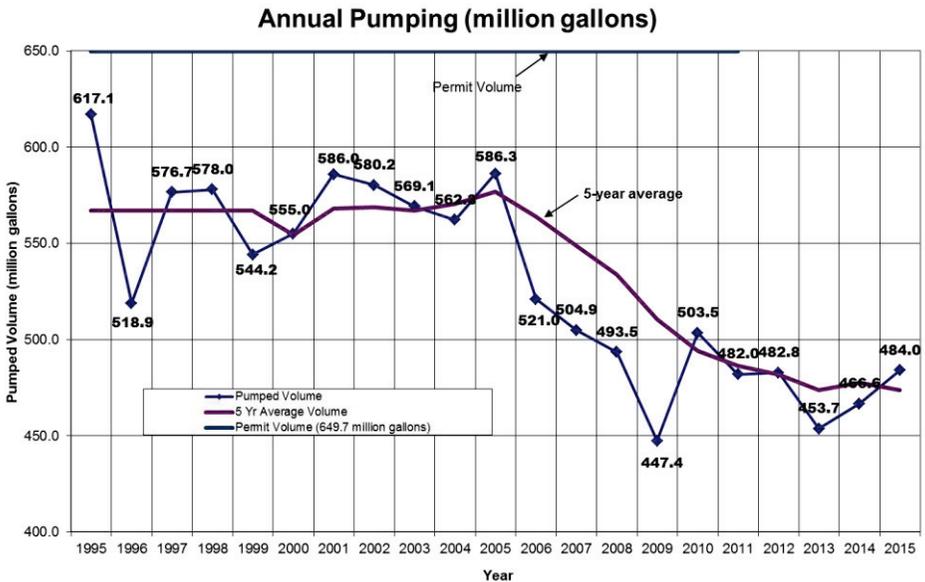
During the first few months of calendar 2015 the SSBC continued with the design and planning for the Public Safety Building to be erected at the site of the current DPW and police station. Construction began in June and the pace during November and December has accelerated. Most site work has been completed, the foundation for the new police station has been poured and steel is currently being erected and should be visible from South Main Street.

Anticipated completion date remains the fall of 2017 and no budgetary issues are anticipated.

Report of the
Water Management Advisory Committee

David Crosby, Chairman
 Paul Lauenstein, Vice Chairman
 Robert McGregor, Secretary
 Members: David Hearne, Anne Carney, Lealdon Langley and Chris Pimentel

The WMAC advises the Board of Selectmen on issues concerning Sharon’s drinking water supply. In 2015, we began our review and revision the water master plan, approved an irrigation policy to be presented at town meeting, funded a service leak loan program and began to consider a storm water management program. In 2016 we will complete our revisions to the master plan and further explore storm water management options. For 2015 we saw a slight increase in pumping from 2014, and still higher than 2009, we pumped about 484 million gallons. We believe the reason for the increase was and continues to be leaks in the system, some inaccuracies in our master meters. One of the leaks was a major leak in a pipe running across Route 1 for which the repair was delayed awaiting state approval. However, after the repair, our unaccounted for water loss has dropped to more acceptable levels, at or below 10% of pumping.



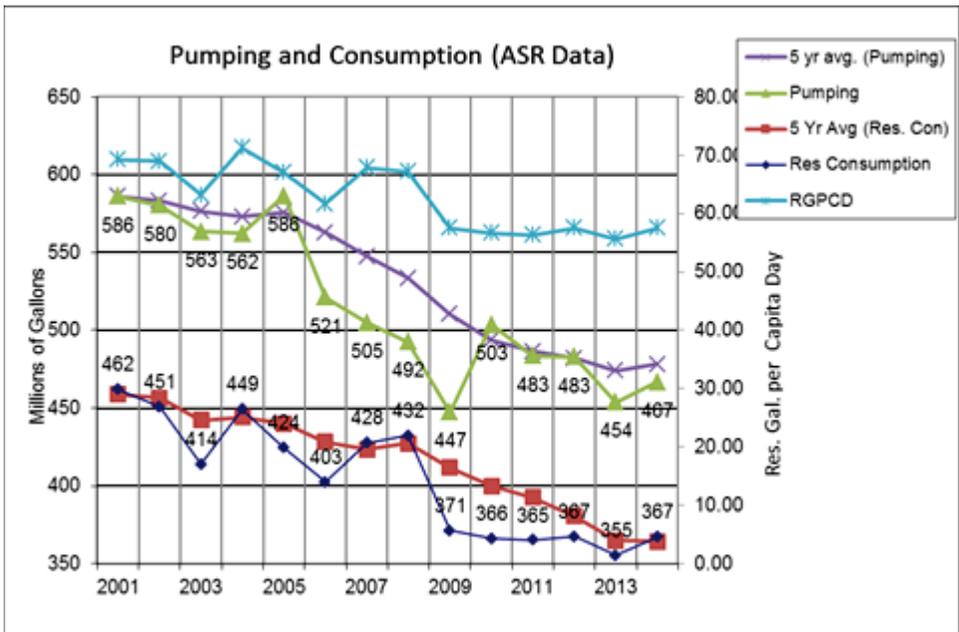
Our primary goal is to prepare to meet the long term needs of Sharon. The WMAC continues to focus on 1) Infrastructure, 2) Water Sources, and 3) Water Consumption including water conservation measures. As indicated by the updated Master Plan, our focus will shift to repairing our aging water infrastructure and to cover the costs with minimum debt. In 2015, we continued

to make some infrastructure improvements in order to improve operating efficiency and reduce operating costs. In addition, we have begun to see revenue increases from our changes to the water rate structure. In addition, we hope to continue our water conservation efforts to continue to reduce wasteful consumption.

Water Consumption

The Water Department has been using the Automated Meter Reading (AMR) system since January 2011 and we are looking at pumping and consumption data on a monthly basis. Our first year of data, 2010, cannot be considered representative because in 2010 we had abnormally wet spring and then we had a watering ban that banned non-essential water use during the summer. By combining this data with 2011 through 2015 data we can get a more representative picture of consumption. We will also begin to better understand the impacts of seasonal variations in rain fall.

As the chart below shows, annual consumption has decreased, but not on same rate as pumping.



While we had seen year over year declines in pumping since 2001, in 2010 we broke that trend. It appears we may have reached a leveling off of the decline in pumping however this may be masked by the leaks in the system. Further, as we have indicated, the reasons for the downward trend are uncertain. We expect to see a decline in consumption as people remodel and replace wasteful old or failing water fixtures and equipment with more efficient products. We encourage

this through our rebate programs. However, we expect the decline level off as we run out of fixtures and appliance to upgrade. This past year also highlights the need to do more to keep up with infrastructure improvements to reduce leaks. And it appears from this and last year's data that we will need to work on improvements to our process for identifying and fixing service leaks.

While consumption has been essentially flat, the new rate structure implemented last year has enabled the Water Department to generate approximately \$3.5M this past fiscal year with about \$1.8M in retained earnings which will be applied to infrastructure maintenance projects in 2016. Last year's revenue was augmented by a one-time payment for cellphone tower leases of \$841.9K.

Water Conservation

In late 2015 we began working with WaterSmart to implement the WaterSmart program to further encourage water conservation. WaterSmart enables all residents to access their water use data through the WaterSmart Portal. The WaterSmart portal collects information from customers, allows them to track their water usage and provides information about how to save water. Even if the customer does not register to use the portal, WaterSmart sends out a bimonthly report which provides the customer with a measure of how their usage compares with that of other similar households. In addition, we continue to provide the rebate programs for low-flow toilets and high-efficiency washing machines.

Water Rates

In 2013, the WMAC completed its comprehensive review of our water rate structure to assess whether it meets our needs for the future. At this point, we continue to assess the rate structure to make sure that our revenue continues meets our needs to support the ongoing maintenance of the water infrastructure.

Maintenance and Growth Projects

We will return to our focus in 2016 on the Water Master Plan to reconsider and revise the plan in view of what was accomplished over the past 5 years. Some of the projects include an emergency or supplementary connection to the MWRA and the possibility of water treatment facility to enable us to use our wells to capacity. The WMAC will also work with the Board of Selectmen to develop a plan to raise the money needed to fund the projects identified in the master plan.

Conclusion

The WMAC continues to take a longer term view of the water needs of Sharon. In 2015, the WMAC will continue to work on implementing projects to improve the infrastructure for water delivery and programs to conserve this valuable resource. We welcome your ideas and participation in these programs.

Report of the
250th Anniversary Celebration Committee

David I. Clifton and Walter “Joe” Roach, General Co-Chairs

The Town of Sharon created a year to remember that sets a high bar for future celebrations. The community commemorated 250 years of history in 2015 with lots of pride and community spirit. With a nod to the past and an eye to the future, a number of dedicated and hardworking residents (50+) met for two years planning and preparing for a memorable year-long celebration for a very special community with lots of diversity. The final result of the celebration was a series of fun events for all ages and interests, celebrating the town’s history, and accomplishments. The Sharon 250th Celebration which came under the umbrella of the Sharon Board of Selectmen honored the past, celebrated the wonderful town that Sharon is today and also acknowledged that the town’s growing diversity will lead to an even better community for tomorrow.

The numerous events, activities, and programs planned by the Sharon 250th Committee have been funded through the generosity of the Town of Sharon, business and private donations, the Commonwealth and through timely fundraising efforts. The town is forever grateful to those who contributed, and to the many volunteers who gave their time, talent, resources, and ideas to make the 2015 celebration a huge success. It could not have happen without the support of many and the dedicated core of individuals/volunteers to carry out the vision of the Sharon 250th. Signature events for 2015 included the following:

- Sharon First Day Celebration on January 1st
- Spring Arts & Music Festival – April 12th
- Sharon Historical Walking Tour of Rock Ridge Cemetery – April 26th
- Friends of Conservation Hike – April 26th
- Bicycle Tour of Historical sites – May 3
- Rotary Bob A Thon – May 16th
- Sharon Historical Society Walking Tour of Sharon Post Office Square – June 6th & 7th
- Sharon Garden Club Summer Garden Tour – June 20th
- Sharon 250th Anniversary Ball at Herb Chambers Lexus Dealership – June 20th
- Annual Independence Day Celebration during Sharon 250th year – July 3rd
- Annual Square Jam during Sharon 250th year – August 6th
- “Light up the Night” at Lake Massapoag – Waterfront Celebration - September 19th
- Sharon 250th Anniversary Parade – September 20th
- Sharon Historical Society’s Museum & Carriage House Tour – October 4th

- Sharon Family Bonfire at Memorial Park Beach – October 24th
- Disability Awareness Day – Community Center – October 25th
- Annual Recreation Department Halloween Parade – October 31
- Annual Veteran’s Day Ceremony – Town Square

Thank You

Special thanks to the Fire Department, Police Department, Department of Public Works, Civil Defense, Recreation Department, Historical Society, Town Clerk’s Office, School Administration, Selectmen’s Office, Treasurer’s Office, Council on Aging, Sharon Community TV, Sharon Advocate, Conservation Commission, the Commission on Disabilities, Sharon Creative Arts Association, Rotary Club, Sharon Yacht Club, and Southeast Regional School. We also express our appreciation to the following donors:

Herb Chambers Lexus Dealership, Sharon Credit Union, CVS, Dedham Savings Bank, Dunkin Donuts, Eastern Bank, Roche Brothers, Saphire Estates, Crescent Ridge Dairy, Randolph Savings Bank, Republic Services, Shaw’s, Rodman Ford, Aerospace-Metal Bellows, Staples, Koopman Lumber & Hardware, Big Y, Comcast, WB Mason, Montessori School, Town of Sharon, and all the folks who purchased pole banners for the celebration.

Remembrance

A Sharon 250th Armillary will be placed by the town on the Community Center property on a permanent basis as a remembrance of the Sharon 250th and the Sharon Historical Society put together a Sharon 250th Anniversary Book highlighting the yearlong celebration.

Rich History

Over the years, our community has been pro-active when it comes to innovating creative outlets for the good of all the residents to help foster the sense of community we’ve all come to enjoy in Sharon, Massachusetts. The ability to experience so many cultures through our churches, temples, restaurants, community service organizations, our facilities, and diversified residents who call Sharon home make our community so unique. No wonder Money Magazine chose Sharon as the number three small community in America to live in and to enjoy. Our rich history, our People, our Schools, Public Safety, Lake Massapoag, the Library, our Parks, the Community Center & Senior Adult Center, Moose Hill Wildlife, open space, Borderland State Park and our religious diversity make Sharon a great place to be in our nation.

As we look into the next 50 years of our shared destiny, let us and those who follow us remain the envy of other communities, our commonwealth and beyond.

Happy 250th Anniversary Town of Sharon!

SHARON

Regional Reports

2015



Borderland State Park Advisory Council

Jean Santos, Sharon representative

Borderland State Park, located between Sharon and Easton, attracts thousands of activists and spectators every year. Countless folks visit daily or at least weekly making the park one of the most popular in the Department of Conservation and Recreation (DCR). Many schools take advantage of the vast playing fields and tracks for special events and cross-country meets.

Advisory Council meetings were held on January 14, 2015, April 13, 2015 and January 6, 2016.

The staffing has been stepped up with Wayne Simmons finally being allowed to resign his job which he has been unable to accomplish for several years due to blocks by DCR. The opening made it possible to hire Andrew Buckley appointed as a seasonal staff member. He has worked at several other parks and still divides his time. During his brief time at Borderland he has sparked the growth of several volunteer groups who come weekly to do many chores which are over and above the regular duties of the small staff at the park.

The garage at the mansion is undergoing a clean-out and many unused and broken appliances are going to the scrap pile. Repairs to the mansion are moving ahead. Some skylights have been sealed and repaired which will enable the walls in the third floor to be finally fixed. The basement area formally used as a laboratory by Professor Ames which had damp area has been weather tightened and will be repainted.

A television set has been purchased and installed by the Friends of Borderland for the visitors' center. It is being used to show the hundreds of photographs dating back to the early days of the mansion. This adds to the enjoyment of visitors.

Some chestnut beams from the old Wilbur house on Massapoag Avenue are being stored in the garage to be used later. Work is continuing on the Wilbur house which is under the curatorship program set up by the state several years ago. The Smith house in the center of the park has not progressed as well but is now in charge of a group who seem to have more definite plans for forward progress.

The new rate structure is taking in lots of cash. Rates are five dollars per car per day. Annual passes are \$60 for residents and can be bought at the office at the

park. The state receives most of the money raised from the attendance fees but a lesser amount goes to the department. We continue to oppose the fee hikes but until we can impress the state government or the legislature, we will not get much help from the increased fees. The state budget has reduced the commission's share from \$102 million in 2008 to \$72 million in 2010 and going down each year since.

A new entrance is being designed for the park which will be completed in the spring.

Steve Scala, a member of the advisory group, has devised a quiz on Borderland. It is available at the entrance and is eye-opening for regular attendees.

There are dozens of activities at the park every week, with several tours available that are designed for adults and children.

For more information, please visit www.friendsofborderland.org, www.mass.gov/dcr or call 508-238-6566.

Report of the

Norfolk County Mosquito Control District

David A. Lawson, Director

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

We are engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones, thereby allowing us to alert nearby towns of a potential epidemic.

Virus Isolations in the town:	No virus isolations in 2015
Requests for service:	372

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys, while maintaining regulatory compliance, is integral to the management of waterways that may

contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work.

Culverts cleared	20 culverts
Drainage ditches checked/hand cleaned	3,150 feet
Intensive hand clean/brushing*	1,900 feet
Mechanical water management	0
Tire collected	4

* *Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of disease control. An intensive monitoring program aids in our decision to effectively target culprits locations.

Spring aerial larvicide applications (April)	465.2 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	18 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	358 basins
Abandoned/unopened pool or other manmade structures treated	0

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment allows us to focus our treatments to targeted areas.

Adult aerosol ultra-low volume (ULV) applications from trucks	8,544 acres
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Report of the

Norfolk County Registry of Deeds

William P. O'Donnell, Register

The Registry of Deeds is the principal office for real property records in Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 5 million land documents dating back to 1793. The Registry is a primary and indispensable resource for

title examiners, mortgage lenders, municipalities, homeowners, and other individuals with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell. In continuous operation for more than two hundred years, the Registry's mission has remained the same; to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County.

2015 Registry Achievements

- Register William P. O'Donnell and his staff continue their direct outreach to town halls, senior centers and civic groups across Norfolk County to provide Registry services. The Register held office hours at Sharon Town Hall on April 9th.
- The Registry of Deeds newly renovated walk-in Customer Service and Copy Center continues to provide residents and businesses with quality service in all areas of Registry operations. You can contact the Customer Service and Copy Center at 781-461-6101. Hours of operations are 8:30am to 4:30pm, Monday through Friday.
- Electronic recording which is recording documents over the internet continues to expand with 39,604 documents recorded electronically and 4.4 million in recording fees collected in 2015.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today all documents dating back to the first ones recorded in 1793 - are available for viewing.
- This year, numerous technological improvements were implemented including upgrades to the registry server and network infrastructure. The Registry's website www.norfolkdeeds.org is routinely updated and enhanced to include the latest resources such as real estate statistics and news, answers to frequently asked questions and the newest consumer programs available to the public.
- The Registry of Deeds publicly rolled out its Consumer Notification Service. This consumer/public safety program allows any county resident to opt in to this free notification service and be alerted when any document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org.

- Register O'Donnell hosted several free computer seminars at the Registry to provide hands-on-training to the public, including trade groups, on how to access land record information using the Registry's new website technology.

Sharon Real Estate Activity Report – January 1, 2015 – December 31, 2015

During 2015, real estate activity in Sharon saw increases in both total sales volume and average sales price.

There was a 13% increase in documents recorded at the Norfolk County Registry of Deeds for Sharon in 2015, resulting in an increase of 434 documents from 3,441 to 3,875.

The total volume of real estate sales in Sharon during 2015 was \$158,046,121, a 9% increase from 2014. The average sale price of homes and commercial property was up 8% in Sharon. The average sale price was \$570,563.

The number of mortgages recorded (963) on Sharon properties in 2015 was up by 16% from the previous year. Total mortgage indebtedness increased 6% to \$309,105,136 during the same period.

There were 3 foreclosure deeds filed against Sharon properties during 2015, representing a 25% decrease from the previous year when there were 4 foreclosure deeds filed.

Homestead activity stayed flat in Sharon during 2015 with 335 homesteads filed compared to 334 in 2014.

Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

Report of the

The ARC of South Norfolk

Daniel J. Burke, President and CEO

www.arcsouthnorfolk.org

The partnership between The Arc of South Norfolk and the Town of Sharon has contributed enormously to the care of Sharon's citizens diagnosed with developmental disabilities, including autism. Over the many years of our partnership, The Arc of South Norfolk (The Arc) has been successfully

“turning disabilities into possibilities” since 1954. As a homegrown, non-profit organization, we have always relied upon local financial and volunteer supports. The continuous support of Sharon and its residents has given us the platform to enhance the programs we offer, expanding as needs arise and answering the call when residents of Sharon reach out for assistance. For more than half a century The Arc of South Norfolk has been, and continues to be, governed by the family members of the individuals we serve- the supports The Arc provides are driven by the needs of the families we support.

Supports and services provided to the citizens of Sharon include:

Program	\$ Per Resident Served	# of Residents	Cost for Program (Total Cost of services: \$653,636)
Day Habilitation	\$21,663	9	\$194,967
Family Support	\$2,321	34	\$78,914
Family Autism Center	\$278	50	\$13,900
Harbor Counseling	\$2,137	9	\$19,233
Social-Recreation	\$210	29	\$6,090
Residential Ind Support	\$16,948	1	\$16,948
Residential Program	\$94,016	2	\$188,032
Employment Training	\$16,944	8	\$135,552

Day Habilitation Program

The Arc provides educational and therapeutic services for adults with severe and multiple developmental disabilities. The program works to help individuals improve their communication skills, physical wellbeing, domestic and self-care skills, community living skills and social skills. This program includes a component for elderly individuals diagnosed with a developmental disability. Its primary objective is to enable these individuals to continue to maintain their functional and social skills and to meaningfully participate in the life of their community.

Family Support, Adult Family Care and Respite Care

The Arc provides temporary in-home or out-of-home professional care and training for children and adults with developmental disabilities on a planned or emergency basis. It operates after-school/school vacation week programs for children, provides a wide range of support groups for families and operates a

resource center for parents and professionals at our facility in Westwood. We have expanded our Adult Family Care program over the past year, and it continues to grow each year. This program provides support to families and adults diagnosed with developmental disabilities that cannot live safely alone and want to live in a family setting.

Family Autism Center

Our Family Autism Center implements high quality programs, services and environments for all persons with an Autism Spectrum Disorder. This program provides individuals with autism, their families and the general community with information and referral services, educational services, parent and sibling support groups and a resource library with Internet access.

Harbor Counseling Center

The Arc provides specialized, one-of-a-kind, behavioral and other psychological counseling and psychiatric services for adults with developmental disabilities and their families.

Social-Recreational Programs

The Arc provides special after-school and evening education classes, sports activities, social clubs and events, and special summer programs for individuals with developmental disabilities. A principal component of these programs is one-to-one volunteer friendships (citizen advocacy).

Services supported by The Arc of South Norfolk through its affiliate, Lifeworks:

Residential Programs

Lifeworks Residential Programs provides home-like environments and supervision, care and training in independent living skills, functional academics and social skills. These programs include community residences and supervised apartments (both with 24-hour staffing) and cooperative apartments (with staff assistance less than 24 hours per day).

Vocational Training and Job Placement Programs

Lifeworks Employment Services provides vocational rehabilitation for people with developmental disabilities ages 18 and over. These services include vocational evaluation, work adjustment training, sheltered employment, transitional or supported employment and competitive job placement and follow-up support.

Additional services provided to residents of Sharon:

Advocacy

The Arc provides specialized education, information and referral services, social support, as well as legal, financial and other consultation support. This program also provides self-advocacy training to individuals and advocacy support to families with members who diagnosed with developmental disabilities.

Autism and Law Enforcement Education Coalition (ALEC)

ALEC is a nationally recognized training program for First Responders relative to Autism Spectrum Disorders (ASD). ALEC training helps foster a deeper understanding of ASD among public safety and law enforcement personnel. Training is available for police officers, ER and courtroom personnel, EMT's and firefighters, using curriculum and videos specific to each group. Presenters are first responders with direct knowledge of ASD through a family member.

Residential Management:

The Arc provides Residential Management Services for residential homes and apartments housing individuals with intellectual and other developmental disabilities.

SHARON

Elections

2015



Annual Town Election

May 19, 2015

Pursuant to the provisions of the Warrant of April 14, 2015, the inhabitants of the Town of Sharon qualified to vote in elections, met in the Sharon High School Gymnasium at 7:00 A.M., Tuesday, May 19, 2015. The meeting was called to order by Town Clerk Marlene B. Chused who read the call and return of the warrant. The warden for the election was Lynne M. Callanan. The wardens for Precincts 1, 2, 3, 4 and 5 were named as follows: Pat Zlotin, Ellen Michelson, Susan Keating, Arlene Flatto, Shirley Schofield and Susan Slater. Clerks and workers were: Marcia Shapiro, Lorraine Forman, Jeffrey Shapiro, Mary Hall, Marie Cuneo, Mildred Worthley, Trudy Leonard, Jean Platzman, Bobby Hall, Natalie Braunstein, Jeff Rose, Robert Braunstein, Beth Lappen, Brian D’Arcy, Walter Siemiakaska, Chuck Levine, Steve Steckel, Barry Zlotin, Mikki Baker and Beth Kourafas, Assistant Town Clerk. The ballot boxes were locked and the keys delivered to Officer of the Day, Hugh Cameron. All election officers and workers were sworn.

At 8:03 P.M. the polls were declared closed. Total votes were as follows: Precinct 1 - 167; Precinct 2 - 238; Precinct 3 - 264; Precinct 4 - 207; Precinct 5 - 129. Total votes cast – 1,005. Absentee ballots cast - 14. The ballots were canvassed according to the law by an Accuvote OS vote tabulating system. Results were transcribed on summary sheets and declaration was made by Town Clerk Marlene B. Chused at 8:09 P.M. as follows:

PRECINCT	1	2	3	4	5	TOTAL
SELECTMEN FOR THREE YEARS						
JOHN J. MCGRATH	136	175	188	166	99	764
Write-In	4	5	9	2	1	21
Blanks	27	58	67	39	29	220
Total	167	238	264	207	129	1,005

ASSESSOR FOR THREE YEARS						
RICHARD B. GORDEN	134	167	181	140	97	719
Write-In	2	1	0	0	0	3
Blanks	31	70	83	67	32	283
Total	167	238	264	207	129	1,005

PRECINCT	1	2	3	4	5	TOTAL
SCHOOL COMMITTEE FOR THREE YEARS (VOTE FOR NOT MORE THAN TWO)						
KATHLEEN E. CURRUL-DYKEMAN	85	113	151	123	65	537
VERONICA ANASTASIO WISEMAN	100	132	134	117	78	561
ALISON M. RUTLEY	86	142	124	97	64	513
VALERIE FRANK	5	4	5	4	4	22
Write-In	1	1	1	0	0	3
Blanks	57	84	113	73	47	374
Total	334	476	528	414	258	2,010

PLANNING BOARD FOR FIVE YEARS						
SHANNON L. MCLAUGHLIN	120	149	163	128	85	645
Write-In	2	1	1	1	1	6
Blanks	45	88	100	78	43	354
Total	167	238	264	207	129	1,005

TRUSTEE OF PUBLIC LIBRARY FOR THREE YEARS (VOTE FOR NOT MORE THAN TWO)						
ROBERT A. LEVIN	115	161	170	133	84	663
CHERYL WEINSTEIN	126	168	163	142	90	689
Write-In	3	0	2	0	1	6
Blanks	90	147	193	139	83	652
Total	334	476	528	414	258	2,010

HOUSING AUTHORITY FOR FIVE YEARS						
CHARLOTTE R. DANA	126	163	172	140	89	690
Write-In	1	1	0	0	0	2
Blanks	40	74	92	67	40	313
Total	167	238	264	207	129	1,005

PRECINCT	1	2	3	4	5	TOTAL
HOUSING AUTHORITY FOR ONE YEAR						
SUSAN D. SAUNDERS	128	159	173	136	88	684
Write-In	1	3	0	2	0	6
Blanks	38	76	91	69	41	315
Total	167	238	264	207	129	1,005

Registered Voters: 12,195

Percent Voting: 8.24%

Absentee: 14

Total Votes Cast: 1,005

SHARON

Town Meetings

2015



Annual Town Meeting

May 4, 2015

Pursuant to the provisions of the warrant of April 14, 2015, the inhabitants of the Town of Sharon qualified to vote in Town affairs met at the Arthur E. Collins Auditorium at 7:00 P.M.

The meeting was called to order by Moderator David L. Yas. The Moderator said that in the absence of any objection he would assume that there was unanimous consent to waive the reading of the call and return of the warrant by Town Clerk Marlene B. Chused. There was no objection to this request.

The Moderator said that in the absence of any objection he would assume there was unanimous consent to allow the following non-voters to address the meeting: Dick Gelerman, Lisa Whelan, Cindy Amara, Eric Hooper, Peter O’Cain, Mark Mazur, Norma Simons Fitzgerald, Timothy Farmer, Ken Wertz, Jahmal Mosley, John Marcus, Greg Meister, Amanda Levasseur, Diane Malcolmson, and Lee Ann Amend.

VOTED UNANIMOUSLY: That whenever at this Town Meeting a majority or two thirds vote is required by statute, by-law or rule of procedure, a count need not be taken, or recorded by the clerk but may be publicly declared by the moderator. If a vote so declared is immediately questioned by seven or more voters, the count shall be taken, and the vote shall be recorded by the clerk; provided, however, that if the vote is unanimous, a count, need not be taken and the clerk shall record the vote as unanimous.

VOTED UNANIMOUSLY: That the meeting adjourn at 11:00 P.M. or at the close of the Article then under discussion and to reconvene on Tuesday evening May 5, 2015 at the Arthur E. Collins Auditorium.

VOTED UNANIMOUSLY: That this Town Meeting be adjourned to reconvene at this auditorium upon the adjournment or dissolution of the Special Town Meeting within the Annual Meeting of May 4, 2015.

SPECIAL TOWN MEETING WITHIN THE ANNUAL TOWN MEETING
--

ARTICLE 1.

VOTED UNANIMOUSLY: That the Town transfer \$13,100.00 to 00011616-616001 Codification Project from the following accounts:

<u>From:</u>		<u>To:</u>		<u>Amount:</u>
00011617-731100	Town Clerk Encumbrance	00011616-616001	Codification Project	\$11,000.00
00011627-731100	E&R Encumbrance	00011616-616001	Codification Project	\$2,100.00
				<hr/> <hr/>
<u>Total:</u>				\$13,100.00

ARTICLE 2.

VOTED UNANIMOUSLY: That the Town appropriate the premium paid to the Town upon the sale of bonds or notes issued for the public safety building which are identified below that was the subject of a Proposition 2 ½ debt exclusion, to pay costs for the project being financed by such bonds or notes and to reduce the amount authorized to be borrowed for such project, but not yet issued by the Town, by the same amount.

<u>From:</u>		<u>To:</u>		<u>Amount:</u>
00010930-493000	Bond Premium	31003999	Public Safety Building	\$581,000

ARTICLE 3.

VOTED UNANIMOUSLY: That the Town appropriate \$151,324.00 to close the Snow and Ice Deficit for FY2015 and to meet this appropriation, it shall be transferred from the following funds:

<u>Account:</u>		<u>Amount:</u>
00011312-529000	Finance Committee Contract Services	\$13,532.00
00011451-511000	Treasurer - Salaries	\$25,000.00
00013102-532100	Vocational Tuition	\$17,792.00
00019202-574300	Property Casualty Insurance	\$25,000.00
10010544-510200	School Expenses	\$40,000.00
00010370-437001	Cell Tower Revenue	\$30,000.00
<u>Total:</u>		<hr/> <hr/> \$151,324.00

ARTICLE 4.

VOTED UNANIMOUSLY: That the Town transfer \$733,798.74 from the following accounts to close the Capital Project Deficit in Fund 3300:

<u>From:</u>		<u>Amount:</u>
3300-2011-2014	School Return	\$59,863.22
32004400-621315	DPW Return	\$70,000.00
32004400-621501	DPW Return	\$30,000.00
31003998-621400	Standing Building Return	\$131,495.85
00010370-437001	Cell Tower Revenue	\$442,439.67
	<u>Total:</u>	<u><u>\$733,798.74</u></u>

ARTICLE 5.

VOTED: That the Town reserve \$ \$625,000 from proceeds of assignment of cell tower leases (account 00010370-437001) for use for the FY2016 Appropriation.

VOTED UNANIMOUSLY: That this Special Town Meeting be dissolved.

ANNUAL TOWN MEETING

ARTICLE 1.

VOTED: That the Town elect to the Finance Committee the following named:

Charles Goodman
72 Lincoln Road
3 year term

Ira Miller
6 Horizons Road
3 year term

Laura Nelson
236 Edge Hill Road
3 year term

Edward R. Philips
3 Garden Street
3 year term

Steven Ross
4 Cattail Lane
2 year term

Hanna Switekowski
10 Barefoot Hill Road
2 year term

ARTICLE 2.

VOTED UNANIMOUSLY: That the reports of the various officials, boards committees be received for filing.

ARTICLE 3.

VOTED UNANIMOUSLY: That the Town authorize the Board of Selectmen to enter into any and all agreements to let and/or lease, on such terms and subject to such conditions as the Board of Selectmen shall deem appropriate, the property or any portion thereof, located in Sharon, MA listed below and referenced in the following leases for purposes of multi-carrier wireless communication facilities and related access and improvements, on such terms and conditions as the Board of Selectmen shall determine to be in the best interests of the Town of Sharon, , and to enter into any and all necessary agreements on such terms and subject to such conditions as the Board of Selectmen shall deem appropriate, to provide electric and telephone utilities to serve such properties:

1. The Premises as defined in the Land Lease Agreement dated March 4, 2014 by and between the Town of Sharon and New Cingular Wireless PCS, LLC regarding the property located at 411 E. Foxboro Street, Sharon;
2. The Premises as defined in the Land Lease Agreement dated March 4, 2014 by and between the Town of Sharon and Bell Atlantic Mobile of Massachusetts Corporation, LTD regarding the property located at 12-17 Farnham Road, Sharon, MA;
3. The Site as defined in the Wireless Communications Facility Lease Agreement dated December 4, 2009 by and between the Town of Sharon and T-Mobile Northeast LLC as amended on February 12, 2013 regarding the property located at 12-17 Farnham Road, Sharon, MA;
4. The Site as defined in the Wireless Communications Facility Lease Agreement dated March 24, 2009 by and between the Town of Sharon

and Omnipoint Communications, Inc. regarding the property located at 438 Massapoag Avenue, Sharon, MA;

5. The Site as defined in the Wireless Communications Facility Lease Agreement dated July 5, 2007 by and between the Town of Sharon and Bell Atlantic Mobile of Massachusetts Corporation, LTD. d/b/a Verizon Wireless regarding the property located at 438 Massapoag Avenue, Sharon, MA; and
6. The Site as defined in the Wireless Communications Facility Lease Agreement dated February 10, 2009 by and between the Town of Sharon and Metro PCS Massachusetts regarding the property located at off Upland Road, Sharon, MA.;

A map of the Properties is on file with the Sharon Town Clerk;

And further to authorize the Board of Selectmen to enter into such other agreements relating to the foregoing on such terms and conditions as the Board of Selectmen deems to be in the best interests of the Town of Sharon.

ARTICLE 4.

VOTED: That the Town amend the Personnel By-law of the Town of Sharon exactly as printed on pages 12 through 21 of the warrant for this Annual Town Meeting except deletion of the words “or act in any way relative thereto.”

A. By adopting as amendments to said By-Law, the following interim and/or emergency changes, additions or deletions made by the Personnel Board in its authority under Section 2.6 of the By-Law:

B. By striking out all classification schedules and pay schedules in Appendix A and Appendix B and substituting new classification schedules and new pay schedules. Appendix A and Appendix B as of July 1, 2015, except as other dates are specified.

1) That the position of Secretary-Clerk Accounting/Veterans Agent be eliminated and the Positions: Financial Assistant-Payroll/Revenue Manager and Financial Assistant-Assistant Veterans’ Agent are established effective October 1, 2013. These new positions are established in the OC classification.

2) Dawn Miller is assigned to the position Financial Assistant - Payroll/Revenue and Patty Walker is assigned to the position Financial Assistant - Assistant Veterans’ Agent retroactive to October 1, 2013.

3) That the position of Financial Assistant/Assistant Veterans Agent be rated as an OC-3A classification in the Office Occupation Category, effective October 1, 2013.

- 4) That the position of Financial Assistant/Payroll be rated as an OC-2 classification in the Office Occupation Category, effective October 1, 2013.
- 5) That the position of Head of Adult and Technology Services be rated as an LMP-3 classification in the Library Category, effective March 1, 2014.
- 6) That the appointment of Jennifer Little Leavitt to the Confidential Police Secretary position at Step 8 effective July 1, 2014 is justified by her exceptional qualifications.
- 7) That the appointment of Rachelle Levitts to the position of Standing Building Committee Secretary be at the Step 8 pay level within the OC-4a category justified by her exceptional qualifications, effective June 10, 2014.
- 8) That Rachelle Levitts be allowed to simultaneously occupy positions with the Planning Board, the Community Preservation Committee, the School Department and the Standing Building Committee provided that a written correspondence is received not later than August 1, 2014 from the appointing authority or organization of each indicating the lack of any irreconcilable conflict.
- 9) That the position of Recreation Basketball League Coordinator be established with a seasonal salary of \$8,300 payable in equal installments during the season, and that it be recorded as part of the “Miscellaneous” category in Article 4.
- 10) That the newly created position of Water Treatment-Pumping Station Operator be rated as an MP-2 classification in the Management Professional Category, effective July 10, 2014.
- 11) That the newly created position of Water Construction Supervisor be rated as an MP-2 classification in the Management Professional Category, effective July 10, 2014.
- 12) That Beverly Anderson be hired in the position of Health Administrator at a Step 9 starting salary in the MP-1 category, effective on date of hire, and step assignment is justified by her exceptional qualifications.
- 13) That the salary steps for the miscellaneous Lifeguard position be modified to read as follows:
Lifeguard Step 1 \$10.68 – Step 2 \$10.94 – Step 3 \$11.21

APPENDIX A

THE FOLLOWING POSITIONS CONTAINED WITHIN CLASSIFICATION SCHEDULE SECTION ENTITLED 1.100-1.300 WITH ASSOCIATED PAY

SCHEDULE SECTION 2.100-2.300 ARE NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS.

EXECUTIVE CATEGORY
 JULY 1, 2015 - JUNE 30, 2016
 SECTION 1.100
 2.100

SECTION
 BASE PAY

CLASSIFICATION SCHEDULE
 SCHEDULE/ANNUALLY

Group	Position	Minimum	Actual	Maximum
E-0	Town Administrator	156,000	165,240	187,200
E-1	Police Chief	146,250	163,130	175,500
E-2	Fire Chief	117,000	131,687	140,400
	Superintendent of Public Works	117,000	125,025	140,400
	Director of Information Technology	91,650	98,107	111,150
E-3	Finance Director	91,650	98,880	111,150
	Town Engineer	91,650	101,375	111,150
E-4	Recreation Director	68,250	69,470	89,700
	Council on Aging Executive Director	68,250	81,640	89,700
	Treasurer/Collector	68,250	82,400	89,700
	Administrative Assessor	68,250	84,345	89,700
	Assistant to the Town Administrator	68,250	81,600	89,700
	Library Director	68,250	79,050	89,700

Standing Building Committee Secretary (hourly) steps

<u>Min</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>
19.94	20.33	20.74	21.15	21.59	21.99	22.46	22.90	23.35	23.83	24.31

Project Manager for the Standing Building Committee (hourly) steps

<u>Min</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>
24.41	24.99	25.52	26.11	26.68	27.28	27.90	28.53	29.18	29.83	30.50

SUMMER EMPLOYMENT - PART-TIME
EFFECTIVE May 1, 2015 (hourly)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Waterfront Supervisor	14.81	15.07	15.33
Assistant Waterfront Supervisor	12.24	12.50	12.77
Lifeguard	10.68	10.94	11.21
Attendant/Maintenance	9.02	9.27	9.53
Sailing Supervisor	14.81	15.07	15.33
Assistant Sailing Supervisor	12.24	12.50	12.77
Sailing Instructor	10.18	10.44	10.71
Camp Counselor	9.71	10.00	10.30
Assistant Camp Supervisor	11.30	11.55	11.80
Camp Supervisor	13.20	13.49	13.79

APPENDIX B

THE FOLLOWING POSITIONS CONTAINED WITHIN CLASSIFICATION SCHEDULE SECTIONS ENTITLED 1.400-1.800 WITH ASSOCIATED PAY SCHEDULE SECTIONS 2.400-2.800 ARE COVERED BY COLLECTIVE BARGAINING AGREEMENTS.

MANAGEMENT PROFESSIONAL CATEGORY
(FORMERLY ADMINISTRATIVE, TECHNICAL AND PROFESSIONAL CATEGORY)

SECTION 1.400
CLASSIFICATION SCHEDULE

MP-00	Assistant Town Engineer	MP-2	Animal Control Officer* Asst. Recreation Director* Business Manager
MP-0	Building Inspector Water Systems Supervisor		Info Svcs/Asst Library Director* Asst Operations Supervisor
MP-1	Operations Supervisor Public Health Nurse* Forestry & Grounds Supervisor Health Agent for Engineering Conservation Administrator Health Administrator* GIS Coordinator		Asst Supervisor-Water Water Construction Supervisor Water Pump Station Operator
		MP-3	Recreation Athletic Supervisor Case Mngr/Coord. Volunteer Svcs* Technical Support Specialist*
		MP-4	Part-Time Public Health Nurse*

*The following positions work other than a 40 hour work week:

Info Services/Asst Library Director-37.5hrs
 Public Health Nurse-30 hours
 Animal Control Officer-25 hours
 Asst. Recreation Director-37.5 hours
 Case Manager/Coordinator of Volunteer Services-28 hours
 Health Administrator-37.5 hours
 Technical Support Specialist-20 hours
 Part-time Public Health Nurse 3 hours (up to 10 hours for vacation coverage)

SECTION 2.400
 PAY SCHEDULE/HOURLY

July 1, 2015 - June 30, 2016

Grade	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
MP-00	35.5492	36.3457	37.1663	37.9988	38.8555	39.7363	40.6293	41.5465	42.4756	43.4289	44.4062	45.2943
MP-0	33.7148	34.4752	35.2596	36.0439	36.8645	37.6848	38.5417	39.3986	40.2916	41.2085	42.1376	42.9805
MP-1	31.5309	32.2427	32.9668	33.6909	34.4512	35.2476	36.0320	36.8284	37.6610	38.5297	39.3986	40.1866
MP-2	28.5988	29.2743	29.9018	30.5896	31.2533	31.9653	32.6894	33.4252	34.1857	34.9459	35.7302	36.4447
MP-3	26.2871	26.8369	27.4161	28.0436	28.6711	29.3348	29.9743	30.6744	31.3497	32.0498	32.7738	33.4293
MP-4	23.8683	24.3992	24.9425	25.4973	26.0766	26.6800	27.2592	27.8625	28.5142	29.1296	29.7933	30.3892

*This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

July 1, 2015 to June 30, 2016

LIBRARY CATEGORY

LMP-3	Head of Youth Services Head of Adult and Technology Services										
LMP-4	Children's Librarian Information Services Librarian										
	Grade	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Max
	LMP-3	26.24	26.86	27.45	28.06	28.68	29.33	30.00	30.69	31.35	32.06
	LMP-4	23.86	24.40	24.95	25.51	26.08	26.66	27.25	27.91	28.53	29.16
	L4	21.82	22.25	22.70	23.16	23.62	24.09	24.56	25.04	25.55	26.07

LOC-3a Circulation Supervisor
Technical Services Supervisor

LOC-3b

LOC-4a Library Assistant
Technical Services Asst.
Administrative Asst.-Library

LOC-4b

Grade	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Max
LOC-3a	22.65	23.11	23.55	24.04	24.51	25.00	25.50	26.02	26.54	27.06
LOC-3b	21.45	21.88	22.31	22.76	23.23	23.70	24.16	24.64	25.13	25.63
LOC-4a	20.34	20.74	21.15	21.57	22.02	22.43	22.91	23.36	23.82	24.31
LOC-4b	19.28	19.68	20.05	20.46	20.88	21.29	21.72	22.16	22.59	23.05

Library Page 10.62

*This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

LABOR CATEGORY
SECTION 1.500
CLASSIFICATION SCHEDULE

Grade A	Working Foreman-Operations Senior Water Systems Tech	Grade D	Night Custodian
	Working Foreman –Water Working Foreman -Forestry&Grnds	Grade E	AutoEquipmentOperator Recreation Custodian Maint/Custodian DPW

Grade B Master Mechanic

Grade C Heavy Equip Operator
Aerial Lift Operator
Water Systems Tech
Working Foreman/Facilities Maint-Community Ctr.

SECTION 2.500
PAY SCHEDULE/HOURLY
July 1, 2015 - June 30, 2016

Grade	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
A	25.91	26.61	27.28	27.99	28.68	29.37	30.10	30.78	31.46	32.16	32.80	33.46
B	24.79	25.35	25.89	26.44	26.97	27.55	28.08	28.64	29.19	29.75	30.34	30.95
C	22.65	23.25	23.86	24.46	25.05	25.67	26.30	26.89	27.50	28.10	28.66	29.23
D	22.87	23.34	23.81	24.29	24.77	25.26	25.77	26.29	26.81	27.34	27.89	28.45

OFFICE OCCUPATION CATEGORY

SECTION 1.600

CLASSIFICATION SCHEDULE

OC-1	Assistant Accountant Assistant Collector Assistant Treasurer	OC-4a	Bookkeeper Secretary-Fire Admin. Asst-Planning Board PT Admin Asst.-Board of Health
OC-2	Confidential Police Secretary Administrative Asst.-Assessor Administrative Asst.-Ex Dir COA Admin Asst to Fire Chief/Ambulance Rec. Assistant Town Clerk Financial Asst-Payroll /Revenue Manager	OC-4b	Bus/Van Driver Police Clerk Secretary-Zoning Board of Appeals Secretary-Community Preservation
OC-3a	Collections Supervisor Treasury Supervisor (Payroll) Election & Registration Secretary Financial Asst/Asst Veterans Agent	OC-5	Secretary-Conservation Secretary-Personnel Board Secretary-Finance Committee Secretary to a Board or Committee
OC-3b	Senior Assessor Clerk Activities/Program Coordinator COA Secretary - Building & Engineering Secretary - Recreation Secretary – Water		

Secretary - Operations Division

SECTION 1.600
CLASSIFICATION SCHEDULE

SECTION 2.600
PAY SCHEDULE/HOURLY

July 1, 2014 - June 30, 2015

Grade	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
OC-1	26.37	26.90	27.44	27.98	28.54	29.11	29.68	30.27	30.88	31.51	32.13
OC-2	23.75	24.21	24.71	25.18	25.66	26.18	26.71	27.24	27.80	28.36	28.94
OC-3a	22.21	22.66	23.09	23.57	24.03	24.51	25.00	25.51	26.02	26.53	27.08
OC-3b	21.03	21.45	21.87	22.31	22.77	23.24	23.69	24.16	24.64	25.13	25.62
OC-4a	19.94	20.33	20.74	21.15	21.59	21.99	22.46	22.90	23.35	23.83	24.31
OC-4b	18.90	19.29	19.66	20.06	20.47	20.87	21.29	21.73	22.15	22.60	23.03
OC-5	17.01	17.35	17.70	18.05	18.41	18.78	19.16	19.54	19.93	20.33	20.74

*This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

PUBLIC SAFETY CATEGORY

SECTION 1.700
CLASSIFICATION SCHEDULE
POLICE DEPARTMENT

SECTION 2.700
PAY SCHEDULE/WEEKLY

Sergeant	PD-80	PD-80A	PD-80B	PD-80C							
Effective Date	Step 1	Step 2	Step 3								
July 1, 2014 –	1256.09	1281.21	1306.86								
June 30, 2015											
Patrolman	PD-60	PD-60A	PD-60B	PD-60C	PD-60D	PD-60E	PD-60F	PD-60G			
Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7				
July 1, 2014 –	832.60	888.63	947.25	1,048.00	1,069.00	1,090.39	1,144.43				
June 30, 2015											
Dispatchers	Steps	2	3	4	5	6	7	8	9	Max	
Effective Dates **	hrly	21.25	21.67	22.11	22.55	23.00	23.45	23.93	24.40	24.90	25.38
July 1, 2015 –											
June 30, 2016											

The amounts of pay shown in the above schedule for position code PD-60 and PD-80 do not include the extra pay for educational qualifications provided for in the statutes and regulations of the State.

Members of the Police Department while so designated by the Chief of Police shall receive additional compensation to be considered part of their base pay as follows:

MOTORCYCLE OPERATOR (SELECTIVE ENFORCEMENT)	\$32.54 PER WEEK
ACCREDITATION MANAGER, COMPUTER MANAGER	\$32.54 PER WEEK
LEAPS REPRESENTATIVE	\$10.00 PER WEEK
CRIME PREVENTION OFFICER	\$32.54 PER WEEK

SPECIAL ASSIGNMENT OFFICER
 PROSECUTOR
 DETECTIVE PATROL OFFICER

\$32.54 PER WEEK
 \$50.00 PER WEEK
 \$50.00 PER WEEK

Any patrolman, appointed without being required to take the written examination, shall be paid the base pay rate called for by step 1 of the pay schedule for a period of six months following his appointment, and, upon the expiration of said six-month period, shall be paid the base pay rate provided for by step 2 unless he shall have previously been employed full time as a police officer, in which case he shall be paid the base pay rate under the step he would have been paid if his prior employment had been in the Sharon Police Department, but not greater than Step 4. Notwithstanding the step increase or increases provided herein, a patrolman's probationary period shall be the probationary period provided for in 5-5 of this By-Law or in the collective bargaining agreement, whichever is applicable.

POLICE CROSSING GUARDS*

7/01/15 to 6/30/16

DAILY RATE:

	STEP 1	STEP 2	STEP 3
School Crossing Guard PD20	37.41	40.76	44.82
School Crossing Guard Supervisor PD20A			56.14

SUPERIOR OFFICERS

July 1, 2015 – June 30, 2016

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lieutenant, Police Dept.	1909.06	1985.80	2064.98	2127.40	2191.22	2235.04

JULY 1, 2015- JUNE 30, 2016
 FIRE DEPARTMENT

SECTION 1.410
CLASSIFICATION SCHEDULE

SECTION 2.410
PAY SCHEDULE/WEEKLY

Effective JULY 1, 2015 – JUNE 30, 2016

TITLE	CODE	Step 1	Step 2	Step 3	Step 4
CAPT./EMT	FD-90			1276.16	1371.67
CAPT./Para	FD-92			1320.19	1415.73
LT./EMT	FD-80			1358.23	
LT./Para	FD-82			1402.28	
FF./EMT	FD-60	1010.44	1057.29	1180.17	
FF./Para	FD-62	1054.49	1101.34	1224.22	

Members of the Fire Department are eligible to receive additional compensation in each fiscal year in accordance with the following educational incentive program:

FOR 15 COURSE CREDITS CERTIFIED	\$ 500 ANNUALLY
FOR 30 COURSE CREDITS CERTIFIED	700 ANNUALLY
FOR 45 COURSE CREDITS CERTIFIED	950 ANNUALLY
FOR AN ASSOCIATE'S DEGREE CERTIFIED	1,550 ANNUALLY
FOR A BACHELOR'S DEGREE CERTIFIED	2,725 ANNUALLY
FOR A MASTER'S DEGREE CERTIFIED	3,025 ANNUALLY

CALL FIREFIGHTERS
 HOURLY COMPENSATION RATE
 July 1, 2010 - June 30, 2011
 Hourly 20.00

THE FOLLOWING POSITIONS CONTAINED WITHIN CLASSIFICATION SCHEDULE SECTION ENTITLED 1.100-1.300 WITH ASSOCIATED PAY SCHEDULE SECTION 2.100-2.300 ARE NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS.

Deputy Fire Chief 1,825.96/week

Deputy Police Chief 3,188.15/week

ARTICLE 5.

VOTED: That the Town raise and appropriate for the various Town offices and for defraying charges and expenses of the Town, including debt principal and debt interest for fiscal year July 1, 2015, through June 30, 2016, the various sums stated “Fiscal Year 2016” as shown on pages 24 to 25 of the Warrant except the following:

Board of Selectmen	Town Clerk
Board of Assessors	Debt: Principal
Fire/Ambulance	Debt: Interest
Schools	Water Department

Moderator	\$ 50.
Finance Committee	23,582.
Personnel Board	3,589.
Conservation Commission	116,830.
Lake Management	2,500.
Planning Board	13,600.
Board of Appeals	22,303.
Board of Health	193,953.
Accountant	262,924.
Treasurer	380,805.
Law	133,300.
Information Technology	255,647.

Elections & Registrations	109,720.
Town Report	12,424.
Police	3,491,762.
Weights & Measures	4,889.
Animal Inspector	4,083.
Civil Defense	9,772.
Animal Control Officer	75,902.
DPW Wages	2,345,362.
DPW Administration	51,355.
DPW Highway	21,500.
DPW Snow & Ice	182,750.
DPW Road Machinery	160,000.
DPW Gasoline	138,341.
DPW Maintenance	250,000.
DPW Forestry & Grounds	31,000.
Council on Aging	293,908.
Veterans Agent	57,164.
Veterans Graves	4,150.
Commission on Disability	500.
Library	928,282.
Recreation	214,659.
Historical Commission	650.
Community Celebrations	3,220.
Voc. Tech School	288,502.
Voc. Tuition/Norfolk Ag. Tuition	16,000.
SNARC	9,916.
Reserve Fund	500,000.
Stabilization Fund	100,000.
Street Lighting	187,500.
Board of Health – Waste Removal	119,500.
FICA: Medicare	705,427.
FICA: Social Security	10,244.
Benefits Accrual	0.
OPEB Trust Cont.	100,000.
Insurance	8,965,076.
Unemployment	75,000.
Annual Audit	55,120.
Retirement Norfolk County	3,175,990.
Water Dept. – Reserve	200,000.

SELECTMEN

VOTED: That the Town raise and appropriate the sum of \$401,537 for the Board of Selectmen’s budget, of which \$500 shall be for the Chairman and \$800 for the salaries of the other members, and \$400,237 shall be for other salaries, wages and expenses.

ASSESSORS

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$233,014 for the Board of Assessors budget, of which \$2,400 shall be for the salary of the chairman, \$4,400 shall be for the salaries for the other members, and \$226,214 shall be for the other salaries, wages and expenses.

FIRE/AMUBLANCE

VOTED: That the Town raise and appropriate the sum of \$3,052,058 for the Fire/Ambulance budget, of which \$625,000 shall be transferred from the Ambulance Reserve Account, with the balance of \$2,427,058 raised on the tax levy.

SCHOOLS

VOTED: That the Town raise and appropriate the sum of \$39,991,553 for the purpose of operating the Public Schools for the fiscal year beginning July 1, 2015, and in order to meet this appropriation \$75,000 shall be transferred from the Overlay Reserve Account, \$625,000 shall be transferred from Fund Balance Reserve for FY16 Budget, with the balance of \$39,291,553 raised on the tax levy.

TOWN CLERK

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$146,111 for the Town Clerk’s budget, of which \$79,810 shall be for the salary of the Town Clerk, and \$66,301 shall be for other salaries, wages and expenses.

DEBT

VOTED: That the Town raise and appropriate the sum of \$9,894,905 for the Debt: Principal budget (\$7,421,797) and Debt interest (\$2,473,108), and in order to meet said appropriation the following amounts shall be transferred from accounts as set forth below:

<u>Account</u>	<u>Amount</u>
Septic Loan Program	\$29,215
Excluded Debt Premium	\$25,293

with the balance of \$9,840,397 raised on the tax levy.

WATER

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$4,193,077, with \$1,219,095 from Retained Earnings and \$2,973,982 raised from user fees and \$200,000 from Retained Earnings for a Reserve Fund.

ARTICLE 6.

That the Town appropriate the sum of: \$789,350 for Public Works; \$1,030,250 for Schools, \$325,000 for Fire, of which \$275,000 shall be transferred from the Ambulance Reserve Account and the balance from borrowing as hereinafter provided; \$15,000 for Civil Defense; \$21,000 for Police; \$68,000 for the Public Library; \$119,500 for the Recreation Department and, as set forth in items 6A – 6M under Article 6 on pages 26 – 27 of the Warrant for this Town Meeting; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$2,093,100 under Massachusetts General Law Chapter 44, S7 and Massachusetts General Law Chapter 44, S8.

MOTION: To take each item separately. **CARRIED.**

ARTICLE 6A.

MOTION: That the Town appropriate the sum of \$390,000 for the resurfacing of public ways and for the reconstruction of sidewalks for Public Works; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$390,000.00 under Massachusetts General Law Chapter 44, Section 7.

MOTION: To amend by reducing \$390,000 to \$340,000 **NOT CARRIED.**

VOTED: That the Town appropriate the sum of \$390,000 for the resurfacing of public ways and for the reconstruction of sidewalks for Public Works; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$390,000.00 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6B.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$344,350 for the purchase of additional departmental equipment for the Department of Public Works; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$344,350 under Massachusetts General Law Chapter 44, Section 7.

ARTICLE 6C.

VOTED: That the Town appropriate the sum of \$55,000 for engineering or architectural services for town buildings for the Department of Public Works; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$55,000 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6D.

MOTION: That the Town appropriate the sum of \$650,000 for the purchase of additional departmental equipment for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$650,000 under Massachusetts General Law Chapter 44, Section 7.

MOTION TO AMEND: To remove \$120,000 for the purchase of iPads and carts and \$260,000 for Macbook Airs and reducing \$650,000 to \$270,000. **PER TOWN COUNSEL, NOT ACCEPTED BY STATE LAW. MODERATOR DID NOT ACCEPT MOTION.**

MOTION TO AMEND: By reducing the budgeted amount of \$650,000 by \$250,000 so that the budgeted amount is \$400,000. **NOT CARRIED.**

VOTED: That the Town appropriate the sum of \$650,000 for the purchase of additional departmental equipment for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$650,000 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6E.

VOTED: That the Town appropriate the sum of \$15,000 for the purchase of additional furniture for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$15,000 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6F.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$121,300 for remodeling, reconstruction, and making extraordinary repairs to public buildings and facilities for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$121,300 under Massachusetts General Law Chapter 44, Section 7.

ARTICLE 6G.

MOTION: That the Town appropriate the sum of \$243,950 for engineering or architectural services for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$243,950 under Massachusetts General Law Chapter 44, Section 7. **NOT CARRIED. 7 PEOPLE CHALLENGED VOTE. VOTES IN THE AFFIRMATIVE 86, VOTES IN THE NEGATIVE 45. (design services to replace roof at Heights Elementary)**

ARTICLE 6H.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$50,000 for the purchase of additional departmental equipment for the Fire Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$50,000 under Massachusetts General Law Chapter 44, Section 7.

ARTICLE 6I.

VOTED UNANIMOUSLY: That the Town appropriate and transfer the sum of \$275,000 from the Ambulance Reserve Account (27000231) for the purchase of an ambulance and associated equipment for the Fire Department.

ARTICLE 6J.

VOTED: That the Town appropriate the sum of \$21,000 for the purchase of additional departmental equipment for the Police Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$21,000 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6K.

VOTED: That the Town appropriate the sum of \$68,000 for remodeling, reconstruction, and making extraordinary repairs to public buildings for the Public Library; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$68,000 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6L.

VOTED: That the Town appropriate the sum of \$119,500 for the reconstruction of outdoor recreational facilities for the Recreation Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$119,500 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6M.

VOTED: That the Town appropriate the sum of \$15,000 for the purchase of additional departmental equipment for the Civil Defense Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$15,000 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6N.

VOTED UNANIMOUSLY: That the Town rescind the borrowing authorization in the amount of \$15,000 from Article 10H of the May 5, 2014 Annual Town Meeting.

ARTICLE 7.

MOTION: That the Town hear and act upon the recommendations of the Community Preservation Committee as follows:

That the following amounts be appropriated or reserved from Fiscal Year 2016 Community Preservation Fund Revenues, unless otherwise specified, for Fiscal Year 2016 Community Preservation purposes with each item considered a separate appropriation:

- \$20,000 for the Administrative Expenses from FY16 Annual Estimated Revenues
- \$45,000 for Recreation for the Community Center Garden Pergola from General Undesignated Fund Balance
- \$23,628 for Historic for the Sharon Town Records Preservation Project from General Undesignated Fund Balance
- \$116,000 for Historic for soffit and fascia repair at the Water Department Building from General Undesignated Fund Balance

- \$430,000 for Historic for Hammershop Pond Dam Repair and Rehabilitation from Historic Undesignated Fund Balance

Reserves

\$56,350	for Open Space	From FY16 Estimated Revenues
\$56,350	for Historic Preservation	From FY16 Estimated Revenues
\$56,350	for Community Housing	From FY16 Estimated Revenues
\$374,450	for Undesignated Fund Balance	From FY16 Estimated Revenues

MOTION: To amend by striking the amount of \$45,000 for Recreation for the Community Center Garden Pergola. **NOT CARRIED.**

MOTION: To amend by striking \$430,000 for Hammershop Pond Dam repair and rehabilitation. **NOT CARRIED.**

VOTED: That the Town hear and act upon the recommendations of the Community Preservation Committee as follows:

That the following amounts be appropriated or reserved from Fiscal Year 2016 Community Preservation Fund Revenues, unless otherwise specified, for Fiscal Year 2016 Community Preservation purposes with each item considered a separate appropriation:

- \$20,000 for the Administrative Expenses from FY16 Annual Estimated Revenues
- \$45,000 for Recreation for the Community Center Garden Pergola from General Undesignated Fund Balance
- \$23,628 for Historic for the Sharon Town Records Preservation Project from General Undesignated Fund Balance
- \$116,000 for Historic for soffit and fascia repair at the Water Department Building from General Undesignated Fund Balance
- \$430,000 for Historic for Hammershop Pond Dam Repair and Rehabilitation from Historic Undesignated Fund Balance

Reserves

\$56,350	for Open Space	From FY16 Estimated Revenues
\$56,350	for Historic Preservation	From FY16 Estimated Revenues
\$56,350	for Community Housing	From FY16 Estimated Revenues

\$374,450 for Undesignated Fund Balance From FY16 Estimated Revenues

MOTION: To continue meeting past 11:00 P.M. **CARRIED.**

ARTICLE 8.

VOTED UNANIMOUSLY: That the Town raise and appropriate \$3,175,990 to be added to the special fund established to pay the Norfolk County Retirement Board for the Annual Assessment costs chargeable to the Town.

ARTICLE 9.

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$75,000 to be added to the special fund established to reimburse the Massachusetts Division of Employment and Training for the actual costs of benefits paid to former Town employees and chargeable to the Town.

ARTICLE 10.

VOTED UNANIMOUSLY: That the Town raise and appropriate \$100,000 to be added to the Other Post-Employment Benefits (O.P.E.B.) Trust Fund established to fund the presently unfunded liability of future health insurance costs for current town retirees and employees

ARTICLE 11.

VOTED: That the Town raise and appropriate \$100,000 to be added to the Stabilization Fund for the purposes for which the Town may be authorized to borrow under M.G.L. Chapter 44, sections 7 and 8, or any other lawful purpose.
2/3 VOTE DECLARED BY MODERATOR.

ARTICLE 12.

VOTED UNANIMOUSLY: That the Town authorize and reauthorize the various revolving funds under M.G.L. c.44 sec. 53E½ for the fiscal year commencing July 1, 2015 exactly as printed on pages 36–43 under Article 12 of the Warrant for this Annual Meeting, except for the deletion of the words “or act in any way relative thereto.”

A. Cable TV Licensing and Re-licensing Fund

That the Town vote to reauthorize a revolving fund known as the Cable TV Licensing and Re-licensing Fund in accordance with M.G.L. ch. 44, §53E½.

The purpose of this fund is to prepare for future cable licensing or re-licensing, and to defray the costs incurred by the Town in providing public internet access.

Receipts to be deposited to this fund shall be solely derived from the annual proceeds received by the Town from the cable television licensee under the terms of a Renewal License granted by the Board of Selectmen. Said license requires that to the extent authorized by M.G.L. ch.166A, and permitted by Federal Communication Commission regulations, 50 cents per subscriber per year be forwarded to the Town annually.

Expenditures in Fiscal Year 2016 shall not exceed the balance in the fund carried forward from Fiscal Year 2015 plus receipts deposited into the fund during Fiscal Year 2016 and in any case shall not exceed Twenty Thousand (\$20,000.00) dollars.

Any unused balance, subject to subsequent Town Meeting authorization, shall carry forward for the benefit of Sharon cable subscribers to cover any costs incurred at the time of license issuance or renewal.

The Board of Selectmen shall have the authority to expend from this fund; or take any other action relative thereto.

B. Library Public-Use Supplies Replacement Fund

That the Town vote to reauthorize a revolving fund known as the Library Public-Use Supplies Replacement Fund in accordance with M.G.L. ch. 44, § 53E½.

The purpose of this fund is to acquire supplies associated with the use of public-use computer printers and faxes such as, but not limited to, paper and ink cartridges. Receipts to be deposited in this fund shall be monies collected as a user fee paid by the users of computer printers and/or the recipients of faxes. Such monies represent the replacement cost of the supplies. The Library Director, with the approval of the Library Board of Trustees, shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance in the fund carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed seven thousand (\$7,000.00) dollars; or take any other action relative thereto.

C. Street Opening Fund

That the Town vote to reauthorize a revolving fund, first established for Fiscal Year 1992, known as the Street Opening Fund as provided by M.G.L. ch. 44, § 53E½.

The purpose of this fund is to defray the cost of making permanent repairs to openings in Town streets by utility companies, contractors, and/or the Town Water Division.

Receipts to be deposited in this fund shall be monies paid by utility companies, contractors and/or the Town Water Division in accordance with the requirements of the Town of Sharon Street Opening Manual. The Superintendent of Public Works, with the approval of the Board of Selectmen, shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance in the fund carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed Twenty-Five Thousand (\$25,000.00) dollars; or take any other action relative thereto.

D. Recycling Fund

That the Town vote to reauthorize a revolving fund, first established for Fiscal Year 1991, known as the Recycling Fund as provided by M.G.L. ch. 44, § 53E½.

The purpose of this fund is to support the recycling program of the Town of Sharon and to purchase and install shade trees and shrubs to be planted in the public ways of the Town and otherwise as provided for in M.G.L. ch. 87, § 7. Receipts to be deposited to this fund shall be monies derived from the sale of recycled materials including, but not limited to, newspaper, glass, metals and plastics, the sale of leaf bags, and disposal fees for certain special wastes generated by the citizens of Sharon including, but not limited to, batteries, tires, and used motor oil and white goods, and an amount equal to the number of tons of material recycled times the Tipping Fee at the SEMASS facility to be transferred from the Tipping Fee Escrow Fund. The Superintendent of Public Works, with the approval of the Board of Selectmen, shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance in the fund carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016, and in any event shall not exceed One Hundred Fifty Thousand (\$150,000.00) dollars; or take any other action relative thereto.

E. Conservation Commission Advertising Revolving Fund

That the Town vote to reauthorize a revolving fund known as the Conservation Commission Advertising Revolving Fund in accordance with M.G.L. ch. 44, § 53E½.

The purpose of this fund shall be to defray the cost of advertising for hearings and meetings before the Sharon Conservation Commission. Receipts to be deposited in this fund shall be monies paid by persons requesting hearings before the Sharon Conservation Commission. The Conservation Commission shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance in the fund carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed Four Thousand (\$4,000.00) dollars; or take any other action relative thereto.

F. Library Materials Replacement Fund

That the Town vote to reauthorize a revolving fund, first established for Fiscal Year 1993, known as the Library Materials Replacement Fund in accordance with M.G.L. ch. 44, § 53E½.

The purpose of this fund is to acquire equivalent Public Library materials to replace items lost by those who borrow such materials. Receipts to be deposited in this fund shall be monies paid by the borrowers of the lost materials. Such monies represent the replacement cost of the material. The Library Director, with the approval of the Library Board of Trustees, shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance in the fund carried forward from Fiscal Year 2015 plus receipts deposited into the fund during Fiscal Year 2016 and in any case shall not exceed Three Thousand Five Hundred (\$3,500.00) dollars; or take any other action relative thereto.

G. Recreation Programs Revolving Fund

That the Town vote to reauthorize a revolving fund known as the Recreation Programs Revolving Fund in accordance with M.G.L. ch. 44, § 53E½.

The purpose of this fund is to support the fee-based recreation department programs. Receipts to be deposited into this fund shall be monies collected from users of the recreation department programs and facilities. The Recreation Director, with the approval of the Board of Selectmen, shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed Three Hundred Thousand (\$300,000.00) dollars; or take any other action relative thereto.

H. Parking Lot Fund

That the Town vote to reauthorize a revolving fund known as the Parking Lot Fund in accordance with M.G.L. ch. 44, § 53E½.

The purpose of this fund is to provide and pay for the maintenance, repair, improvement, monitoring, and operation, including payment for public liability coverage, for municipal parking lots within the Town that are subject to the control of the Board of Selectmen, including, but not limited to, the parking lot located on Pond Street which was accepted at Special Town Meeting on June 21, 1978, by gift of the Sharon Civic Foundation, and/or to purchase or lease additional parking lots, and in general for any traffic control or traffic safety purposes. Receipts to be deposited to this fund shall be solely derived from the receipt of parking fees and charges. The Superintendent of Public Works, with the approval of the Board of Selectmen, shall be authorized to administer and expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed Sixty-five Thousand (\$65,000.00) dollars; or take any other action relative thereto.

I. Board of Health Fund for Monitoring Compliance with Septic Variance

That the Town vote to reauthorize a revolving fund known as the Board of Health Fund for Monitoring Compliance with Septic Variances in accordance with M.G.L. ch. 44, §53E½.

The purpose of this fund is to support the Board of Health's efforts to protect public health through the successful management and oversight of all required reporting and testing requirements placed on onsite wastewater disposal installations that have been and will be approved for installation requiring mandated variances.

Receipts to be deposited into this fund shall be monies collected from fees generated from application fees for all new onsite wastewater disposal installations, which require variance from the requirements of Title V or Article 7 and annual fees, assessed to owners of new and existing onsite wastewater disposal installations that require reporting, annual, or more frequent pumping, testing, or other actions by the owner, as required by their variance from Title V or Article 7. The Board of Health shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed Twenty Thousand (\$20,000.00) dollars;

or take any other action relative thereto.

J. Health Department Revolving Fund

That the Town vote to reauthorize a revolving fund known as the Health Department Revolving Fund in accordance with M.G.L. ch. 44, § 53E½.

The purpose of this fund is to support health promotion clinics for Sharon residents including, but not limited to, influenza and pneumococcal vaccination clinics. Receipts to be deposited into this fund shall be monies collected through reimbursements for immunizations. The Board of Health shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed Forty Thousand (\$40,000.00) dollars; or take any other action relative thereto.

K. Horizons for Youth Revolving Fund

That the Town vote to reauthorize a revolving fund known as the Horizons for Youth Revolving Fund in accordance with M.G. L. ch. 44, § 53E½.

The purpose of this fund is to provide for maintenance and improvements to facilities and property and general support for programs occurring on said property. Receipts to be deposited into this fund shall be monies collected from users of the former Horizons for Youth property and facilities and programs occurring thereon. The Board of Selectmen shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited in the fund during Fiscal Year 2016 and in any event shall not exceed One Hundred Thousand (\$100,000.00) dollars; or take any other action relative thereto.

L. Waterfront Recreation Programs Revolving Fund

That the Town vote to reauthorize a revolving fund known as the Waterfront Recreation Program Revolving Fund in accordance with M.G.L. ch. 44, § 53E½.

The purpose of this fund is to utilize all program monies associated with Massapoag Lake to be utilized for expenses incurred related to programs occurring on the lake as well as the beaches. The Recreation Director, with the approval of the Board of Selectmen, shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed One Hundred Fifty Thousand (\$150,000.00) dollars; or take any other action relative thereto.

M. Community Center Building Maintenance Fund

That the Town vote to reauthorize a revolving fund known as the Community Center Building Maintenance Fund in accordance with the provisions of General Laws ch. 44, § 53E½.

The purpose of this fund is to provide and pay for the maintenance, repair, improvement, monitoring, and operation of the Community Center. Receipts to be deposited into the fund shall be monies collected from users and lessees of the Community Center. The Superintendent of Public Works, with the approval of the Board of Selectmen shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed One Hundred Thousand (\$100,000.00) dollars; or take any other action relative thereto.

N. Council on Aging Program Revolving Fund

That the Town vote to reauthorize a revolving fund known as the Council on Aging Program Revolving Fund in accordance with the provisions of General Laws ch. 44, § 53E½.

The purpose of this fund is to support fee based Council on Aging programs. Receipts to be deposited into the fund shall be monies collected from programming at the Council on Aging. The Council on Aging Director, with the approval of the Board of Selectmen, shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed Twenty-Five Thousand (\$25,000.00) dollars; or take any other action relative thereto.

O. 250th Anniversary Revolving Fund

That the Town vote to reauthorize a revolving fund known as the 250th Anniversary Revolving Fund in accordance with the provisions of General Laws ch. 44, § 53E½.

The purpose of this fund is to support the activities of the 250th Anniversary Celebration Committee. Receipts to be deposited into the fund shall be monies

collected by the Committee. The Committee, with the approval of the Board of Selectmen, shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed the balance carried forward from Fiscal Year 2015 plus monies deposited into the fund during Fiscal Year 2016 and in any event shall not exceed One Hundred Thousand (\$100,000.00) dollars; or take any other action relative thereto.

P. Water Department Fund for Water Service Replacement

That the Town vote to authorize a revolving fund known as the Water Department Fund for Water Service Replacement in accordance with M.G.L. ch. 44 § 53E½. The purpose of this fund is to support the Water Department's efforts to reduce unaccounted for water losses through the replacement of leaking water services.

Receipts to be deposited into this fund shall be monies collected from fees generated from application fees for all new service connections. The Water Department shall be authorized to expend from this fund.

Expenditures in Fiscal Year 2016 shall not exceed Twenty Thousand (\$20,000.00) dollars; or take any other action relative thereto.

ARTICLE 13.

VOTED UNANIMOUSLY: That the Town accept Section 4, Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, and Chapter 380 of the Acts of 2000, which authorizes additional real estate exemptions to be granted to persons who qualify for property tax exemptions under Clauses 17, 17C, 17C 2, 17D, 17E, 22, 22A, 22B, 22C, 22D, 22E, 37, 37A, 41, 41B, 41C and 41D of M.G.L. ch. 59, § 5 in an amount equal to 100 percent, to be effective for the fiscal year beginning July 1, 2015, and ending June 30, 2016.

ARTICLE 14.

VOTED UNANIMOUSLY:

A. That the Town Clerk cast one ballot for the Trustees of the Dorchester and Surplus Revenue School Funds as follows:

Bettye Outlaw, Patricia Zlotin and Alicia McOsker

B. That the Town Clerk cast one ballot for the Trustees of the Edmund H. Talbot Fund as follows:

Shirley Schofield, Marie Cuneo and David A. Martin

C. To accept the report of the donors of the funds.

ARTICLE 15.

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$55,120 for the purpose of paying for the cost of services to perform an annual audit of fixed assets and annual audit of accounts of the Town of Sharon for Fiscal Year 2015 in accordance with Chapter 44, Section 40 of the General Laws of the Commonwealth.

ARTICLE 16.

VOTED: That the Town authorize the Board of Selectmen to petition the General Court for special Home Rule legislation entitled "An Act to Exempt the Town of Sharon from Certain Provisions of Chapter 58, Section 8," which Act is on file with the Town Clerk and substantially in the form thereof, provided, that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition, authorizing the Town to issue an abatement for a portion of the fiscal year 2007, 2008, 2009 and 2010 real estate taxes assessed on a parcel of land located at 9 Glendale Road in the total amount of \$5,401.77.

ARTICLE 17.

VOTED UNANIMOUSLY: That the Town authorize the Board of Selectmen and/or the Finance Director to accept a deed in lieu of foreclosure, in accordance with the requirements of M.G.L. Ch. 60, §77C, for the following parcel of land:

20 Tracey Lane
Parcel ID: 007-049-000

ARTICLE 18.

VOTED UNANIMOUSLY: That action under Article 18 be indefinitely postponed. (To authorize the Town of Sharon to request an Act of the Massachusetts Legislature to remove current and future members of the Sharon Police Department from the provisions of the Massachusetts Civil Service Law.)

VOTED UNANIMOUSLY: That this Annual Town Meeting be dissolved at 11:20 P.M.

Attendance: 193

ACCT	APPROPRIATION	TOTAL APPROP	TAX LEVY	OVERLAY SURPLUS	AMBULANCE RESERVE	WATER Retained Em	WATER RATES	FREE CASH	TRANSFER	DESCRIPTION	BORROWING
SPECIAL TOWN											
ART 1	Town Clerk Codification Project	13,100.00							11,000.00	From 00011617-731100 Twn Clrk Encumb	
									2,100.00	From 00011627-731100 E&R Encumb	
ART 2	Public Safety Bldg - Std Bldg (3100)	581,000.00							581,000.00	From 00010930-0493000 Bond Premium & Rescind	
ART 3	Snow & Ice Deficit Transfer	151,324.00								Rescind Borrowing Per above vote	(581,000.00)
									13,532.00	From 00011312-529000 FinCom Cont. Svc	
									25,000.00	From 00011451-511000 Treas. Salaries	
									17,792.00	From 00013102-532100 Voth Tuition	
									25,000.00	From 00019202-574300 Prop. Casualty Insurance	
									40,000.00	From 10010544-510200 School Budget	
									30,000.00	From 00010370-437001 Cell Tower Revenue One Time	
ART 4	Capital Project Deficit Transfer	733,798.74							59,863.22	From Fund 33100-20112014 Capital Return	
									70,000.00	From Fund 320044006-621315 DPW Return	
									30,000.00	From Fund 320044006-621501 DPW Return	
									131,495.85	From Fund 31003998-621400 STD Bldg Return	
ART 5	Reserve for Use for FY2016 Budget	625,000.00							442,439.67	From Fund 00010370-437001 Cell Tower One Time Rev	
									625,000.00	From Fund 00010370-437001 Cell Tower One Time Rev	
	STM 5/14 Totals	1,523,222.74	-	-	-	-	-	-	2,104,222.74	-	(581,000.00)
ANNUAL TOWN MEETING											
ART 5											
114	Moderator	50.00									
122	Selectmen	401,537.00									
131	Finance Committee	23,582.00									
132	Reserve Fund	500,000.00									
135	Accountant	262,924.00									
141	Board of Assessors	233,014.00									
145	Treasurer	380,805.00									
151	Law	133,300.00									
152	Personnel Board	3,589.00									
155	Information Technology	255,647.00									
161	Town Clerk	146,111.00									
162	Election & Reg	109,720.00									
171	Conservation	116,830.00									
172	Lake Management	2,500.00									
175	Planning Board	13,600.00									
176	Board of Appeals	22,303.00									
180	Development & Ind	-									
195	Town Report	12,424.00									
210	Police	3,491,762.00									
220	Fire/Ambulance	3,052,058.00			625,000.00						
244	Sealer	4,889.00									
249	Animal Inspector	4,083.00									
291	Civ-Il Defense	9,772.00									
292	Animal Control	75,902.00									

ACCT	APPROPRIATIONS FROM CPC	TOTAL APPROPRIATION	TAX LEVY	ALLOW FOR ABATE	AMBULANCE RESERVE	WATER SURPLUS	PREF CASH	TRANSFER	CPC RESERVES	CPC BORROWING
ART 7	Budget	20,000.00	20,000.00							
	Open Space - Reserves	56,350.00	56,350.00							
	Historic Preservation - Reserves	56,350.00	56,350.00							
	Community Hsing - Reserves	56,350.00	56,350.00							
	F/B Reserve for CPC	374,450.00	374,450.00							
	COA - Pergola	45,000.00						45,000.00	General Undes Fund Balance Reserve	
	Clark/Library/Historical Pres Proj	23,628.00						23,628.00	General Undes Fund Balance Reserve	
	Water Dept. Building Repairs Hist	116,000.00						116,000.00	General Undes Fund Balance Reserve	
	Hammershop Pond Dam-Histone	430,000.00						430,000.00	Historic Undes Fund Balance	
	TOTAL COMMPRES	1,178,128.00	563,500.00		-	-	-	614,628.00		-
	FY 2016 BUDGET SUMMARY (NO CPC)	BUDGET	ARTICLES							
	General Government	2,617,936.00	55,120.00							
	Public Safety	6,638,466.00	346,000.00							
	Education	40,305,971.00	#REF!							
	Public Works	3,367,808.00	789,350.00							
	Health & Sanitation	313,453.00	-							
	Human Services	355,722.00	-							
	Library	928,282.00	68,000.00							
	Culture & Recreation	218,529.00	119,500.00							
	Debt Service	9,894,905.00	-							
	Other Benefits	9,680,747.00	3,450,990.00							
		74,321,819.00	#REF!							
	Water Enterprise	4,393,077.00	4,393,077.00							
	Reconciliation to Revenue Forecast	Above Levy	76,448,421.00							
		Local Receipts	(4,142,560.00)							
		State Aid	(8,453,854.00)							
		MISBA Reimb	(1,950,626.00)							
		Cherry Sheet Chgs	768,980.00							
		Overlay	500,000.00							
		Excess Norfolk Cty	(143,197.00)							
		Net Levy	63,027,164.00							

SHARON

Town Salaries

2015



Department	Name	Salary	Other	Detail Work	Total
Accounting	DOHERTY, CYNTHIA J	\$99,286.01	\$2,491.69		\$101,777.70
Accounting	MACDOUGALL, PATRICIA A	\$61,887.87	\$2,128.36		\$64,016.23
Accounting	MILLER, DAWN K	\$51,574.24	\$1,852.11		\$53,426.35
Accounting	WALKER, PATRICIA A	\$42,479.82	\$1,507.83		\$43,987.65
Animal Control	LENNON, SARA	\$510.57	\$45.24		\$555.81
Animal Control	MALCOLMSON, DIANE A	\$47,179.68	\$2,183.12		\$49,362.80
Animal Control	SAWELSKY, CHRISTINA M	\$130.34			\$130.34
Animal Control	SAWELSKY, ELIZABETH S	\$117.93	\$825.24		\$943.17
Animal Control	STARUSKI, MICHAEL K		\$2,568.06		\$2,568.06
Animal Inspector	LITTLE, EDWIN S	\$3,918.00			\$3,918.00
Assessors	ABELSON, ELLEN W	\$2,299.98			\$2,299.98
Assessors	CARNEY, ANNE M	\$366.66			\$366.66
Assessors	DE GREGORIO, JENNIFER M	\$44,199.38	\$919.32		\$45,118.70
Assessors	GORDEN, RICHARD B	\$4,199.98			\$4,199.98
Assessors	KEEFE, PAULA B	\$1,833.30			\$1,833.30
Assessors	MAZUR, MARK J	\$84,527.92	\$2,989.96		\$87,517.88
Assessors	MORRISON, PATRICIA A	\$57,680.45	\$1,291.89		\$58,972.34
Call Fire	FULTON, JENNIFER	\$360.00			\$360.00
Call Fire	HUGHES, CAMERON	\$100.00			\$100.00
Call Fire	HUGHES, GORDON H	\$1,320.00	\$1,900.00		\$3,220.00
Conservation	CALLAN, LINDA W	\$12,284.96			\$12,284.96
Conservation	MEISTER, GREGORY E	\$83,688.84	\$2,681.05		\$86,369.89
Council on Aging	BOOKS, MARSHA	\$34,148.83	\$1,126.45		\$35,275.28
Council on Aging	EDINGER, SUSAN	\$49,137.86	\$2,143.10		\$51,280.96
Council on Aging	FITZGERALD, NORMA S	\$58,069.43	\$15,152.10		\$73,221.53
Council on Aging	MCDUFF, BRUCE	\$23,259.20	\$1,025.20		\$24,284.40
Council on Aging	MEDEIROS, KATHLEEN M	\$7,942.50			\$7,942.50
Council on Aging	PIERCE, MICHAEL D	\$25,873.14	\$401.40		\$26,274.54
Council on Aging	SUTTON, CLINTON E	\$4,847.73			\$4,847.73
Council on Aging	WEINER, NANCY E	\$56,151.38	\$4,356.33		\$60,507.71
Council on Aging	WRIGHT, EILEEN M	\$16,949.10			\$16,949.10
DPW	ALLEN, TERRENCE	\$46,726.84	\$13,510.93		\$60,237.77
DPW	ANDREWS, JAMES R	\$80,061.07	\$12,805.26		\$92,866.33
DPW	BALDASSARI, MATTHEW R	\$23,963.56	\$2,881.97		\$26,845.53
DPW	BENNETT, EDWIN A	\$39,194.00	\$4,133.43		\$43,327.43
DPW	BONITO, ERIC J	\$51,359.95	\$16,295.05		\$67,655.00
DPW	BUCARIA, ERIC R	\$48,577.04	\$15,806.81		\$64,383.85
DPW	CALLAN, BRIAN M	\$27,668.48	\$215.96		\$27,884.44
DPW	CERUTI, STEVEN J	\$67,960.88	\$21,573.01		\$89,533.89
DPW	CONNOLLY, FRANCIS J	\$35,960.56	\$16,584.44		\$52,545.00
DPW	CURLEY, ELIZABETH A	\$69,087.69	\$2,810.29		\$71,897.98
DPW	CURLEY, JAMES M	\$47,878.00	\$14,322.76		\$62,200.76
DPW	CUSHING, KEVIN J	\$41,752.52	\$17,686.09		\$59,438.61
DPW	DELANEY, JAMES B	\$21,311.66			\$21,311.66
DPW	DELPRIORE, LANCE E	\$28,320.39	\$1,959.47		\$30,279.86
DPW	DUCHANAY, CHRISTOPHER W		\$2,828.77		\$2,828.77
DPW	FIFIELD, ROBERT A	\$37,269.20	\$1,403.64		\$38,672.84
DPW	FLYNN, KEVIN J	\$50,088.22	\$8,916.75		\$59,004.97
DPW	GIGGEY, BRUCE	\$81,788.39	\$13,721.39		\$95,509.78
DPW	GIGGEY, JORDAN M	\$52,096.05	\$8,832.12		\$60,928.17
DPW	HOOPER, ERIC R	\$121,450.23	\$5,688.60		\$127,138.83
DPW	HUGHES, DANIEL D	\$5,614.24			\$5,614.24
DPW	JACKSON, RICHARD S	\$16,240.88	\$2,654.52		\$18,895.40
DPW	JACOBS JR, JOSEPH C	\$1,068.55			\$1,068.55
DPW	JACOBS, JOSEPH C	\$10,078.78			\$10,078.78
DPW	KAMP, GARY	\$50,374.16	\$11,986.37		\$62,360.53
DPW	KENT, JOSEPH X	\$89,615.18	\$8,826.58		\$98,441.76

Department	Name	Salary	Other	Detail Work	Total
Accounting	DOHERTY, CYNTHIA J	\$99,286.01	\$2,491.69		\$101,777.70
Accounting	MACDOUGALL, PATRICIA A	\$61,887.87	\$2,128.36		\$64,016.23
Accounting	MILLER, DAWN K	\$51,574.24	\$1,852.11		\$53,426.35
Accounting	WALKER, PATRICIA A	\$42,479.82	\$1,507.83		\$43,987.65
Animal Control	LENNON, SARA	\$510.57	\$45.24		\$555.81
Animal Control	MALCOLMSON, DIANE A	\$47,179.68	\$2,183.12		\$49,362.80
Animal Control	SAWELSKY, CHRISTINA M	\$130.34			\$130.34
Animal Control	SAWELSKY, ELIZABETH S	\$117.93	\$825.24		\$943.17
Animal Control	STARUSKI, MICHAEL K		\$2,568.06		\$2,568.06
Animal Inspector	LITTLE, EDWIN S	\$3,918.00			\$3,918.00
Assessors	ABELSON, ELLEN W	\$2,299.98			\$2,299.98
DPW	MADDEN, CHARLES R	\$17,360.00	\$216.00		\$17,576.00
DPW	NOTZ, JACKSON D	\$2,888.96			\$2,888.96
DPW	OCAIN, PETER M	\$101,471.78	\$2,144.71		\$103,616.49
DPW	O'REILLY, EVELYN R	\$51,428.70	\$3,261.59		\$54,690.29
DPW	PECK, GLENN H	\$54,260.48	\$16,387.02		\$70,647.50
DPW	POCH, DAVID M	\$50,242.52	\$17,006.58		\$67,249.10
DPW	RHODES, CYNTHIA E	\$51,428.68	\$3,422.23		\$54,850.91
DPW	RITCHIE, TRAVIS W	\$4,975.44			\$4,975.44
DPW	SEGERS, CHRISTOPHER K	\$63,074.96	\$19,639.81		\$82,714.77
DPW	SPENDER, PAUL A	\$57,746.01	\$19,221.66		\$76,967.67
DPW	SPENDER, TRAVIS A		\$4,029.76		\$4,029.76
DPW	STARUSKI, GERALD J	\$46,184.16	\$12,140.07		\$58,324.23
DPW	SULLIVAN, KEVIN M	\$48,995.36	\$18,667.92		\$67,663.28
DPW	SULLIVAN, MICHAEL D	\$28,012.00	\$13,042.83		\$41,054.83
DPW	TEIXEIRA, MICHAEL J	\$76,473.90	\$16,590.23		\$93,064.13
DPW	WALKER, ANDREW N	\$55,987.84	\$24,942.44		\$80,930.28
DPW	WATTERSON, JEFFREY A	\$54,643.72	\$30,876.28		\$85,520.00
DPW	WEBER, KEVIN M	\$84,331.83	\$13,424.60		\$97,756.43
DPW	WILCOX, JAMES W	\$59,624.08	\$6,957.95		\$66,582.03
DPW	WINDMAN, MARLA R	\$1,229.85			\$1,229.85
DPW	WOLF, JAMES C	\$68,322.56	\$6,490.39		\$74,812.95
Finance Committee	GISZCZYNSKI, FELICIA A	\$416.40			\$416.40
Finance Committee	HAMILTON, MARLENE F	\$2,074.00			\$2,074.00
Fire	ARMSTRONG, BRIAN	\$57,919.25	\$17,726.51		\$75,645.76
Fire	BERG, ERICK	\$62,243.32	\$23,990.34		\$86,233.66
Fire	CIRILLO, CHRISTOPHER	\$65,270.07	\$18,415.07		\$83,685.14
Fire	CUMMINGS, BERTON C	\$62,448.76	\$32,799.55	\$205.48	\$95,453.79
Fire	EARLEY, TIMOTHY P	\$36,644.40	\$36,481.33		\$73,125.73
Fire	GREENFIELD, DANIEL M	\$65,398.74	\$46,252.75		\$111,651.49
Fire	GUIOD, JOHN M	\$60,130.08	\$54,056.83		\$114,186.91
Fire	HERMAN, MARLENE D	\$62,006.77	\$22,232.49		\$84,239.26
Fire	KEACH, JEFFREY R	\$65,071.91	\$20,949.38		\$86,021.29
Fire	KENVIN, THOMAS	\$64,867.84	\$19,887.70		\$84,755.54
Fire	LACHAPPELLE, ANN T	\$58,084.78	\$2,003.85		\$60,088.63
Fire	LAMBERT, TED J	\$61,789.23	\$30,028.63	\$306.06	\$92,123.92
Fire	LARACY, MATTHEW	\$27,416.75	\$7,419.07		\$34,835.82
Fire	MADDEN, MICHAEL A	\$74,540.59	\$49,088.64	\$468.44	\$124,097.67
Fire	MARTIN, DAVID A	\$64,656.11	\$69,565.58		\$134,221.69
Fire	MCGOVERN, PATRICK J	\$60,245.75	\$37,503.24	\$173.46	\$97,922.45
Fire	MCGUIRE, SEAN J	\$63,217.73	\$61,362.60	\$532.09	\$125,112.42
Fire	MCLEAN, JOHN P	\$72,707.70	\$47,492.64	\$151.69	\$120,352.03
Fire	MORRISSEY, WILLIAM M	\$61,202.29	\$57,815.95	\$270.64	\$119,288.88
Fire	MURPHY, RICHARD G	\$89,072.03	\$30,286.36	\$211.67	\$119,570.06
Fire	O'ROURKE, THEODORE H	\$28,130.65	\$44,662.54		\$72,793.19
Fire	RICKER, JEFFREY M	\$64,534.10	\$37,444.64		\$101,978.74
Fire	RUDIK, PAUL S		\$57,967.87		\$57,967.87

Department	Name	Salary	Other	Detail Work	Total
Accounting	DOHERTY, CYNTHIA J	\$99,286.01	\$2,491.69		\$101,777.70
Accounting	MACDOUGALL, PATRICIA A	\$61,887.87	\$2,128.36		\$64,016.23
Accounting	MILLER, DAWN K	\$51,574.24	\$1,852.11		\$53,426.35
Accounting	WALKER, PATRICIA A	\$42,479.82	\$1,507.83		\$43,987.65
Animal Control	LENNON, SARA	\$510.57	\$45.24		\$555.81
Animal Control	MALCOLMSON, DIANE A	\$47,179.68	\$2,183.12		\$49,362.80
Animal Control	SAWELSKY, CHRISTINA M	\$130.34			\$130.34
Animal Control	SAWELSKY, ELIZABETH S	\$117.93	\$825.24		\$943.17
Animal Control	STARUSKI, MICHAEL K		\$2,568.06		\$2,568.06
Animal Inspector	LITTLE, EDWIN S	\$3,918.00			\$3,918.00
Assessors	ABELSON, ELLEN W	\$2,299.98			\$2,299.98
Fire	RYCHLIK, MICHAEL F	\$56,368.61	\$58,401.04		\$114,769.65
Fire	SARGENT, PATRICK	\$26,588.22	\$5,347.76		\$31,935.98
Fire	SIMPSON, BRYANT R	\$74,277.42	\$76,794.79		\$151,072.21
Fire	SIMPSON, KURT W	\$63,508.72	\$30,222.75		\$93,731.47
Fire	SOLDEN, ANDREW J	\$65,087.00	\$60,947.57	\$317.50	\$126,352.07
Fire	WRIGHT, JAMES W	\$130,171.98	\$7,659.68		\$137,831.66
Health	ALPER, ELYSE N	\$240.00			\$240.00
Health	ANDERSON, BEVERLY	\$71,321.36			\$71,321.36
Health	AUERBACH, ANDREA	\$396.00			\$396.00
Health	BEADLE, LINDA	\$2,713.06	\$21.76		\$2,734.82
Health	CALLAN, LINDA W	\$24,524.39	\$2,835.60		\$27,359.99
Health	COOK, JUDITH S	\$1,140.00			\$1,140.00
Health	GILMORE, JANE L	\$924.00			\$924.00
Health	MILLER, SHEILA A	\$63,104.42	\$2,911.12		\$66,015.54
Health	O'DWYER, MARY	\$240.00			\$240.00
Health	SAWELSKY, CHRISTINA	\$252.00			\$252.00
Library	AMEND, LEE ANN B	\$79,300.22	\$449.27		\$79,749.49
Library	ANDERSON, LUCY M	\$13,468.29	\$643.24		\$14,111.53
Library	BIGGIE, SHARON L	\$41,490.03	\$1,580.91		\$43,070.94
Library	BRANSCHOFKY, MARGRET G	\$39,261.27	\$783.48		\$40,044.75
Library	CHASE, MELISSA A	\$39,887.75	\$1,016.61		\$40,904.36
Library	COHEN, SUSAN	\$5,226.74	\$61.00		\$5,287.74
Library	DAVIS, MARY C	\$6,060.35			\$6,060.35
Library	DONOVAN, ANN M	\$93.44			\$93.44
Library	HAGAN, KARIN S		\$148.72		\$148.72
Library	HENDERSON, JESSICA N	\$14,387.58	\$107.37		\$14,494.95
Library	JONES, CHRISTOPHER M	\$976.32			\$976.32
Library	MAFERA, KAREN	\$53,061.83	\$2,175.78		\$55,237.61
Library	MARGARIDA, DANIELLE M	\$11,060.66	\$7,169.76		\$18,230.42
Library	MINSK, HANNELE K	\$249.17			\$249.17
Library	MOLLOY, SUSAN C	\$252.16			\$252.16
Library	PAPINEAU, JOSEPHINE A	\$27,530.26	\$1,527.55		\$29,057.81
Library	PEDERSEN, MEGAN C	\$27,459.63	\$1,479.80		\$28,939.43
Library	QUINN-PERCIAVALLE, JENNIFER	\$33,188.57	\$511.69		\$33,700.26
Library	RISHEL, HANNAH M	\$39,670.74	\$1,308.43		\$40,979.17
Library	ROTMAN, LESLEE K	\$9,403.66	\$130.20		\$9,533.86
Library	RUVICH, CATHERINE E	\$31,677.75	\$1,799.28		\$33,477.03
Library	SMILEY, JONAH E	\$38,031.27	\$522.90		\$38,554.17
Library	SOUZA, KRISTIN J	\$45,385.51	\$3,293.48		\$48,678.99
Library	WALSH, CAITLYN M	\$31,424.56	\$598.47		\$32,023.03
Library	WOLFE, MIKAELA	\$51,038.86	\$1,365.01		\$52,403.87
Library	WORTHLEY, MILDRED	\$4,558.07	\$55.20		\$4,613.27
Personnel Board	WEISS, REBECCA	\$1,970.30			\$1,970.30
Police	ALLMAN, DANIEL J	\$69,779.74	\$23,570.42	\$2,567.37	\$95,917.53
Police	BALESTRA, MICHAEL J	\$50,786.63	\$18,312.16	\$1,522.50	\$70,621.29

Department	Name	Salary	Other	Detail Work	Total
Accounting	DOHERTY, CYNTHIA J	\$99,286.01	\$2,491.69		\$101,777.70
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Animal Control	LENNON, SARA	\$510.57	\$45.24		\$555.81
Animal Control	MALCOLMSON, DIANE A	\$47,179.68	\$2,183.12		\$49,362.80
Animal Control	SAWELSKY, CHRISTINA M	\$130.34			\$130.34
Animal Control	SAWELSKY, ELIZABETH S	\$117.93	\$825.24		\$943.17
Animal Control	STARUSKI, MICHAEL K		\$2,568.06		\$2,568.06
Animal Inspector	LITTLE, EDWIN S	\$3,918.00			\$3,918.00
Assessors	ABELSON, ELLEN W	\$2,299.98			\$2,299.98
Police	BERNSTEIN, JOSEPH S	\$109,998.15	\$97,736.74		\$207,734.89
Police	BISHOP, KEVIN C	\$72,247.70	\$33,081.50	\$6,599.58	\$111,928.78
Police	BREWER, DONALD B	\$101,207.26	\$22,082.13	\$360.00	\$123,649.39
Police	CAMERON, HUGH J	\$54,529.46	\$51,736.64	\$15,210.14	\$121,476.24
Police	CANAVAN, LAURA J	\$43,960.06	\$7,720.00	\$2,034.87	\$53,714.93
Police	COFFEY, STEPHEN M	\$72,839.83	\$44,106.70	\$18,099.99	\$135,046.52
Police	DEBERADINIS, JOSEPH P	\$51,433.64	\$12,465.15		\$63,898.79
Police	DEMERIS, GEORGE K	\$35,265.32	\$5,120.67	\$8,614.39	\$49,000.38
Police	DEMPSEY, DEBORAH A	\$51,582.64	\$12,775.41		\$64,358.05
Police	DERRY, RICHARD W	\$51,464.77	\$16,879.44	\$2,016.43	\$70,360.64
Police	FITZHENRY, BRADLEY S	\$65,652.24	\$32,427.63	\$23,621.94	\$121,701.81
Police	FONTES, STEVEN M	\$25,582.57	\$16,746.96	\$8,202.44	\$50,531.97
Police	FORD, JOHN E	\$110,617.78	\$39,440.18	\$820.39	\$150,878.35
Police	GANZ, KAREN	\$35,177.72	\$5,705.29		\$40,883.01
Police	GREENFIELD, ALLAN W	\$55,857.65	\$36,733.02	\$34,092.78	\$126,683.45
Police	GUREVICH, LAWRENCE J	\$18,195.12	\$3,248.18		\$21,443.30
Police	HERTZBERG, PAUL A	\$63,585.74	\$16,952.93	\$16,710.94	\$97,249.61
Police	HIXSON, IRENE	\$7,255.40	\$132.77		\$7,388.17
Police	HOCKING, MICHAEL J	\$69,104.76	\$14,007.87	\$738.85	\$83,851.48
Police	KAHALY, SHEILA P	\$6,054.85			\$6,054.85
Police	KAUFMAN, TILDEN M	\$152,765.94	\$21,748.92		\$174,514.86
Police	KOBlick, KALMAN D	\$3,272.50	\$1,950.17	\$21,517.56	\$26,740.23
Police	KRAUS, STEVEN D	\$51,842.64	\$39,566.29	\$7,132.84	\$98,541.77
Police	LEAVITT, ADAM S	\$57,947.78	\$20,177.93	\$3,357.11	\$81,482.82
Police	LEAVITT, JENNIFER L	\$54,497.49	\$5,482.09		\$59,979.58
Police	LEONARD, LEO SCOTT	\$67,485.34	\$31,744.26	\$26,983.08	\$126,212.68
Police	LUCIE, ANTHONY J	\$67,482.58	\$20,050.64	\$414.88	\$87,948.10
Police	MANNETTA, BRIAN J	\$52,987.06	\$24,738.75	\$32,244.92	\$109,970.73
Police	MCENANY, PHILIP	\$50,912.28	\$37,382.96	\$34,641.36	\$122,936.60
Police	MCGRATH, JOHN J			\$180.00	\$180.00
Police	MCGRATH, NEIL	\$98.39		\$23,411.93	\$23,510.32
Police	MCGRATH, RYAN P	\$9,698.31	\$3,486.92	\$15,103.00	\$28,288.23
Police	MCNEILL, KYLE J	\$43,826.08	\$3,370.06	\$4,934.80	\$52,130.94
Police	PATINO, AUGUSTO	\$49,493.54	\$30,408.50	\$16,727.53	\$96,629.57
Police	PATINO, MARGARET M	\$47,985.56	\$11,171.63		\$59,157.19
Police	PENDERS, JEFFREY D	\$74,703.01	\$58,842.09	\$24,984.99	\$158,530.09
Police	REICHERT, HARRIET C	\$69,681.19	\$14,771.10	\$299.93	\$84,752.22
Police	ROSE, JEFF G		\$236.58		\$236.58
Police	ROVALDI, MATTHEW B	\$43,117.74	\$24,807.84	\$17,748.94	\$85,674.52
Police	RUDINSKY, SIMONE H	\$10,901.71	\$138.15		\$11,039.86
Police	SANTOLI, DEAN F	\$48,385.01	\$22,871.28	\$9,028.31	\$80,284.60
Police	SERWO, GREGORY A	\$12,913.66	\$3,093.88	\$12,596.40	\$28,603.94
Police	SHULSK, JENNA L	\$13,754.54	\$2,486.87		\$16,241.41
Police	SIMPSON, GALE A	\$293.44		\$8,672.19	\$8,965.63
Police	SOMERS, SEAN M	\$8,689.77	\$741.39	\$736.77	\$10,167.93
Police	STELLA, LEAH A	\$10,020.25	\$222.41		\$10,242.66

Department	Name	Salary	Other	Detail Work	Total
Accounting	DOHERTY, CYNTHIA J	\$99,286.01	\$2,491.69		\$101,777.70
Accounting	MACDOUGALL, PATRICIA A	\$61,887.87	\$2,128.36		\$64,016.23
Accounting	MILLER, DAWN K	\$51,574.24	\$1,852.11		\$53,426.35
Accounting	WALKER, PATRICIA A	\$42,479.82	\$1,507.83		\$43,987.65
Animal Control	LENNON, SARA	\$510.57	\$45.24		\$555.81
Animal Control	MALCOLMSON, DIANE A	\$47,179.68	\$2,183.12		\$49,362.80
Animal Control	SAWELSKY, CHRISTINA M	\$130.34			\$130.34
Animal Control	SAWELSKY, ELIZABETH S	\$117.93	\$825.24		\$943.17
Animal Control	STARUSKI, MICHAEL K		\$2,568.06		\$2,568.06
Animal Inspector	LITTLE, EDWIN S	\$3,918.00			\$3,918.00
Assessors	ABELSON, ELLEN W	\$2,299.98			\$2,299.98
Police	SULLIVAN, ANDREA	\$10,108.18	\$2,890.49		\$12,998.67
Police	THAI, ANTHONY		\$52.57		\$52.57
Police	TROY, KELLY A	\$14,502.65	\$1,009.48	\$883.98	\$16,396.11
Police	WILLIAMS, DONALD D	\$75,532.89	\$48,131.16	\$36,951.01	\$160,615.06
Recreation	CALLAN, EMILY J	\$1,591.35			\$1,591.35
Recreation	CONNOLLY, THOMAS F	\$2,209.92	\$13.53		\$2,223.45
Recreation	DALY, EOGHAN O	\$520.65			\$520.65
Recreation	DOWLER, JOSEPH W	\$2,000.04			\$2,000.04
Recreation	FYLER, JONATHAN J	\$2,114.10			\$2,114.10
Recreation	GORDEN, RICHARD B	\$1,830.00			\$1,830.00
Recreation	GRIFFIN, DANIEL F	\$7,336.49	\$55.54		\$7,392.03
Recreation	HAVILAND, MEGHAN A	\$1,588.08			\$1,588.08
Recreation	HUANG, MARISA L	\$1,620.69			\$1,620.69
Recreation	IZZO, PAUL A	\$12,772.64			\$12,772.64
Recreation	KASPARIAN, CHRISTINE M	\$58,665.95	\$1,502.56		\$60,168.51
Recreation	KRAVETS, KAREN	\$1,917.06			\$1,917.06
Recreation	KUSHNER, ERIK C	\$2,210.76			\$2,210.76
Recreation	KUSHNER, RITA M	\$3,206.67			\$3,206.67
Recreation	KUTANA, SARATU L	\$2,482.79			\$2,482.79
Recreation	LANGOL-LEONARD, IAN G	\$850.16			\$850.16
Recreation	LEO, PHOEBE M	\$2,589.90	\$24.03		\$2,613.93
Recreation	LEVASSEUR, AMANDA M	\$69,756.20	\$2,003.15		\$71,759.35
Recreation	MCGRATH, SHANE R	\$2,961.03	\$48.06		\$3,009.09
Recreation	MCGRATH, THOMAS G	\$2,867.58			\$2,867.58
Recreation	MILLER, CHRISTOPHER H	\$2,428.25			\$2,428.25
Recreation	MILLEY, JACOB A	\$945.87			\$945.87
Recreation	MOYNIHAN, MAUREEN H	\$2,653.98			\$2,653.98
Recreation	NETSON, RACHEL D	\$768.96			\$768.96
Recreation	OTOOLE, TIMOTHY R	\$3,083.85			\$3,083.85
Recreation	PALM, MAURA J	\$49,498.78	\$1,732.24		\$51,231.02
Recreation	PERRY, MATTHEW W	\$4,745.70			\$4,745.70
Recreation	PIRRELLO, TYLER J	\$4,525.49			\$4,525.49
Recreation	POWELL, JASON D	\$994.50			\$994.50
Recreation	RILEY, PETER S	\$3,481.13	\$41.03		\$3,522.16
Recreation	RODECKER, KEVIN P	\$1,568.17			\$1,568.17
Recreation	RUTLEY, HANNAH E	\$1,537.92			\$1,537.92
Recreation	SHAROV, MIKAIL A	\$463.65			\$463.65
Recreation	SMITHE, ALINA S	\$2,911.45			\$2,911.45
Recreation	SOLOMON, PAUL J	\$2,056.68			\$2,056.68
Recreation	STARR, URI J	\$2,300.15			\$2,300.15
Recreation	SULLIVAN, FRANK W	\$2,537.50			\$2,537.50
Recreation	SULLIVAN, KAITLYN M	\$2,030.14			\$2,030.14
Recreation	TARLIN, SOLOMON H	\$3,047.91			\$3,047.91
Recreation	WALKER, ANNA	\$1,610.00			\$1,610.00
Recreation	WHITING, BRITTANY K	\$3,654.37			\$3,654.37
Recreation	XU, BENJAMIN	\$288.64			\$288.64

Department	Name	Salary	Other	Detail Work	Total
Accounting	DOHERTY, CYNTHIA J	\$99,286.01	\$2,491.69		\$101,777.70
Accounting	MACDOUGALL, PATRICIA A	\$61,887.87	\$2,128.36		\$64,016.23
Accounting	MILLER, DAWN K	\$51,574.24	\$1,852.11		\$53,426.35
Accounting	WALKER, PATRICIA A	\$42,479.82	\$1,507.83		\$43,987.65
Animal Control	LENNON, SARA	\$510.57	\$45.24		\$555.81
Animal Control	MALCOLMSON, DIANE A	\$47,179.68	\$2,183.12		\$49,362.80
Animal Control	SAWELSKY, CHRISTINA M	\$130.34			\$130.34
Animal Control	SAWELSKY, ELIZABETH S	\$117.93	\$825.24		\$943.17
Animal Control	STARUSKI, MICHAEL K		\$2,568.06		\$2,568.06
Animal Inspector	LITTLE, EDWIN S	\$3,918.00			\$3,918.00
Assessors	ABELSON, ELLEN W	\$2,299.98			\$2,299.98
Recreation	ZELENY, JORDAN S	\$3,289.44			\$3,289.44
Sealer of Weights & Measures	HEALY, CHARLES F	\$4,155.50			\$4,155.50
Selectmen	AUSTRINO, JENNIFER M	\$47,848.81	\$481.07		\$48,329.88
Selectmen	BARNES, LAUREN J	\$75,010.98	\$8,558.17		\$83,569.15
Selectmen	HEITIN, WILLIAM A	\$500.00			\$500.00
Selectmen	ROACH, WALTER B	\$300.00	\$100.00		\$400.00
Selectmen	TURKINGTON, FREDERIC E	\$166,365.15	\$6,739.40		\$173,104.55
Town Clerk	CALLANAN, LYNNE M	\$53,504.24	\$2,761.23		\$56,265.47
Town Clerk	CHUSED, MARLENE B	\$80,731.50	\$1,121.89		\$81,853.39
Town Clerk	KOURAFAS, BETH A	\$48,057.38	\$1,233.12		\$49,290.50
Town Hall	GISZCZYNSKI, FELICIA A	\$95.43			\$95.43
Town Hall	LEVITTS, RACHELLE	\$4,949.11	\$5,978.26		\$10,927.37
Town Hall	SAWELSKY, CHRISTINA M	\$3,164.33			\$3,164.33
Town Hall	SPENDER, PAUL A	\$2,663.20	\$5,131.94		\$7,795.14
Treasurer/Collector	ANTONIO, CARYL D	\$18,963.78	\$7,797.28		\$26,761.06
Treasurer/Collector	CLARK, LISA C	\$53,771.11	\$1,841.43		\$55,612.54
Treasurer/Collector	COLLINS, SHARON W	\$55,271.10	\$3,959.00		\$59,230.10
Treasurer/Collector	HEALEY, MELISSA A	\$10,139.58			\$10,139.58
Treasurer/Collector	HILLEGASS, DONALD P	\$98,351.41	\$3,184.01		\$101,535.42
Treasurer/Collector	LAMBERT, DIANA B	\$23,128.99	\$376.05		\$23,505.04
Treasurer/Collector	LESCO, PATRICIA T	\$7,637.59	\$1,451.43		\$9,089.02
Treasurer/Collector	MCOSKER, ALICIA T	\$66,892.10	\$4,278.47		\$71,170.57
Treasurer/Collector	ROSE, JEFF G	\$12,630.97			\$12,630.97
Treasurer/Collector	SIEMIATKASKA, ELIZABETH A	\$67,008.14	\$7,129.50		\$74,137.64
Treasurer/Collector	THAI, ANTHONY	\$5,980.30			\$5,980.30
Treasurer/Collector	ZLOTIN, BARRY R	\$1,097.93			\$1,097.93
Veterans	BERGERON, PAUL R	\$14,740.60			\$14,740.60
Water Department	ACKERMAN, ANTONETTA M	\$50,038.31	\$2,792.57		\$52,830.88
Water Department	DESALLIERS, PETER C	\$7,146.00	\$200.00		\$7,346.00
Water Department	DUCHANAY, CHRISTOPHER W	\$50,312.88	\$20,804.86		\$71,117.74
Water Department	FISHER, ROBERT E	\$54,387.28	\$19,583.41		\$73,970.69
Water Department	FORSMAN, APRIL D	\$82,440.42	\$2,293.82		\$84,734.24
Water Department	MASCIARELLI, DAVID M	\$90,198.37	\$28,716.06		\$118,914.43
Water Department	SPENDER, TRAVIS A	\$50,420.32	\$21,282.50		\$71,702.82
Water Department	STARUSKI, MICHAEL K	\$51,259.12	\$7,129.13		\$58,388.25
Water Department	TERPSTRA, ROBERT L	\$61,986.80	\$26,899.48		\$88,886.28
Water Department	WALKER, WAYNE D	\$73,870.13	\$31,548.28		\$105,418.41
Zoning Board	COUGHLIN, JAMES P	\$458.14			\$458.14
Zoning Board	DELANEY, KATHLEEN E	\$4,490.86			\$4,490.86

SHARON

School Salaries

2015



Location Description	Name	Salary	Other	Total
Administration Office	CAMPANARIO, HELEN A	\$76,365.27	\$1,258.24	\$77,623.51
Administration Office	DERRY, FRANCES C	\$72,560.75		\$72,560.75
Administration Office	EGAN, TIMOTHY P	\$58,932.57	\$35.00	\$58,967.57
Administration Office	FARMER, TIMOTHY J	\$175,863.49	\$8,123.50	\$183,986.99
Administration Office	GRAY, REBECCA A	\$43,287.09	\$1,277.21	\$44,564.30
Administration Office	GREEN, JANICE E	\$59,807.89	\$2,268.50	\$62,076.39
Administration Office	KENDALL, DAWN S	\$63,911.16	\$1,054.19	\$64,965.35
Administration Office	MARTY, RORY D	\$46,615.44		\$46,615.44
Administration Office	MOSLEY, JAHMAL I	\$134,301.60	\$1,666.98	\$135,968.58
Administration Office	OWEN, SUSAN	\$97,288.73	\$3,168.37	\$100,457.10
Administration Office	TOWNSEND, JUDY	\$49,968.00	\$2,054.15	\$52,022.15
Administration Office	WERTZ, KENNETH C	\$45,713.52	\$3,400.08	\$49,113.60
Administration Office	WESTBERG, ROBIN L	\$52,405.06	\$3,398.38	\$55,803.44
Community Education	ALBRECHT, ASHLEY A	\$1,783.34		\$1,783.34
Community Education	ALBRECHT, TINA M		\$2,278.62	\$2,278.62
Community Education	ALDEN, ANGELINA	\$12,308.49		\$12,308.49
Community Education	ALISANDRATOS, CHANTELL A		\$4,278.47	\$4,278.47
Community Education	ALISANDRATOS, NATASHA A	\$1,996.33		\$1,996.33
Community Education	ALLAHYARIAN, KAYLYN S	\$3,443.32	\$216.60	\$3,659.92
Community Education	ALVES, SAMANTHA R	\$2,750.20		\$2,750.20
Community Education	ANGELOS, MARY M		\$19.70	\$19.70
Community Education	APONE, MATTHEW S		\$2,038.25	\$2,038.25
Community Education	APPEL, DOROTHY	\$763.84		\$763.84
Community Education	ARMSTRONG, SHARON R	\$5,503.69	\$117.57	\$5,621.26
Community Education	AUDETTE, DONNA M	\$5,235.21	\$94.00	\$5,329.21
Community Education	AULD, MARYANNE	\$5,706.25		\$5,706.25
Community Education	BADER, ALEXA M	\$3,380.52		\$3,380.52
Community Education	BADER, COLTON C	\$2,263.82		\$2,263.82
Community Education	BAZILE, ANTHONY J	\$9,984.81	\$3,042.78	\$13,027.59
Community Education	BELL, JONATHON E		\$270.90	\$270.90
Community Education	BORDMAN, ELLEN E		\$579.93	\$579.93
Community Education	BOWEN, KIMBERLY	\$8,977.73	\$269.28	\$9,247.01
Community Education	BROWN, STUART	\$385.68		\$385.68
Community Education	BRUHA, STACEY L		\$3,190.95	\$3,190.95
Community Education	BURR, KARA		\$6,366.92	\$6,366.92
Community Education	CALLANAN, KEVIN J	\$17,636.56		\$17,636.56
Community Education	CARDOZA, HOLLY A	\$166.06		\$166.06
Community Education	CARR, JODI M		\$4,996.01	\$4,996.01
Community Education	CASTONGUAY, PAULA A		\$1,327.88	\$1,327.88
Community Education	CHATTOPADHYAY, MAYURA	\$2,745.12	\$567.86	\$3,312.98
Community Education	COLMAN, BENJAMIN W	\$5,837.41	\$893.32	\$6,730.73
Community Education	COOK, JUDITH S		\$1,363.61	\$1,363.61
Community Education	COSGROVE, JILL A	\$10,516.14	\$4,472.48	\$14,988.62
Community Education	COX, EMILY P	\$2,080.23		\$2,080.23
Community Education	COYNE, BARBARA J	\$56,537.89	\$1,730.54	\$58,268.43
Community Education	DARBY, ELISABETH L	\$2,589.47	\$36.45	\$2,625.92
Community Education	DENNENO, STEVEN F		\$26,604.96	\$26,604.96
Community Education	DESROCHERS, NANCY		\$4,613.59	\$4,613.59
Community Education	DOHERTY, DENIS B	\$27,597.66	\$11,078.80	\$38,676.46
Community Education	DOHERTY, SAMANTHA M	\$4,341.28	\$88.80	\$4,430.08

Location Description	Name	Salary	Other	Total
Community Education	DROUGEN-KEITH, BETSY		\$8,378.43	\$8,378.43
Community Education	DUSSAULT, MEAGAN A	\$80,167.16	\$890.43	\$81,057.59
Community Education	DUSSI, JESSICA C	\$4,767.73		\$4,767.73
Community Education	ELLIS, ADAM N	\$5,568.30		\$5,568.30
Community Education	ENRIGHT-PIRRELLO, PATRICIA E		\$1,107.02	\$1,107.02
Community Education	FLANAGAN, DINA M	\$5,828.28		\$5,828.28
Community Education	FORD, MADELINE A	\$1,231.20	\$445.60	\$1,676.80
Community Education	FRANK, MELISSA	\$2,384.58		\$2,384.58
Community Education	FRERS, LAURA G		\$180.60	\$180.60
Community Education	FRERS, MALLORY	\$8,104.52	\$7,066.18	\$15,170.70
Community Education	FRERS, SAMANTHA L	\$500.58	\$2,138.65	\$2,639.23
Community Education	GALFORD, JUDY L		\$11,215.81	\$11,215.81
Community Education	GALLAGHER, DREW H	\$1,779.69	\$593.23	\$2,372.92
Community Education	GERMAINE, KELLY M	\$5,948.75	\$137.04	\$6,085.79
Community Education	GOLDBERG, KAYLA J	\$3,674.79	\$143.64	\$3,818.43
Community Education	GOLDMAN, SHARI	\$6,116.73	\$16.77	\$6,133.50
Community Education	GORMAN, PHYLLIS		\$4,753.09	\$4,753.09
Community Education	GROSSMANN, LISA	\$4,217.20	\$2,009.40	\$6,226.60
Community Education	HAMILTON, ALISON V	\$1,527.40		\$1,527.40
Community Education	HAMILTON, BENJAMIN L	\$1,527.40		\$1,527.40
Community Education	HANNAH, ALISON N		\$3,599.40	\$3,599.40
Community Education	HASSON, NOREEN F		\$10,824.15	\$10,824.15
Community Education	HEALEY, CORNELIUS J	\$4,175.34	\$3,382.00	\$7,557.34
Community Education	HIRSCH, MARJORIE M		\$10,194.50	\$10,194.50
Community Education	HIRSCHORN, MONA	\$5,844.45	\$51.03	\$5,895.48
Community Education	HOLZINGER, DONNA	\$3,714.12		\$3,714.12
Community Education	JAMES, MEGHAN	\$2,926.36	\$130.92	\$3,057.28
Community Education	JENSEN, KRAIG M		\$10,735.87	\$10,735.87
Community Education	JENSEN, LINDA	\$11,571.40	\$1,611.03	\$13,182.43
Community Education	KAYE, KARI		\$6,881.20	\$6,881.20
Community Education	KENDALL, ERICA	\$223.40	\$5,493.56	\$5,716.96
Community Education	KENDALL, SAMANTHA B	\$3,412.44		\$3,412.44
Community Education	KORENBLYUM, MARINA	\$1,907.22	\$103.74	\$2,010.96
Community Education	KOZIKIS, HEIDI		\$379.05	\$379.05
Community Education	KUHN, EMILY E	\$3,729.60	\$2,434.48	\$6,164.08
Community Education	LARRIMER, SAMANTHA Y		\$328.10	\$328.10
Community Education	LEE, JEANINE F		\$3,367.38	\$3,367.38
Community Education	LEVENSON, MARIE A	\$3,648.64	\$2,338.41	\$5,987.05
Community Education	LIETEAU, HALLENE M		\$4,706.10	\$4,706.10
Community Education	LOPATA, ABIGAIL N	\$1,519.81		\$1,519.81
Community Education	LOPEZ MADDOX, SARAH		\$2,423.10	\$2,423.10
Community Education	MADDALENA, BRIDGET E	\$25,300.50	\$914.54	\$26,215.04
Community Education	MAGIER, HELAYNE S		\$14,307.92	\$14,307.92
Community Education	MARTIN, DANIEL B	\$1,066.59		\$1,066.59
Community Education	MARTIN, SHANEIKA S	\$2,117.69		\$2,117.69
Community Education	MCCABE, ERIN F	\$24,338.88	\$9,078.44	\$33,417.32
Community Education	MCCLUSKEY, LAUREN P		\$60.57	\$60.57
Community Education	MCDONALD, PATRICIA		\$80.00	\$80.00
Community Education	MCGEE, TIMOTHY P		\$236.40	\$236.40
Community Education	MCMAMARA, CASEY E		\$10,188.36	\$10,188.36

Location Description	Name	Salary	Other	Total
Community Education	MERCURE, BRENDA E	\$23,062.50		\$23,062.50
Community Education	MILBIER, BRENNA		\$8,226.81	\$8,226.81
Community Education	MILLER, FAYE L	\$14,239.11	\$23.87	\$14,262.98
Community Education	MINDES, BARRY H	\$8,420.67	\$166.96	\$8,587.63
Community Education	MONAHAN, JUSTIN K		\$2,997.90	\$2,997.90
Community Education	MOORE, ANGELA K		\$7,775.20	\$7,775.20
Community Education	MORSE, DAVID R	\$1,274.62		\$1,274.62
Community Education	MURPHY, AMANDA J	\$4,332.87	\$8,380.63	\$12,713.50
Community Education	MURPHY, ELIZABETH C	\$1,963.80		\$1,963.80
Community Education	MURPHY, MICHAEL J		\$5,582.47	\$5,582.47
Community Education	NADEAU, DANIEL R	\$6,432.32		\$6,432.32
Community Education	O'BRIEN, MEGHAN E	\$8,284.72	\$4,872.74	\$13,157.46
Community Education	O'CONNELL, KELSEY C	\$3,631.24	\$3,354.25	\$6,985.49
Community Education	PERRY, EMILY A	\$2,595.10	\$122.74	\$2,717.84
Community Education	PIMENTEL, JUSTIN D		\$11,206.03	\$11,206.03
Community Education	REARDON, ELIZABETH M	\$0.00	\$3,544.98	\$3,544.98
Community Education	ROBBIE, MARY-THRESE		\$7,955.95	\$7,955.95
Community Education	ROCHLEAU, JACLYN E		\$1,563.31	\$1,563.31
Community Education	RODECKER, KEVIN P	\$3,119.04	\$137.18	\$3,256.22
Community Education	ROTHBERG, WENDY		\$11,598.92	\$11,598.92
Community Education	SACCO, DENISE T		\$5,073.26	\$5,073.26
Community Education	SANTANGELO, DANIEL J	\$2,454.75	\$261.84	\$2,716.59
Community Education	SCHIFF, RACHEL J	\$2,293.45		\$2,293.45
Community Education	SCOTT, GLEN	\$710.46		\$710.46
Community Education	SELLERS, SARAH L	\$5,885.75	\$2,684.43	\$8,570.18
Community Education	SEXTON, JOSEPH G		\$3,997.88	\$3,997.88
Community Education	SHAHANE, JAYASHREE D	\$9,542.55	\$219.43	\$9,761.98
Community Education	SHOCKLEY, DANIEL F	\$5,900.58	\$246.25	\$6,146.83
Community Education	SHULMAN, VICTORIA A	\$1,812.40		\$1,812.40
Community Education	SILBERT, ANDREA P		\$8,242.02	\$8,242.02
Community Education	SIRKIN, JENNIFER	\$1,527.04	\$14.44	\$1,541.48
Community Education	SPRINGER, ALICE E	\$1,999.55		\$1,999.55
Community Education	SRINIVASA, SHAILA	\$567.24		\$567.24
Community Education	STAULA, ROBERTA		\$6,939.76	\$6,939.76
Community Education	SULLIVAN, JULIA H		\$500.00	\$500.00
Community Education	TOWNSEND, JAMES	\$12,428.54	\$35.00	\$12,463.54
Community Education	VAN DAM, CARYN B		\$6,722.22	\$6,722.22
Community Education	VATALARO, LAUREN E		\$3,319.55	\$3,319.55
Community Education	VIEIRA, SAMANTHA P	\$3,426.20	\$162.80	\$3,589.00
Community Education	VIGORITO, TIMOTHY L		\$4,768.20	\$4,768.20
Community Education	VIOLANTO, JUDITH E		\$9,347.53	\$9,347.53
Community Education	WAITE, AARON L		\$4,050.65	\$4,050.65
Community Education	WALLEN, JOYCE		\$3,349.47	\$3,349.47
Community Education	WALSH, KIMBERLY M		\$1,898.44	\$1,898.44
Community Education	WHITE, LESLIE G	\$18,053.42	\$424.80	\$18,478.22
Community Education	WIDBERG, SARAH A	\$4,668.90	\$433.41	\$5,102.31
Cottage Street School	AHERN, JOSEPH W	\$88,341.21	\$1,352.16	\$89,693.37
Cottage Street School	APONE, MATTHEW S		\$80.00	\$80.00
Cottage Street School	BARBIERI, PAULA	\$8,048.20	\$80.00	\$8,128.20
Cottage Street School	BARZEGAR, NAZY	\$5,572.67	\$90.38	\$5,663.05

Location Description	Name	Salary	Other	Total
Cottage Street School	BEAUDOIN, LEAH K	\$49,041.63	\$1,813.00	\$50,854.63
Cottage Street School	BELL, JONATHON E	\$21,810.45	\$97.95	\$21,908.40
Cottage Street School	BERRY, ROBERTA	\$23,952.39	\$778.93	\$24,731.32
Cottage Street School	BIDDLE, JENNIFER C	\$68,612.40	\$2,116.68	\$70,729.08
Cottage Street School	BOLGEN, PATRICIA A	\$23,343.63	\$81.83	\$23,425.46
Cottage Street School	BORDMAN, ELLEN E	\$19,835.70	\$237.30	\$20,073.00
Cottage Street School	BOSS, JOHN W	\$49,919.60	\$10,153.32	\$60,072.92
Cottage Street School	BOYAJ, JENNIFER L	\$8,865.76	\$59.35	\$8,925.11
Cottage Street School	CALLAN, JOHN M	\$54,041.20	\$8,750.36	\$62,791.56
Cottage Street School	CLOUGH, MARCH H	\$90,990.27	\$1,154.88	\$92,145.15
Cottage Street School	CONROY, HILLARY A	\$13,159.80	\$25.00	\$13,184.80
Cottage Street School	CUNNINGHAM, HEATHER E	\$85,790.11	\$1,748.16	\$87,538.27
Cottage Street School	DALLAIRE, REGINA	\$624.00	\$1,598.00	\$2,222.00
Cottage Street School	DENNENO, STEVEN F	\$79,755.10	\$1,932.80	\$81,687.90
Cottage Street School	DESROCHERS, NANCY	\$25,294.89	\$849.47	\$26,144.36
Cottage Street School	EICHELBURG, JESSICA R	\$5,639.20		\$5,639.20
Cottage Street School	ENRIGHT-PIRRELLO, PATRICIA E	\$57,137.31	\$350.00	\$57,487.31
Cottage Street School	FINE, STEPHANIE R	\$94,688.62	\$485.00	\$95,173.62
Cottage Street School	FOWLER, LINDA E	\$94,219.88	\$2,929.63	\$97,149.51
Cottage Street School	FRERS, LAURA G	\$51,352.49	\$3,148.61	\$54,501.10
Cottage Street School	GALFORD, JUDY L	\$12,965.83	\$473.40	\$13,439.23
Cottage Street School	GALLAGHER, LAUREN M	\$8,046.69		\$8,046.69
Cottage Street School	GAYDAR, ELSIE	\$88,341.21	\$450.00	\$88,791.21
Cottage Street School	GILMAN, LISA K	\$88,341.21	\$1,316.16	\$89,657.37
Cottage Street School	GOLDBERG, ELLEN M	\$94,219.88	\$405.00	\$94,624.88
Cottage Street School	GREGORY, HEATHER M	\$79,719.15	\$973.16	\$80,692.31
Cottage Street School	HAVEN, SAMUEL J	\$2,196.48		\$2,196.48
Cottage Street School	HEFNER, GINA M	\$59,644.44	\$405.00	\$60,049.44
Cottage Street School	HICHENS, CATHERINE A	\$24,000.69	\$786.43	\$24,787.12
Cottage Street School	HOUSTON, SHIRLEY M	\$93,719.88	\$1,962.63	\$95,682.51
Cottage Street School	HURWITZ, GLORIANN C	\$88,591.21	\$1,000.16	\$89,591.37
Cottage Street School	IZYDORCZAK, ANDREA M	\$50,126.84	\$405.00	\$50,531.84
Cottage Street School	JENSEN, KRAIG M	\$30,175.50	\$2,233.57	\$32,409.07
Cottage Street School	KAUFFMAN, JEAN M	\$85,765.50	\$612.72	\$86,378.22
Cottage Street School	KINNEY, DIANA S	\$94,219.88	\$1,536.16	\$95,756.04
Cottage Street School	KRASOFSKI, ELIZABETH A	\$76,682.16	\$405.00	\$77,087.16
Cottage Street School	KUPPERSMITH, DIANE	\$85,765.50	\$1,443.42	\$87,208.92
Cottage Street School	LIBERFARB, JANE C	\$85,765.50	\$787.00	\$86,552.50
Cottage Street School	LYONS, NICOLE D	\$49,041.63	\$1,521.00	\$50,562.63
Cottage Street School	MACLELLAN, KATELYN A	\$56,663.73	\$405.00	\$57,068.73
Cottage Street School	MADDEN, KEVIN	\$118,001.26		\$118,001.26
Cottage Street School	MARANGOS, STELLA	\$76,682.16	\$2,097.00	\$78,779.16
Cottage Street School	MCNAMARA, CASEY E	\$20,380.74	\$95.74	\$20,476.48
Cottage Street School	MEISNER, EILEEN	\$76,577.49	\$2,310.16	\$78,887.65
Cottage Street School	MINDES, BARRY H		\$120.00	\$120.00
Cottage Street School	MOLINDA, SUSAN A	\$76,577.49	\$1,209.98	\$77,787.47
Cottage Street School	MORRIS, DEBORAH	\$10,299.44		\$10,299.44
Cottage Street School	MULKERN, ANN MARIE	\$1,234.91		\$1,234.91
Cottage Street School	MUNISE, LINDA A	\$93,307.33	\$628.56	\$93,935.89
Cottage Street School	MURPHY, MICHAELA E	\$70,757.01	\$513.00	\$71,270.01

Location Description	Name	Salary	Other	Total
Cottage Street School	O'BRIEN, RITA M	\$28,730.40	\$552.90	\$29,283.30
Cottage Street School	O'CONNELL HUNTER, JULIA C	\$38,288.70	\$302.00	\$38,590.70
Cottage Street School	O'CONNELL, KELSEY C	\$4,637.02	\$45.19	\$4,682.21
Cottage Street School	PARKER, SARA E	\$90,990.27		\$90,990.27
Cottage Street School	PELKEY, KELLY A	\$51,493.77	\$531.00	\$52,024.77
Cottage Street School	RAMSAY, NADEEN L	\$59,644.44	\$350.00	\$59,994.44
Cottage Street School	ROCHA, KATHRYN A	\$45,946.44	\$265.00	\$46,211.44
Cottage Street School	RYDER, OLGA M	\$93,719.88	\$350.00	\$94,069.88
Cottage Street School	SELLERS, SARAH L	\$21,384.16	\$2,855.70	\$24,239.86
Cottage Street School	SHEA, PATRICIA L	\$78,683.85	\$1,028.16	\$79,712.01
Cottage Street School	SIMPSON, DAVID B	\$50,057.60	\$12,628.22	\$62,685.82
Cottage Street School	SIMPSON, MEGAN T	\$88,341.21	\$405.00	\$88,746.21
Cottage Street School	SINCLAIR, THERESA M	\$65,600.52	\$405.00	\$66,005.52
Cottage Street School	SMITH, ANNA MARIA A	\$52,035.66	\$873.00	\$52,908.66
Cottage Street School	SMITH, FLORENCE M	\$85,765.50	\$1,028.16	\$86,793.66
Cottage Street School	SULLIVAN, CHERYL A	\$85,765.50	\$612.72	\$86,378.22
Cottage Street School	SULLIVAN, JULIA H	\$12,778.47	\$413.00	\$13,191.47
Cottage Street School	TSAO, YAFANG	\$7,394.54	\$160.00	\$7,554.54
Cottage Street School	VALLELY, CAROL E	\$90,990.27	\$1,028.16	\$92,018.43
Cottage Street School	VAN VAERENEWYCK, EMILY M	\$15,107.76	\$1,146.00	\$16,253.76
Cottage Street School	VIOLANTO, JUDITH E	\$8,341.62	\$35.00	\$8,376.62
Cottage Street School	WALLEN, JOYCE	\$22,954.38	\$813.66	\$23,768.04
Cottage Street School	WEDGE, SHARYN	\$85,765.50	\$513.00	\$86,278.50
Cottage Street School	WHITE, DONNA J	\$5,572.67	\$118.07	\$5,690.74
Cottage Street School	WOLF, CATHEE	\$85,765.50	\$612.72	\$86,378.22
Cottage Street School	WRIGHT, GAIL M	\$10,588.32	\$546.48	\$11,134.80
District Wide	ALLEN, SHERRI L		\$157.50	\$157.50
District Wide	ANTONELL, DAVID J		\$120.00	\$120.00
District Wide	ANTONIO, JAMES J	\$5,599.85		\$5,599.85
District Wide	ARMANDO, GINA N	\$14,815.61	\$35.00	\$14,850.61
District Wide	BARBIERI, PAULA		\$398.47	\$398.47
District Wide	BOMMARDT, RICHARD J	\$2,312.38		\$2,312.38
District Wide	BOTAISH, MICHELE	\$17,294.10	\$210.00	\$17,504.10
District Wide	CASTONGUAY, PAULA A	\$14,957.61	\$444.06	\$15,401.67
District Wide	CHARLES, ANDREW C		\$480.00	\$480.00
District Wide	CHASE, KENNETH B	\$26,615.84	\$210.00	\$26,825.84
District Wide	CLOHERTY, RYAN	\$480.00		\$480.00
District Wide	COGSWELL, DAVID A	\$54,041.20	\$1,192.20	\$55,233.40
District Wide	COOK, ANTHONY C	\$11,995.56	\$35.00	\$12,030.56
District Wide	COOK, JUDITH S		\$8,181.66	\$8,181.66
District Wide	CORAN, JOSHUA L	\$1,840.00		\$1,840.00
District Wide	CURRA, EVELYN M	\$22,056.93	\$35.00	\$22,091.93
District Wide	DALLAIRE, REGINA	\$5,654.00		\$5,654.00
District Wide	DANESCO, BETH R	\$505.00	\$420.00	\$925.00
District Wide	DILIBERO, LAURIE A	\$49,444.40	\$762.94	\$50,207.34
District Wide	DILL, MARVIN H	\$6,317.71	\$210.00	\$6,527.71
District Wide	EAMES, RICHARD E	\$56,864.98	\$613.26	\$57,478.24
District Wide	FARRER, ANDREW	\$76,056.22	\$4,763.12	\$80,819.34
District Wide	FISICHELLA, SUSAN M	\$69,587.42	\$807.66	\$70,395.08
District Wide	FOWLER, LINDA E		\$500.00	\$500.00

Location Description	Name	Salary	Other	Total
District Wide	GILBERT-SEXTON, SUSAN F		\$1,500.00	\$1,500.00
District Wide	GOVERMAN, SHELLEY P	\$45,412.25	\$828.49	\$46,240.74
District Wide	GREENBERG, ELLEN B	\$359.03		\$359.03
District Wide	GRIESMER, MARGARET C	\$1,082.04	\$502.92	\$1,584.96
District Wide	HIMMIGHOEFER, MATTHEW F	\$2,546.93		\$2,546.93
District Wide	KAPLAN, STEVEN K	\$62,795.98	\$499.98	\$63,295.96
District Wide	KERNER, ROBERTA C	\$16,151.02	\$135.00	\$16,286.02
District Wide	KOURY, CHRISTOPHER N	\$11,211.20	\$464.50	\$11,675.70
District Wide	LAROSEE-HORAN, LEEANN A	\$16,397.54	\$100.00	\$16,497.54
District Wide	LEEDS, DONNA G	\$18,214.16		\$18,214.16
District Wide	LURY, ANDREA	\$4,657.50		\$4,657.50
District Wide	MACONE, ANTHONY	\$16,660.71	\$135.00	\$16,795.71
District Wide	MAJOR, JOSEPH F	\$7,654.18		\$7,654.18
District Wide	MANN, TIMOTHY M	\$6,269.55	\$976.94	\$7,246.49
District Wide	MARCUS, JOHN M	\$132,824.70	\$4,153.68	\$136,978.38
District Wide	MARTIN, REBECCA L		\$428.50	\$428.50
District Wide	MAZUR, MARTIN	\$5,826.10		\$5,826.10
District Wide	MCCLUSKEY, LAUREN P		\$180.00	\$180.00
District Wide	MCDONALD, JOANNE M	\$12,532.11	\$135.00	\$12,667.11
District Wide	MCDONNELL, DAVID P	\$17,332.24	\$135.00	\$17,467.24
District Wide	MITLIN, MARJORIE D		\$3,445.32	\$3,445.32
District Wide	MODISTE, ALEX F	\$14,485.87	\$135.00	\$14,620.87
District Wide	MOHSIN, FARAH A	\$18,000.00		\$18,000.00
District Wide	MORRIS, ARIELLE		\$7,375.20	\$7,375.20
District Wide	MOSCARITOLO, ELIZABETH L	\$2,647.40		\$2,647.40
District Wide	MOSCARITOLO, LINDA D	\$40,391.48	\$285.00	\$40,676.48
District Wide	MURRAY, LINDA J	\$32,063.18	\$135.00	\$32,198.18
District Wide	MURRAY, SARAH M	\$528.71		\$528.71
District Wide	NAGAMATSU, REGINA	\$53,277.64	\$1,430.59	\$54,708.23
District Wide	NORTON, EDWARD	\$57,321.27	\$340.81	\$57,662.08
District Wide	PARKER, ROBERT M	\$15,219.44	\$135.00	\$15,354.44
District Wide	PATILLA, RAYNA E	\$17,979.81	\$135.00	\$18,114.81
District Wide	PEDERSEN, DAVID H	\$54,041.20	\$4,731.00	\$58,772.20
District Wide	PHILLIPS, FLEETA R	\$4,200.00		\$4,200.00
District Wide	REINGOLD, CHARLES A	\$13,928.12	\$35.00	\$13,963.12
District Wide	ROBINSON, DANIEL E	\$21,084.67	\$1,308.07	\$22,392.74
District Wide	ROCHE, KIMBERLY D	\$22,456.00	\$2,961.54	\$25,417.54
District Wide	RYAN, CHAD J	\$99,344.07	\$260.00	\$99,604.07
District Wide	SCHERTZ, SCOTT J	\$68,217.91	\$3,563.31	\$71,781.22
District Wide	SIGMAN, MICHAEL J	\$61,290.27	\$3,477.86	\$64,768.13
District Wide	SMITH, JEAN F	\$17,223.31	\$35.00	\$17,258.31
District Wide	SOLOMON, LESLIE A	\$5,110.98		\$5,110.98
District Wide	STOLLMAN, ANAT M	\$49,997.69		\$49,997.69
District Wide	SULLIVAN, MEGAN B	\$2,515.00		\$2,515.00
District Wide	TAYLOR, KAREN	\$9,908.36	\$35.00	\$9,943.36
District Wide	TETREAU, LYNNE A	\$38,349.84	\$210.00	\$38,559.84
District Wide	TICE, MAEGAN F		\$150.00	\$150.00
District Wide	TRANS-BURGER, HUE N	\$1,015.91		\$1,015.91
District Wide	VANVOORHIS, ELIZABETH J	\$754.20		\$754.20
District Wide	WARD, DEBORAH A	\$56,798.28	\$7,779.90	\$64,578.18

Location Description	Name	Salary	Other	Total
District Wide	WIEGEL, ALEXANDER D	\$22,569.30	\$125.06	\$22,694.36
District Wide	WIGANDT, DOUGLAS E	\$5,480.80	\$35.00	\$5,515.80
District Wide	WOLFERT, MELISSA A	\$16,311.26	\$35.00	\$16,346.26
District Wide	YTKIN, HANNAH G	\$367.50		\$367.50
District Wide	ZANIEWSKI, KENNETH F	\$13,202.80	\$135.00	\$13,337.80
Early Childhood	ALBRECHT, TINA M	\$17,237.94	\$66.07	\$17,304.01
Early Childhood	ANGELOS, MARY M		\$2,814.24	\$2,814.24
Early Childhood	AULD, MARYANNE	\$291.48		\$291.48
Early Childhood	BARBIERI, PAULA		\$478.17	\$478.17
Early Childhood	BERLINGO, SHERYL R	\$33,516.19	\$3,624.97	\$37,141.16
Early Childhood	BOWDEN, LINDSEY A	\$6,675.51	\$607.41	\$7,282.92
Early Childhood	BRINE, RITA	\$5,983.36	\$1,350.00	\$7,333.36
Early Childhood	BROWN, MACKENZIE B	\$906.78		\$906.78
Early Childhood	CALLAWAY, PAMELA F		\$1,928.31	\$1,928.31
Early Childhood	CARROLL, LORI A	\$85,765.50	\$2,322.63	\$88,088.13
Early Childhood	CHAMOUN, MAUREEN P		\$5,517.60	\$5,517.60
Early Childhood	CLOUGH, MARC H		\$1,463.48	\$1,463.48
Early Childhood	COHEN, DONNA B	\$90,990.27	\$810.00	\$91,800.27
Early Childhood	CONTI, BONNIE H	\$18,784.15	\$1.41	\$18,785.56
Early Childhood	COOK, JUDITH S		\$1,363.61	\$1,363.61
Early Childhood	CORMIER, VICTORIA L		\$9,853.52	\$9,853.52
Early Childhood	D'AGOSTINO, CATHERINE M	\$11,430.00		\$11,430.00
Early Childhood	DESROCHERS, NANCY		\$2,640.40	\$2,640.40
Early Childhood	DOHERTY, MEAGHAN M		\$3,925.96	\$3,925.96
Early Childhood	DUBUC, ANGELA K	\$2,193.28		\$2,193.28
Early Childhood	EMMI, VENERA R	\$93,719.88	\$885.00	\$94,604.88
Early Childhood	GALLAGHER, LAUREN M		\$1,413.23	\$1,413.23
Early Childhood	GORMAN, PHYLLIS		\$2,354.88	\$2,354.88
Early Childhood	GOVERMAN, SHELLEY P		\$380.00	\$380.00
Early Childhood	GRIESMER, MARGARET C	\$106.68	\$518.16	\$624.84
Early Childhood	GROSKY, MARIAH L		\$2,651.88	\$2,651.88
Early Childhood	KELLY, JOAN A		\$3,253.32	\$3,253.32
Early Childhood	KEOUGH, SARAH E	\$85,765.50	\$6,546.16	\$92,311.66
Early Childhood	LANZEL, MATHILDE A		\$3,883.94	\$3,883.94
Early Childhood	LEVENSON, MARIE A		\$488.00	\$488.00
Early Childhood	LEWICKI, LAURA F	\$8,066.37	\$662.34	\$8,728.71
Early Childhood	LICCIARDI, BARBARA A		\$2,214.72	\$2,214.72
Early Childhood	LIZIO, SARAH J		\$4,987.14	\$4,987.14
Early Childhood	LYNCH, PAULA M	\$85,765.50	\$405.00	\$86,170.50
Early Childhood	MARTIN, REBECCA L	\$15,213.04	\$1,285.50	\$16,498.54
Early Childhood	MCNAMARA, CASEY E		\$2,173.12	\$2,173.12
Early Childhood	MOORE, ANGELA K	\$25,585.68	\$4,297.73	\$29,883.41
Early Childhood	MOSES, LETASHA		\$2,262.48	\$2,262.48
Early Childhood	O'CONNELL HUNTER, JULIA C		\$2,463.28	\$2,463.28
Early Childhood	PETERKIN, MELISSA A	\$4,564.80		\$4,564.80
Early Childhood	PFERSICH, ALLISON M	\$25,677.63	\$2,780.04	\$28,457.67
Early Childhood	PHINNEY, KRISTEN		\$696.90	\$696.90
Early Childhood	PIGEON, ADAM F		\$6,319.04	\$6,319.04
Early Childhood	ROBBIE, MARY-THRESE	\$22,376.68	\$2,526.54	\$24,903.22
Early Childhood	ROSE, GLORIA J		\$2,545.20	\$2,545.20

Location Description	Name	Salary	Other	Total
Early Childhood	ROTHBERG, WENDY		\$2,600.40	\$2,600.40
Early Childhood	RYAN, CHAD J		\$8,790.00	\$8,790.00
Early Childhood	SAMPERI, CECELIA K	\$26,794.94	\$6,119.80	\$32,914.74
Early Childhood	SILBERT, ANDREA P	\$25,344.39	\$2,814.47	\$28,158.86
Early Childhood	STEINBERG, AMY S	\$111,682.96	\$7,952.74	\$119,635.70
Early Childhood	STOLLMAN, ANAT M		\$1,316.04	\$1,316.04
Early Childhood	SYMES, JANINE C	\$42,882.75	\$586.58	\$43,469.33
Early Childhood	VOZZELLA, KRISTEN E		\$3,309.28	\$3,309.28
Early Childhood	WEISHEIT, AMANDA L	\$59,644.44	\$1,900.36	\$61,544.80
Early Childhood	WISE, KAREN L		\$1,217.85	\$1,217.85
Early Childhood	WOLFF, LISA	\$53.32		\$53.32
East Elementary	ALISANDRATOS, CHANTELL A	\$23,113.12	\$2,825.44	\$25,938.56
East Elementary	ANDRADE-DELEON, AUTUMN	\$8,148.62	\$3,021.00	\$11,169.62
East Elementary	ASIRWATHAM, CHRISTINE	\$5,842.20	\$203.52	\$6,045.72
East Elementary	AUDIA, NATALIE A	\$59,644.44	\$1,476.00	\$61,120.44
East Elementary	AULD, MARYANNE		\$1,120.00	\$1,120.00
East Elementary	BAKER, DEBORAH L	\$19,640.15	\$71.72	\$19,711.87
East Elementary	BARROS, BARBARA M	\$19,891.38	\$1,989.12	\$21,880.50
East Elementary	BEATRICE, MANDY L		\$322.00	\$322.00
East Elementary	BIELSKI, SARAH E	\$18,679.53	\$80.95	\$18,760.48
East Elementary	BLAQUIERE, KATHERINE J	\$85,765.50	\$405.00	\$86,170.50
East Elementary	BLUMENTHAL, JUNE	\$39,499.75	\$1,598.54	\$41,098.29
East Elementary	BRATT, EREK T	\$31,653.72	\$404.00	\$32,057.72
East Elementary	BROOKS, DONALD M	\$88,056.90	\$612.72	\$88,669.62
East Elementary	BROWN, DONNA G	\$97,076.68		\$97,076.68
East Elementary	BROWN, HAROLD W	\$42,796.40	\$3,779.77	\$46,576.17
East Elementary	BRUHA, STACEY L	\$23,085.30	\$618.22	\$23,703.52
East Elementary	BRULE, KERI A	\$63,584.37	\$1,188.00	\$64,772.37
East Elementary	BUCKLEY, NANCY E	\$85,765.50	\$1,443.42	\$87,208.92
East Elementary	BURKE, SUZANNE M	\$88,341.21	\$405.00	\$88,746.21
East Elementary	BURR, KARA	\$57,521.16	\$705.00	\$58,226.16
East Elementary	BUTLER, JULIA M	\$20,303.34	\$95.26	\$20,398.60
East Elementary	CARROLL, CYNTHIA L	\$21.25		\$21.25
East Elementary	CASTONGUAY, MARK T	\$2,563.36		\$2,563.36
East Elementary	CHAISSON, MAUREEN H	\$53,857.08	\$945.00	\$54,802.08
East Elementary	CHATTOPADHYAY, MAYURA	\$25.50		\$25.50
East Elementary	COFFEY, JOHN	\$3,218.58	\$23.08	\$3,241.66
East Elementary	CONWAY, KATIE A	\$72,792.18	\$2,238.54	\$75,030.72
East Elementary	CONWAY, MEGHAN P	\$77,612.79	\$1,520.00	\$79,132.79
East Elementary	CORSO, ANN E	\$78,683.85	\$405.00	\$79,088.85
East Elementary	DALLAIRE, REGINA	\$5,852.52		\$5,852.52
East Elementary	DAVIS, KIRSTEN L	\$62,372.07	\$2,887.00	\$65,259.07
East Elementary	DEMARTIN, ANGELA T	\$12,802.40	\$2,857.97	\$15,660.37
East Elementary	DIAMOND, RACHEL G	\$89,235.99	\$405.00	\$89,640.99
East Elementary	DIWADKAR, SHILPA	\$25.50		\$25.50
East Elementary	DOHERTY, CHRISTINE M	\$12,487.15	\$455.00	\$12,942.15
East Elementary	DOHERTY, MEAGHAN M	\$46,750.86	\$405.00	\$47,155.86
East Elementary	DROUGEN-KEITH, BETSY	\$23,317.79	\$97.95	\$23,415.74
East Elementary	EICHELBURG, JESSICA R	\$13,872.64	\$160.00	\$14,032.64
East Elementary	FIREMAN, LISA	\$62,066.16	\$10,333.42	\$72,399.58

Location Description	Name	Salary	Other	Total
East Elementary	FULLER, REBECCA A	\$92,412.14	\$513.00	\$92,925.14
East Elementary	GALLAGHER, AMY N	\$85,765.50	\$1,964.16	\$87,729.66
East Elementary	GARRISON, COLIN P	\$25.50		\$25.50
East Elementary	GELINEAU-SMITH, VARLA L	\$20,487.90	\$2,279.58	\$22,767.48
East Elementary	GLEASON, ELLEN	\$90,990.27	\$1,962.63	\$92,952.90
East Elementary	GROSKY, MARIAH L	\$0.00		\$0.00
East Elementary	GROSSMAN, JENNIFER	\$68,612.40	\$335.00	\$68,947.40
East Elementary	HARRINGTON, RACHEL A	\$59,497.58	\$586.00	\$60,083.58
East Elementary	HARVEY, AMY S	\$6,050.00	\$605.00	\$6,655.00
East Elementary	HENRY, BETH A	\$85,765.50	\$909.00	\$86,674.50
East Elementary	JEANS, MARY E	\$61,345.62	\$1,624.13	\$62,969.75
East Elementary	JOYCE, PATRICIA A	\$2,125.80		\$2,125.80
East Elementary	KATZ, JILL	\$25.50		\$25.50
East Elementary	KATZ, TRACY A	\$25.50		\$25.50
East Elementary	KELLEY, JOHN J	\$50,057.60	\$14,600.92	\$64,658.52
East Elementary	KELLY, EDWARD J	\$54,041.20	\$10,655.33	\$64,696.53
East Elementary	KEMP, CHRISTINA L	\$15,449.16	\$2,041.92	\$17,491.08
East Elementary	KOURY, CHRISTOPHER N	\$14,268.80	\$70.00	\$14,338.80
East Elementary	KRUPNICK, ROBERTA	\$1,677.13		\$1,677.13
East Elementary	LAURIE, MAUREEN A	\$93,719.88	\$623.16	\$94,343.04
East Elementary	LEE, JEANINE F	\$21,205.25	\$674.33	\$21,879.58
East Elementary	LEVINE, JANE K	\$60,258.42	\$10,692.28	\$70,950.70
East Elementary	LEVISON, ELAINE N	\$51,352.48	\$2,327.15	\$53,679.63
East Elementary	LIETEAU, HALLENE M	\$21,564.53	\$95.84	\$21,660.37
East Elementary	MAGEE, ANNA L	\$4,598.35	\$110.68	\$4,709.03
East Elementary	MARKMAN, JANIS N	\$93,719.88	\$705.00	\$94,424.88
East Elementary	MARTIN, JAIME E	\$68,784.22	\$1,482.00	\$70,266.22
East Elementary	MAYER, BETTE S	\$94,219.88	\$612.72	\$94,832.60
East Elementary	MCCABE, ERIN F	\$14,990.04	\$395.00	\$15,385.04
East Elementary	MCDONALD, PATRICIA	\$178.50		\$178.50
East Elementary	MCLAUGHLIN-SPENCE, JENNIFER M	\$85,765.50	\$513.00	\$86,278.50
East Elementary	MILBIER, BRENNA	\$20,952.59	\$1,847.13	\$22,799.72
East Elementary	MINDES, BARRY H	\$25.50	\$25.50	\$51.00
East Elementary	MODEST, ALYSSA D	\$52,035.66	\$645.00	\$52,680.66
East Elementary	MOLDOFF, MARILYN B	\$33,935.03	\$1,969.85	\$35,904.88
East Elementary	MONAHAN, JUSTIN K	\$46,077.03	\$1,484.76	\$47,561.79
East Elementary	MURPHY, ELIZABETH A	\$115,095.96	\$3,115.26	\$118,211.22
East Elementary	MURPHY, MICHAEL J	\$23,131.28	\$1,496.05	\$24,627.33
East Elementary	NARDONE, SUSAN	\$76,577.49	\$405.00	\$76,982.49
East Elementary	O'NEILL, KATHRYN N	\$4,989.60		\$4,989.60
East Elementary	ORPHANOS, ANDRIANNA M	\$1,236.30	\$25.00	\$1,261.30
East Elementary	PAQUIN, SHERI N	\$19,112.60		\$19,112.60
East Elementary	PARSLOE, KIM L	\$17,701.04	\$250.00	\$17,951.04
East Elementary	PHINNEY, KRISTEN	\$90,890.27	\$1,413.00	\$92,303.27
East Elementary	PRUELL, DEBORAH E	\$88,341.21	\$477.00	\$88,818.21
East Elementary	ROSS, DEANNE J	\$75,067.02	\$1,651.00	\$76,718.02
East Elementary	RUTH-ARMAS, BRENDA E	\$9,456.16	\$118.98	\$9,575.14
East Elementary	SCHNEIDER, JESSICA	\$76.50		\$76.50
East Elementary	SEVIERI, BETH G	\$1,404.15		\$1,404.15

Location Description	Name	Salary	Other	Total
East Elementary	SHAHANE, JAYASHREE D		\$400.00	\$400.00
East Elementary	SILKE, MARTHA	\$4,068.08	\$298.48	\$4,366.56
East Elementary	SMALL, STACEY H	\$95,039.19	\$450.00	\$95,489.19
East Elementary	SMIRNOV, MIRIAM S	\$21.25		\$21.25
East Elementary	STEEVER, MICHELLE A	\$93,719.88	\$981.00	\$94,700.88
East Elementary	TSAO, YAFANG	\$6,250.09	\$406.60	\$6,656.69
East Elementary	VATALARO, LAUREN E	\$12,914.10	\$660.00	\$13,574.10
East Elementary	WADLEIGH, PATRICIA A	\$88,341.21	\$1,604.16	\$89,945.37
East Elementary	WAITEKUS, KAREN S	\$76,577.49	\$1,805.00	\$78,382.49
East Elementary	WALSH, SARA M	\$18,606.78	\$470.00	\$19,076.78
East Elementary	WHITE, LESLIE G	\$4,907.34	\$173.16	\$5,080.50
East Elementary	WOODS, KAREN C	\$85,260.90	\$1,117.00	\$86,377.90
Elementary	BARROS, BARBARA M	\$68,449.83	\$8,969.92	\$77,419.75
Elementary	COFFEY, JOHN	\$66,954.02	\$2,563.68	\$69,517.70
Elementary	CONWAY, KATIE A		\$462.00	\$462.00
Elementary	COULIBALY, ELISE M		\$1,012.00	\$1,012.00
Elementary	GELINEAU-SMITH, VARLA L	\$70,502.37	\$9,262.93	\$79,765.30
Elementary	GILMAN, LISA K		\$2,046.00	\$2,046.00
Elementary	KEMP, CHRISTINA L	\$53,163.24	\$8,368.14	\$61,531.38
Elementary	SULLIVAN, JULIA H		\$1,386.00	\$1,386.00
Elementary	TARANTINO, SCOTT D		\$462.00	\$462.00
Elementary	VATALARO, LAUREN E		\$660.00	\$660.00
Heights Elementary School	ALVES, LISA B	\$94,688.62	\$405.00	\$95,093.62
Heights Elementary School	ANDRADE-DELEON, AUTUMN	\$6,073.17		\$6,073.17
Heights Elementary School	ARCAND, ANNE M	\$87,050.80	\$1,551.42	\$88,602.22
Heights Elementary School	BELLO, JULIE A	\$11,309.58		\$11,309.58
Heights Elementary School	BERNSTEIN, OLGA B	\$8,950.00		\$8,950.00
Heights Elementary School	BRATT, CAROL A	\$88,341.21	\$1,082.16	\$89,423.37
Heights Elementary School	BRODERICK, ERIN A	\$26,060.85	\$458.00	\$26,518.85
Heights Elementary School	CALLAWAY, PAMELA F	\$88,341.21	\$6,451.65	\$94,792.86
Heights Elementary School	CARR, JODI M	\$26,524.20	\$716.04	\$27,240.24
Heights Elementary School	CASTONGUAY, PAULA A	\$14,738.63	\$2,534.60	\$17,273.23
Heights Elementary School	CHAFKIN, SARA E	\$25,365.61		\$25,365.61
Heights Elementary School	CHARLES, ANDREW C	\$32,087.97	\$7,770.26	\$39,858.23
Heights Elementary School	COFFEY, JOHN	\$16,092.90	\$115.40	\$16,208.30
Heights Elementary School	COTE, EMILIE J	\$15,297.75		\$15,297.75
Heights Elementary School	CUMMINGS, THERESA A	\$85,765.50	\$1,028.16	\$86,793.66
Heights Elementary School	CUNNINGHAM, MAECI L	\$88,341.21	\$55.00	\$88,396.21
Heights Elementary School	DAUB, ANNA-KRISTIN	\$76,218.37	\$506.70	\$76,725.07
Heights Elementary School	DECROSTA, ERIN L	\$1,864.64		\$1,864.64
Heights Elementary School	DEMASI, MICHELLE C	\$66,901.23	\$405.00	\$67,306.23
Heights Elementary School	DICKINSON, ELIZABETH A	\$61,731.63	\$350.00	\$62,081.63
Heights Elementary School	DOPPELT, KATHERINE W	\$50,126.84	\$1,521.00	\$51,647.84
Heights Elementary School	DOWNS, CRYSTAL J	\$27,819.48	\$230.00	\$28,049.48
Heights Elementary School	DREW, ERIN I	\$72,982.05	\$927.00	\$73,909.05
Heights Elementary School	DRISCOLL, CAROLYN M	\$29,181.09	\$221.64	\$29,402.73
Heights Elementary School	DUMICAN, NANCY A	\$33,866.35	\$752.84	\$34,619.19
Heights Elementary School	EGAN, JULIE A	\$76,682.69	\$404.00	\$77,086.69
Heights Elementary School	EICHELBURG, JESSICA R	\$11,278.40		\$11,278.40
Heights Elementary School	ELGART, MARCIA D	\$7,794.21	\$6,431.20	\$14,225.41

Location Description	Name	Salary	Other	Total
Heights Elementary School	FERESHETIAN, LAUREN M	\$22,199.13	\$350.00	\$22,549.13
Heights Elementary School	FOLAN, KIMBERLY A	\$88,341.21	\$2,216.16	\$90,557.37
Heights Elementary School	FONTES, MICHELL R	\$21,938.50	\$1,050.00	\$22,988.50
Heights Elementary School	FORTIN, CATHERINE F	\$6,231.58		\$6,231.58
Heights Elementary School	FRIEDMAN, CATHRYN C	\$85,765.50	\$350.00	\$86,115.50
Heights Elementary School	GEIGER, HOLLY R	\$85,765.50	\$350.00	\$86,115.50
Heights Elementary School	GILL, CHRISTINA N	\$36,396.18	\$444.21	\$36,840.39
Heights Elementary School	GLASER, DEBORAH M	\$2,040.00		\$2,040.00
Heights Elementary School	GREEN, TEDRA S	\$23,884.66	\$634.43	\$24,519.09
Heights Elementary School	HANLEY, BETH	\$86,651.98	\$978.54	\$87,630.52
Heights Elementary School	HAPPNIE, LORI B	\$70,757.01	\$1,471.00	\$72,228.01
Heights Elementary School	HASSON, NOREEN F	\$35,599.42	\$240.80	\$35,840.22
Heights Elementary School	HIRSCH, MARJORIE M	\$27,585.51	\$845.77	\$28,431.28
Heights Elementary School	HURWITZ, MARJORIE R	\$43,298.70	\$1,368.08	\$44,666.78
Heights Elementary School	JAILLET, MIRVETT	\$16,892.72	\$80.00	\$16,972.72
Heights Elementary School	JOHNSON, HEATHER C	\$90,990.27	\$1,211.58	\$92,201.85
Heights Elementary School	JONES, THERESA E	\$78,683.85	\$2,322.63	\$81,006.48
Heights Elementary School	JOYCE, KATHLEEN K	\$77,224.26	\$703.05	\$77,927.31
Heights Elementary School	KEANE, JAMES F	\$6,000.00		\$6,000.00
Heights Elementary School	KEARNEY, SHEILA M	\$89,254.43	\$1,506.64	\$90,761.07
Heights Elementary School	KENDALL, ERICA	\$5,918.10		\$5,918.10
Heights Elementary School	KHAN, ZARE G	\$8,179.98	\$175.95	\$8,355.93
Heights Elementary School	LAMORE, LISA K	\$120,257.39	\$2,865.27	\$123,122.66
Heights Elementary School	LANGLOIS, DARLENE M	\$3,182.02	\$71.74	\$3,253.76
Heights Elementary School	LARRIMER, SAMANTHA Y	\$29,063.84	\$129.98	\$29,193.82
Heights Elementary School	LEARY, CYNTHIA F	\$91,490.27	\$405.00	\$91,895.27
Heights Elementary School	LECLERC, TAMMY M	\$87,151.98	\$3,252.64	\$90,404.62
Heights Elementary School	LEMANSKI, KARA M	\$85,765.50	\$612.72	\$86,378.22
Heights Elementary School	LEVY, ALISON L	\$6,121.25		\$6,121.25
Heights Elementary School	LICCIARDI, BARBARA A	\$30,472.24	\$2,092.41	\$32,564.65
Heights Elementary School	LIZIO, SARAH J	\$53,373.10	\$3,094.88	\$56,467.98
Heights Elementary School	LIZOTTE, JANE	\$37,697.72	\$105.54	\$37,803.26
Heights Elementary School	LOGHRY, SARA E	\$29,239.21	\$35.00	\$29,274.21
Heights Elementary School	MARTIN, ELAINE M	\$90,990.27	\$1,118.16	\$92,108.43
Heights Elementary School	MARTIN, LAURA K	\$2,560.00		\$2,560.00
Heights Elementary School	MASSOUDA, AURORA Z	\$3,986.97		\$3,986.97
Heights Elementary School	MAZAHERI, ANNA B	\$55,853.91	\$335.00	\$56,188.91
Heights Elementary School	MCCORMICK, MELISSA M	\$43,940.34	\$265.00	\$44,205.34
Heights Elementary School	MCDONALD, PATRICIA	\$25.50		\$25.50
Heights Elementary School	MCGILLICUDDY, DEVON B	\$37,610.00	\$35.00	\$37,645.00
Heights Elementary School	MCNEIL, RYAN E	\$3,735.00		\$3,735.00
Heights Elementary School	MELLMAN, ALEXANDRA T	\$94,688.62	\$716.13	\$95,404.75
Heights Elementary School	MINDES, BARRY H		\$425.50	\$425.50
Heights Elementary School	MORRIS, DEBORAH	\$51,667.48	\$245.00	\$51,912.48
Heights Elementary School	NALBACH, DANIELLE W	\$45,566.79	\$350.00	\$45,916.79
Heights Elementary School	NATHAN, CARLEEN M	\$23,319.51	\$77.37	\$23,396.88
Heights Elementary School	NIKOPOULOS, THEODORA A	\$88,341.21	\$432.00	\$88,773.21
Heights Elementary School	O'BRIEN, JULIA A	\$86,015.50	\$564.00	\$86,579.50
Heights Elementary School	O'NEIL, PAMELA H	\$33,155.85	\$1,214.49	\$34,370.34
Heights Elementary School	PEDRO, ELIZABETH	\$88,591.21	\$973.16	\$89,564.37

Location Description	Name	Salary	Other	Total
Heights Elementary School	POLLOCK, ANDREA L	\$27,937.50	\$350.00	\$28,287.50
Heights Elementary School	POMBO, JOSE	\$17,848.80	\$1,885.76	\$19,734.56
Heights Elementary School	ROCHLEAU, JACLYN E	\$17,172.47	\$25.42	\$17,197.89
Heights Elementary School	RUGGIERO, CARRIE S	\$92,268.78	\$734.94	\$93,003.72
Heights Elementary School	SACCO, DENISE T	\$9,041.23	\$521.53	\$9,562.76
Heights Elementary School	SANSONE, ARIEL M	\$13,830.92	\$165.19	\$13,996.11
Heights Elementary School	SCHERTZ, SCOTT J	\$39,639.20	\$8,906.78	\$48,545.98
Heights Elementary School	SCHNEIDER, JESSICA	\$51.00		\$51.00
Heights Elementary School	SEXTON, JOSEPH G	\$42,786.00	\$8,778.66	\$51,564.66
Heights Elementary School	SHAFIROFF, JOAN M	\$35,708.67	\$1,612.00	\$37,320.67
Heights Elementary School	SHAHANE, JAYASHREE D		\$40.00	\$40.00
Heights Elementary School	SHAPIRO, MADELINE	\$53,881.88	\$10,425.41	\$64,307.29
Heights Elementary School	SHARMA, SEEMA	\$61,731.63	\$405.00	\$62,136.63
Heights Elementary School	SILVA, ELAINE K	\$93,227.29	\$1,009.72	\$94,237.01
Heights Elementary School	SPECTOR, AMANDA M	\$13,591.37		\$13,591.37
Heights Elementary School	STARR, ANDREA M	\$45,495.27	\$749.21	\$46,244.48
Heights Elementary School	STAULA, ROBERTA	\$7,088.13	\$298.79	\$7,386.92
Heights Elementary School	STELLA, LEAH A	\$5,725.30	\$84.69	\$5,809.99
Heights Elementary School	STEWART, ROBIN	\$93,719.88	\$1,148.16	\$94,868.04
Heights Elementary School	SUSI, KELLY J	\$86,651.98	\$1,663.00	\$88,314.98
Heights Elementary School	TARANTINO, SCOTT D	\$85,765.50	\$3,654.58	\$89,420.08
Heights Elementary School	TICE, MAEGAN F	\$16,945.61	\$60.42	\$17,006.03
Heights Elementary School	TRACEY-WAPLE, KATHLEEN	\$15,068.49	\$607.09	\$15,675.58
Heights Elementary School	TRIPP, CAROLYN	\$10,305.25	\$280.54	\$10,585.79
Heights Elementary School	TRYKOWSKI, GAIL R	\$85,765.50	\$1,962.63	\$87,728.13
Heights Elementary School	TSAO, YAFANG	\$688.80		\$688.80
Heights Elementary School	VIGORITO, TIMOTHY L	\$90,990.27	\$2,939.62	\$93,929.89
Heights Elementary School	VITULLI, BETH M	\$25,205.15	\$667.91	\$25,873.06
Heights Elementary School	VOZZELLA, KRISTEN E	\$12,823.46	\$1,177.32	\$14,000.78
Heights Elementary School	WALSH, KIMBERLY M	\$8,207.79	\$226.66	\$8,434.45
Heights Elementary School	WARD, PAMELA C	\$88,591.21	\$1,028.16	\$89,619.37
Heights Elementary School	WRIGHT, DONNA	\$15,032.43	\$7,522.24	\$22,554.67
High School	ABDELAHAD, KATHLEEN M	\$48,387.15	\$12,236.75	\$60,623.90
High School	ACHESON, STEPHANIE	\$78,984.99	\$1,701.00	\$80,685.99
High School	ACONE, JAMES	\$62,694.99	\$2,825.00	\$65,519.99
High School	ALBERICO, EILEEN A	\$93,719.88	\$2,523.42	\$96,243.30
High School	ALSON, MEGHAN E	\$54,594.27	\$210.00	\$54,804.27
High School	ANTONELL, DAVID J	\$13,955.13	\$262.50	\$14,217.63
High School	ARGUIMBAU, JAMES	\$4,399.00		\$4,399.00
High School	ARMOUR, CHRISTOPHER J		\$5,609.00	\$5,609.00
High School	ARMSTRONG, KAYLA E	\$10,448.00	\$5,048.00	\$15,496.00
High School	AYOTTE, LORI	\$82,049.94	\$2,178.00	\$84,227.94
High School	BACIGALUPI, NICHOLAS R	\$85,765.50	\$10,169.64	\$95,935.14
High School	BANNO, STEPHEN A	\$88,341.21	\$973.16	\$89,314.37
High School	BATCHELDER, ERICA R	\$3,695.00		\$3,695.00
High School	BECKER, AUTUMN J	\$7,766.46	\$190.40	\$7,956.86
High School	BEEBE, JEAN M	\$93,719.88	\$3,468.16	\$97,188.04
High School	BEHBEHANI, KELLY M	\$13,048.03		\$13,048.03
High School	BOURGEOIS, MATTHEW M		\$4,487.00	\$4,487.00
High School	BRILLANT, CHRISTOPHER M	\$90,990.27	\$4,220.53	\$95,210.80

Location Description	Name	Salary	Other	Total
High School	BUCK, DANA L	\$93,162.38	\$405.00	\$93,567.38
High School	BUCKINGHAM, RACHEL E	\$8,160.00		\$8,160.00
High School	BUCKLEY, PETER J	\$62,293.59	\$1,485.00	\$63,778.59
High School	BURKA, NICHOLAS M	\$11,649.69	\$262.50	\$11,912.19
High School	BYRNE, RACHEL M	\$61,250.85	\$7,820.70	\$69,071.55
High School	CASTEDO-RODGERS, ZACHARIAS H	\$23,639.98	\$415.00	\$24,054.98
High School	CHAMOUN, MAUREEN P	\$21,518.46	\$210.00	\$21,728.46
High School	CHANDRASEKARAN, NIREEDITA D	\$91,930.91	\$1,301.00	\$93,231.91
High School	CHAREST, JAMES R	\$12,009.79	\$1,320.00	\$13,329.79
High School	CHAREST, THOMAS J	\$59,383.71	\$400.00	\$59,783.71
High School	CHAZAN, LISA M	\$21,224.94	\$103.86	\$21,328.80
High School	CHESLER-LAMPRON, BETH	\$149.94		\$149.94
High School	CHO, TAE	\$99,344.07	\$2,336.16	\$101,680.23
High School	CHRISTIANSEN, DAVID H	\$85,765.50	\$4,254.00	\$90,019.50
High School	CIESLUK, BRITTNEY J		\$3,590.00	\$3,590.00
High School	CIMENO, TIMOTHY J	\$16,498.00	\$6,170.00	\$22,668.00
High School	CIOFFI, MARIE L	\$78,683.85	\$2,108.16	\$80,792.01
High School	COFFMAN, KRISTEN E	\$24,445.71	\$350.00	\$24,795.71
High School	COLE, JANET S	\$78,369.12	\$1,452.64	\$79,821.76
High School	COLLINS, AMY B	\$6,678.87	\$29.85	\$6,708.72
High School	COLLINS, CATHY E	\$93,719.88	\$14,965.50	\$108,685.38
High School	CONNON, JEAN	\$10,910.54	\$405.00	\$11,315.54
High School	CONWAY, ALAN H	\$6,600.00	\$6,631.49	\$13,231.49
High School	COOK, SHEA N		\$5,323.00	\$5,323.00
High School	CORAN, JOSHUA L		\$50.00	\$50.00
High School	CORCORAN, BRENDAN M	\$15,825.96	\$6,750.55	\$22,576.51
High School	COVER, ARNOLD S		\$1,865.00	\$1,865.00
High School	CRONIN, TERRANCE S	\$29,926.40	\$8,848.32	\$38,774.72
High School	CUNNINGHAM, MAECI L		\$350.00	\$350.00
High School	CUTTER, JOAN B	\$6,049.00		\$6,049.00
High School	DAHLEN, KRISTINA M	\$99,344.07	\$11,127.38	\$110,471.45
High School	DAUGHTRY, TIMOTHEE J	\$272.00		\$272.00
High School	DELANEY, ELIZABETH C		\$4,487.00	\$4,487.00
High School	DENNIS, SANDRA L	\$90,990.27	\$20,261.42	\$111,251.69
High School	D'ENTREMONT, ANDREA J	\$90,990.27	\$1,764.72	\$92,754.99
High School	DENZER, JANET C	\$113,651.44		\$113,651.44
High School	DEWITT, EDWARD C	\$28,793.97	\$5,700.70	\$34,494.67
High School	DICKERSON, RONALD	\$44,520.00	\$13,784.24	\$58,304.24
High School	DIXON, JAMES M	\$93,719.88	\$1,047.00	\$94,766.88
High School	DIXON-ACOSTA, JENNIFER L	\$31,653.72	\$350.00	\$32,003.72
High School	DONES, BRENDA L	\$4,822.14	\$404.52	\$5,226.66
High School	DOWNEY, LISA R	\$2,199.50	\$2,244.00	\$4,443.50
High School	DOYLE, BEATRICE	\$0.00		\$0.00
High School	DUGGAN, CLAIRE M	\$52,035.66	\$405.00	\$52,440.66
High School	ELKERTON, LORI A	\$11,463.21	\$175.00	\$11,638.21
High School	ENOS, NANCY J	\$27,126.45	\$86.88	\$27,213.33
High School	EVERETT, MICHAEL J	\$20,789.73	\$111.79	\$20,901.52
High School	FAZZIO, CHARLES M	\$85,765.50	\$1,965.42	\$87,730.92
High School	FELDMAN, DEBORAH A	\$62,352.72	\$405.00	\$62,757.72
High School	FELDMAN, JENNIFER A	\$75,777.26	\$1,269.00	\$77,046.26

Location Description	Name	Salary	Other	Total
High School	FERGUSON, ANDREW R	\$5,807.00	\$35.00	\$5,842.00
High School	FERRARA, BARBARA A	\$30,266.28	\$916.95	\$31,183.23
High School	FISHER, SHANNON L	\$3,754.78	\$70.72	\$3,825.50
High School	FOLEY, ROBERT F	\$62,066.16	\$8,820.00	\$70,886.16
High School	FORTIER, WENDY E	\$676.40	\$293.65	\$970.05
High School	FOX, MICHELLE J	\$93,719.88	\$5,684.00	\$99,403.88
High School	FRYE, LAURA J	\$46,720.08	\$25,744.50	\$72,464.58
High School	GABRIEL, JESSICA	\$24,599.91	\$633.82	\$25,233.73
High School	GARDNER, JANINE	\$78,683.85	\$1,430.00	\$80,113.85
High School	GARR, EMILY G	\$62,321.09	\$4,195.00	\$66,516.09
High School	GASSMAN, RONDE L	\$78,683.85	\$5,515.16	\$84,199.01
High School	GEORGES, NINA J	\$85,765.50	\$1,028.16	\$86,793.66
High School	GEORGI, MARA C	\$85,765.50	\$1,028.16	\$86,793.66
High School	GILBERT-SEXTON, SUSAN F	\$52,105.08	\$3,939.19	\$56,044.27
High School	GINGRAS, PHILIP R	\$6,336.00		\$6,336.00
High School	GLYNN, MICHELLE C	\$35,362.48	\$195.00	\$35,557.48
High School	GOEL, JYOTSNA	\$24,847.71	\$92.19	\$24,939.90
High School	GOODMAN, ELEANOR	\$13,874.51		\$13,874.51
High School	GORMAN, JARROD	\$21,725.37	\$384.30	\$22,109.67
High School	GORSUCH, THOMAS J	\$99,344.07	\$10,783.38	\$110,127.45
High School	GUNDLAH, VALERIE A	\$78,378.00	\$705.00	\$79,083.00
High School	HAGSTROM, KRISTIN M	\$9,229.57	\$725.83	\$9,955.40
High School	HAMMOND, DANIEL J	\$3,695.00	\$50.00	\$3,745.00
High School	HARRIS, CHERYL L	\$93,719.88	\$1,443.42	\$95,163.30
High School	HAVEN, JOSEPH C	\$54,041.20	\$11,890.89	\$65,932.09
High School	HELLER, DAVID P	\$90,990.27	\$674.00	\$91,664.27
High School	HIRSCHORN, TRACEY L	\$17,522.12	\$707.36	\$18,229.48
High School	HOFFMAN, MARK A	\$99,344.07	\$1,692.72	\$101,036.79
High School	HUGHES, MICHELLE A	\$51,365.14	\$8,801.10	\$60,166.24
High School	INNES, DANIEL K	\$30,629.02	\$230.00	\$30,859.02
High School	JACKMAN, BRUCE	\$7,699.00	\$30.00	\$7,729.00
High School	JANOSKO, MARY A	\$60,258.42	\$13,858.44	\$74,116.86
High School	JENNINGS, PATRICIA R	\$9,079.20	\$8,623.00	\$17,702.20
High School	JOLICOEUR, LISA A	\$94,219.88	\$6,463.72	\$100,683.60
High School	JONES, ALLISON	\$18,504.97	\$501.58	\$19,006.55
High School	KALLIN, KELLEY E	\$81,853.07	\$1,485.00	\$83,338.07
High School	KAYE, JACQUELINE A	\$93,719.88	\$936.00	\$94,655.88
High School	KEENEY, TANYA K	\$71,490.87	\$747.00	\$72,237.87
High School	KELLEY, PATRICIA	\$94,219.88	\$2,099.00	\$96,318.88
High School	KELLY, BRYAN C		\$6,709.00	\$6,709.00
High School	KENNER, SHAWN E	\$100,871.06	\$799.00	\$101,670.06
High School	KLEMENTS, WILLIAM F	\$95,173.57		\$95,173.57
High School	KLINE, CAITLIN R	\$17,947.35	\$350.00	\$18,297.35
High School	KONSTAS, CATHERINE E	\$11,464.77	\$262.50	\$11,727.27
High School	KOSMADAKIS, KELLY M		\$3,769.00	\$3,769.00
High School	LARRABEE, JOANNE M	\$32,243.29	\$264.29	\$32,507.58
High School	LAURIE, MAUREEN A		\$5,187.00	\$5,187.00
High School	LAVIEN, JONATHAN A	\$6,577.00	\$7,000.00	\$13,577.00
High School	LAZZARO, JEANNINE H	\$55,498.30	\$10,761.41	\$66,259.71
High School	LEBLANC, JACQUELYN G	\$63,891.99	\$405.00	\$64,296.99

Location Description	Name	Salary	Other	Total
High School	LENGAS, BRADLEY J	\$93,719.88	\$3,044.16	\$96,764.04
High School	LEVECKIS, LORI H	\$86,265.50	\$1,539.00	\$87,804.50
High School	LEVITTS, RACHELLE F	\$34,100.88	\$523.40	\$34,624.28
High School	LI, WEI	\$57,272.98	\$837.00	\$58,109.98
High School	LIBANO, JOSE A	\$136,839.72	\$4,153.68	\$140,993.40
High School	LOPEZ MADDOX, SARAH	\$14,984.06	\$55.00	\$15,039.06
High School	LOPRESTI, SEAN P		\$5,609.00	\$5,609.00
High School	LOVETT, ANDREA L	\$595.00	\$4,133.00	\$4,728.00
High School	LUCIANI, SUSAN E	\$93,719.88	\$2,253.00	\$95,972.88
High School	LUCIE, ANTHONY J	\$7,699.00		\$7,699.00
High School	LUK, CHUNG "	\$1,650.00		\$1,650.00
High School	MACONE, ANTHONY		\$56.00	\$56.00
High School	MACORITTO, DOROTHY B	\$90,990.27	\$405.00	\$91,395.27
High School	MACVICAR, STEPHEN T	\$56,399.85	\$317.50	\$56,717.35
High School	MALCOLM, COURTNAY M	\$84,294.14	\$5,849.00	\$90,143.14
High School	MANN, TIMOTHY M	\$12,539.10	\$1,253.88	\$13,792.98
High School	MANNING, COLLEEN P	\$6,863.00		\$6,863.00
High School	MARBENAS, DIMITRIOS S	\$50,057.60	\$5,244.81	\$55,302.41
High School	MARTIN, WILLIAM C	\$95,615.60	\$1,711.54	\$97,327.14
High School	MATEOS, ANNA I	\$93,010.68	\$405.00	\$93,415.68
High School	MCGEE, TIMOTHY P	\$85,765.50	\$7,140.96	\$92,906.46
High School	MCGONAGLE, MAUREEN	\$70,757.01	\$405.00	\$71,162.01
High School	MCLAUGHLIN, DAVID E		\$1,185.00	\$1,185.00
High School	MELLO, KATHLEEN M	\$4,504.50	\$0.00	\$4,504.50
High School	MICHERONI, DIANE M	\$6,049.00		\$6,049.00
High School	MINNETTE, MINBERLY M	\$3,519.00		\$3,519.00
High School	MITLIN, MARJORIE D	\$93,719.88	\$2,250.00	\$95,969.88
High School	MORRIS, KYLE F	\$510.00	\$7,452.00	\$7,962.00
High School	MORSE, DAVID R	\$54,415.80	\$12,315.00	\$66,730.80
High School	MUNDEN, BARBARA J	\$85,765.50	\$2,128.16	\$87,893.66
High School	MURPHY, BERNADETTE T	\$90,990.27	\$350.00	\$91,340.27
High School	MURPHY, CHRISTINE M	\$9,093.92	\$612.35	\$9,706.27
High School	MURPHY, RYAN P	\$7,149.00		\$7,149.00
High School	MUSSON, ELAINA S	\$59,309.42	\$55.00	\$59,364.42
High School	MYERSON, SHELLEY J	\$85,219.74	\$1,439.62	\$86,659.36
High School	NASON, WENDY Z	\$85,765.50	\$973.16	\$86,738.66
High School	NEWMAN, STACEY L	\$39,355.29	\$569.50	\$39,924.79
High School	NORTON, SHARA M	\$53,965.35	\$5,004.00	\$58,969.35
High School	NOVICK-CARSON, LORI E	\$82,049.94	\$405.00	\$82,454.94
High School	NUNES, HEATHER A	\$25,716.21		\$25,716.21
High School	OLSEN, MAUREEN M	\$43,206.19	\$844.86	\$44,051.05
High School	O'REILLY, SEAN	\$85,765.50	\$1,934.00	\$87,699.50
High School	ORTHMAN, JENNIFER M	\$73,106.01	\$2,886.00	\$75,992.01
High School	PARKER, DEBRA M	\$7,149.00		\$7,149.00
High School	PARKER, SARA E	\$500.00	\$1,125.00	\$1,625.00
High School	PECKHAM, JOEL B	\$7,149.00		\$7,149.00
High School	PERKINS, TANYA A	\$93,719.88	\$1,269.00	\$94,988.88
High School	PERRON, MICHAEL P	\$93,719.88	\$405.00	\$94,124.88
High School	PHELPS, DAWN M	\$37,306.81	\$858.66	\$38,165.47
High School	PHILIPS, DAVID M		\$6,170.00	\$6,170.00

Location Description	Name	Salary	Other	Total
High School	PHINNEY, LOREN E	\$6,577.00		\$6,577.00
High School	PIAZZA, JULIE A	\$26,290.78	\$602.05	\$26,892.83
High School	PIERCE, AMANDA K	\$39,624.26	\$350.00	\$39,974.26
High School	PIGEON, ADAM F	\$70,757.01	\$350.00	\$71,107.01
High School	PIMENTEL, JUSTIN D	\$8,988.54	\$85.26	\$9,073.80
High School	PLASKO, RYAN	\$3,612.00		\$3,612.00
High School	POLIFERNO, ANDREW R	\$5,544.00	\$800.00	\$6,344.00
High School	POMBO, JOSE	\$26,671.20	\$6,013.97	\$32,685.17
High School	POMER, ROBERT S	\$116,016.43		\$116,016.43
High School	POWELL, BRADFORD	\$1,518.00		\$1,518.00
High School	PRIEST, JOANN E	\$53,082.72	\$820.00	\$53,902.72
High School	QUINTAL, STEPHANIE	\$25,871.43	\$667.95	\$26,539.38
High School	RADLER, BARBARA A	\$93,719.88	\$1,278.16	\$94,998.04
High School	RAGONA, JAMES	\$93,719.88	\$1,028.16	\$94,748.04
High School	REARDON, LESLEY	\$93,719.88	\$1,443.42	\$95,163.30
High School	REGAN, ERIN T	\$91,912.14	\$4,299.50	\$96,211.64
High School	RICHARDS, DONALD A	\$14,256.54		\$14,256.54
High School	ROMERO, LAURIE A	\$35,154.88		\$35,154.88
High School	ROSE, GLORIA J	\$20,594.11	\$110.24	\$20,704.35
High School	ROTHENBERG, JOHANNA P	\$8,960.00		\$8,960.00
High School	ROUNSEVILLE, ANNE E	\$100,445.98	\$405.00	\$100,850.98
High School	ROY, DAVID M	\$32,855.20	\$6,189.67	\$39,044.87
High School	RYALL-MCAVOY, SUSAN E	\$93,719.88	\$2,970.63	\$96,690.51
High School	RYS, ANDREW P	\$4,107.45		\$4,107.45
High School	SAMMONS, ESME J		\$3,299.50	\$3,299.50
High School	SANBORN, THOMAS W	\$63,891.99	\$7,106.00	\$70,997.99
High School	SANFORD, JAMES V	\$78,683.85	\$2,013.00	\$80,696.85
High School	SCHOONMAKER, PETER M	\$93,719.88	\$3,705.00	\$97,424.88
High School	SHEA, SARAH A	\$4,553.00		\$4,553.00
High School	SHIEBLER, GLENN R	\$85,765.50	\$2,757.72	\$88,523.22
High School	SILIPO, LEAH C	\$85,308.87	\$1,080.42	\$86,389.29
High School	SILKE, MARTHA	\$5,639.22	\$96.96	\$5,736.18
High School	SINISCALCHI, SARA L	\$75,067.02	\$3,741.00	\$78,808.02
High School	SMITH, TRACEY A	\$91,490.27	\$405.00	\$91,895.27
High School	SMOLCHA, LAURA C		\$945.00	\$945.00
High School	SNOW, ZACHARY L	\$86,265.50	\$549.00	\$86,814.50
High School	SONIS, JEFFREY S	\$93,719.88	\$12,063.00	\$105,782.88
High School	STEVENS, JILL A	\$83,085.24	\$1,269.00	\$84,354.24
High School	STRANDSON, NICOLE L	\$57,163.73	\$5,736.50	\$62,900.23
High School	STRASNICK, AMY E	\$56,798.28	\$6,935.00	\$63,733.28
High School	STRUNIN, JEFFREY N	\$81,075.78	\$405.00	\$81,480.78
High School	TESSIER, ANDREW J	\$59,383.71	\$2,198.00	\$61,581.71
High School	THEBADO, JAMES A	\$3,519.00		\$3,519.00
High School	THEBERGE, ABIGAIL E	\$93,719.88	\$2,970.00	\$96,689.88
High School	TOMASSIAN, CLIFFORD B	\$7,699.00		\$7,699.00
High School	TRACEY, CAROLYN A	\$6,689.07	\$116.00	\$6,805.07
High School	TRAHAN, MARY T	\$112,580.37	\$1,038.42	\$113,618.79
High School	TROTTA, MICHAEL P	\$3,541.00		\$3,541.00
High School	TRUNK, HOLDEN J		\$4,487.00	\$4,487.00
High School	TURNER, KATHLEEN M	\$91,490.27	\$2,587.42	\$94,077.69

Location Description	Name	Salary	Other	Total
High School	TYRELL, LORI M	\$29,556.87	\$291.98	\$29,848.85
High School	URBANEK, MARY M	\$3,360.00		\$3,360.00
High School	VALVERDE, ANITA M	\$47,823.00	\$350.00	\$48,173.00
High School	VAN VAERENEWYCK, THOR V	\$88,341.21	\$1,028.16	\$89,369.37
High School	VANDETTE, ANDREA K		\$5,385.00	\$5,385.00
High School	WAITE, AARON L	\$19,178.11	\$14,459.91	\$33,638.02
High School	WALKER, RACHEL S	\$56,923.78	\$324.00	\$57,247.78
High School	WATSON, KENNETH C	\$16,589.17	\$1,665.00	\$18,254.17
High School	WEISHAAR, KRISTINE M	\$61,258.04	\$546.40	\$61,804.44
High School	WELLS, DEBORAH	\$4,114.80		\$4,114.80
High School	WERDEN, GARY L	\$3,574.50	\$3,919.98	\$7,494.48
High School	WESTON, CHRISTINA	\$79,820.91	\$405.00	\$80,225.91
High School	WHALL, ELIZABETH A	\$93,719.88	\$2,772.42	\$96,492.30
High School	WISE, KAREN L	\$88,341.21	\$810.95	\$89,152.16
High School	XU, JIAN	\$16,566.08	\$87.50	\$16,653.58
High School	ZENGA, DYANN E	\$6,049.00		\$6,049.00
Middle School	ADAMS, ELAINE G	\$21,745.13	\$686.79	\$22,431.92
Middle School	ALBAUGH, BRITTANY M	\$43,782.44	\$4,321.00	\$48,103.44
Middle School	ALLEN, SHERRI L	\$72,881.73	\$757.50	\$73,639.23
Middle School	ANGELOS, MARY M	\$26,743.50	\$1,337.43	\$28,080.93
Middle School	APONE, MATTHEW S	\$4,463.34		\$4,463.34
Middle School	ARCHAMBAULT, ANGELA M	\$14,472.63	\$210.00	\$14,682.63
Middle School	ARNO, JOHN J	\$59,084.58	\$512.00	\$59,596.58
Middle School	AULD, MARYANNE		\$80.00	\$80.00
Middle School	BEATRICE, MANDY L	\$58,972.14	\$1,711.40	\$60,683.54
Middle School	BELCHER, JULIANNE	\$91,399.99	\$2,459.57	\$93,859.56
Middle School	BOURGEOIS, MATTHEW M	\$54,017.37	\$945.00	\$54,962.37
Middle School	BURDETT, MEREDITH B	\$66,634.71	\$405.00	\$67,039.71
Middle School	BURKE, EMILY L	\$75,813.79	\$9,242.18	\$85,055.97
Middle School	CANELLI, REBECCA P	\$66,676.98	\$533.60	\$67,210.58
Middle School	CATTAN-SKELLY, KIM	\$82,373.76	\$280.00	\$82,653.76
Middle School	CHALFIN, ASHLEY M	\$6,670.92	\$45.19	\$6,716.11
Middle School	CHIN, LAURIE BETH	\$93,719.88	\$3,155.00	\$96,874.88
Middle School	CIESLUK, BRITTNEY J	\$47,347.38	\$638.00	\$47,985.38
Middle School	CLARK, STEPHEN S	\$50,057.60	\$22,979.36	\$73,036.96
Middle School	CLOSSON, ROSEANN	\$12,380.96	\$1,876.62	\$14,257.58
Middle School	COCO, DIANNE	\$86,475.45	\$3,808.06	\$90,283.51
Middle School	COFFILL, SHANNA J	\$8,259.24	\$55.95	\$8,315.19
Middle School	CONNOLLY, JOSEPH J	\$88,341.21	\$549.00	\$88,890.21
Middle School	COOK, SHEA N	\$36,483.84	\$55.00	\$36,538.84
Middle School	COOMBS, AMY R	\$33,402.86	\$55.00	\$33,457.86
Middle School	CORMIER, VICTORIA L	\$82,049.94	\$577.42	\$82,627.36
Middle School	COTE, EMILIE J	\$16,945.54	\$579.69	\$17,525.23
Middle School	COULIBALY, ELISE M	\$64,391.99	\$2,317.00	\$66,708.99
Middle School	CRONIN, TERRANCE S	\$19,993.20	\$5,430.13	\$25,423.33
Middle School	CUNNINGHAM, KERRI A	\$28,462.34	\$354.59	\$28,816.93
Middle School	DEBROT, RUTH A	\$93,719.88	\$11,739.42	\$105,459.30
Middle School	DESOUSA, MARIO	\$416.00		\$416.00
Middle School	DIXON-ACOSTA, JENNIFER L	\$58,006.44	\$4,003.00	\$62,009.44
Middle School	DOYLE, BEATRICE	\$4,020.50	\$1.28	\$4,021.78

Location Description	Name	Salary	Other	Total
Middle School	DRUHAN-ALBANESE, JILL L	\$93,719.88	\$9,776.97	\$103,496.85
Middle School	ELLSTON, KAREN M	\$93,719.88	\$405.00	\$94,124.88
Middle School	ENGEL, KENDRA H	\$25,179.57	\$350.00	\$25,529.57
Middle School	ETHIER, LINDA E	\$41,129.19	\$553.00	\$41,682.19
Middle School	FEDERICO, KELLY D	\$30,283.57	\$371.40	\$30,654.97
Middle School	FINE, WILLIAM B	\$84,634.14	\$405.00	\$85,039.14
Middle School	FLAHERTY, SHAWN A	\$81,915.78	\$8,345.00	\$90,260.78
Middle School	FLYNN, AMY	\$4,613.66	\$419.82	\$5,033.48
Middle School	FULLER, SUSANNE M	\$93,719.88	\$2,001.42	\$95,721.30
Middle School	GLASHEEN, JOAN M	\$36,149.35	\$1,950.00	\$38,099.35
Middle School	GORMAN, PHYLLIS	\$22,407.75	\$599.12	\$23,006.87
Middle School	GREELY, WILLIAM T	\$76,577.49	\$5,682.16	\$82,259.65
Middle School	GREFE, NANCY E	\$93,719.88	\$3,279.42	\$96,999.30
Middle School	GUERNITZ, PETER J	\$92,332.42		\$92,332.42
Middle School	GULLEY, KAREN S	\$94,559.88	\$1,028.16	\$95,588.04
Middle School	HAGSTROM, KRISTIN M	\$1,236.56		\$1,236.56
Middle School	HALPERN, DIANE J	\$74,975.76	\$1,165.79	\$76,141.55
Middle School	HARDY, ANNMARIE	\$22,407.75	\$826.13	\$23,233.88
Middle School	HARRIS, PATTI I	\$14,488.92	\$934.66	\$15,423.58
Middle School	HEALY, KELLY M	\$63,891.99	\$549.00	\$64,440.99
Middle School	HERBSTZUBER, MAUREEN D	\$49,896.63	\$405.00	\$50,301.63
Middle School	JAILLET, MIRVETT	\$11,666.04	\$867.71	\$12,533.75
Middle School	JARDIN, KATHLEEN A	\$16,485.21	\$280.00	\$16,765.21
Middle School	JOHNSON, ELIZABETH C	\$88,841.21	\$621.00	\$89,462.21
Middle School	KAPLAN, KATHLEEN A	\$76,577.49	\$2,705.00	\$79,282.49
Middle School	KAWA, CAITLIN	\$65,490.66	\$350.00	\$65,840.66
Middle School	KAYE, KARI	\$20,493.43	\$66.47	\$20,559.90
Middle School	KELLY, JOAN A	\$65,346.66	\$1,489.44	\$66,836.10
Middle School	KENDALL, ERICA		\$160.00	\$160.00
Middle School	KILEY, LINDA L	\$93,719.88	\$1,028.16	\$94,748.04
Middle School	KING, ALLYSON	\$53,757.06	\$585.00	\$54,342.06
Middle School	KOVAT, MARTHA R	\$26,535.06	\$1,041.43	\$27,576.49
Middle School	KOWALSKI, MEAGHAN M	\$17,270.36		\$17,270.36
Middle School	KOWALSKI, RICHARD	\$72,176.69	\$1,125.00	\$73,301.69
Middle School	KUPPERSTEIN, INA	\$36,241.21	\$1,495.96	\$37,737.17
Middle School	LAITHY-BERENS, HEBATALLAH H	\$12,320.00		\$12,320.00
Middle School	LANZEL, MATHILDE A	\$86,501.98	\$1,977.19	\$88,479.17
Middle School	LECHTER, SUSAN C	\$95,059.88	\$1,568.16	\$96,628.04
Middle School	LEHR, SALLY E	\$28,691.28	\$875.00	\$29,566.28
Middle School	LITTLE, SUSAN G	\$51,342.14	\$3,568.35	\$54,910.49
Middle School	LYDON, AMANDA M	\$15,532.92	\$350.00	\$15,882.92
Middle School	LYNCH, CHRISTINE M	\$93,719.88	\$405.00	\$94,124.88
Middle School	MAGIER, HELAYNE S	\$24,738.06	\$599.12	\$25,337.18
Middle School	MANN, TIMOTHY M	\$13,693.68	\$1,150.00	\$14,843.68
Middle School	MARRONE, ANDREW F	\$23,618.79	\$350.00	\$23,968.79
Middle School	MARTIN, LAURA K	\$6,629.37	\$86.15	\$6,715.52
Middle School	MATHEWS, CHRISTINE J	\$24,122.13	\$705.69	\$24,827.82
Middle School	MATUNIS, EMILY S	\$77,051.73	\$1,182.12	\$78,233.85
Middle School	MCCLUSKEY, LAUREN P	\$93,719.88	\$805.50	\$94,525.38
Middle School	MCDERMOTT, SUSAN M	\$24,987.43	\$2,951.29	\$27,938.72

Location Description	Name	Salary	Other	Total
Middle School	MCGRATH, KATHLEEN	\$6,477.95	\$480.19	\$6,958.14
Middle School	MICHAUD, JANICE M	\$78,683.85	\$585.00	\$79,268.85
Middle School	MILLER, RUTH G	\$94,139.88	\$3,381.42	\$97,521.30
Middle School	MONTY, ASHLEY J	\$83,794.14	\$405.00	\$84,199.14
Middle School	MOORE, CHRISTINE M	\$85,765.50	\$2,523.42	\$88,288.92
Middle School	MORRISON, LAURA	\$1,882.50		\$1,882.50
Middle School	MOSES, LETASHA	\$18,158.13	\$585.00	\$18,743.13
Middle School	NAUGHTON, JANET L	\$85,765.50	\$405.00	\$86,170.50
Middle School	ORDWAY, VALERIE A	\$87,105.50	\$1,699.00	\$88,804.50
Middle School	O'ROURKE, KEVIN M	\$133,033.44	\$1,038.42	\$134,071.86
Middle School	PASLEY, GERMAINE L	\$21,467.89	\$971.46	\$22,439.35
Middle School	PEARCE, KAREN E	\$90,223.91	\$1,149.50	\$91,373.41
Middle School	PEARLSTEIN, NANCY D	\$85,765.50	\$405.00	\$86,170.50
Middle School	PEARSON, CARRIE A	\$78,644.36	\$405.00	\$79,049.36
Middle School	PHILIPS, DAVID M	\$94,559.88	\$1,962.63	\$96,522.51
Middle School	PIASECZNY, CAROL A	\$42,864.12	\$2,129.05	\$44,993.17
Middle School	PIMENTEL, JUSTIN D	\$10,876.80	\$1,799.70	\$12,676.50
Middle School	QUATROMINI, DANIELLE T	\$6,160.00		\$6,160.00
Middle School	RAMOCKI, KATIE L	\$82,049.94	\$2,020.54	\$84,070.48
Middle School	RICHARDS, DONALD A	\$15,523.34	\$776.97	\$16,300.31
Middle School	RICHARDS, SUSAN	\$10,020.46	\$803.16	\$10,823.62
Middle School	RIPLEY, RICHARD W	\$30,278.44		\$30,278.44
Middle School	ROHAN, SARAH A	\$72,881.73	\$405.00	\$73,286.73
Middle School	ROTHBERG, WENDY	\$24,738.06	\$599.12	\$25,337.18
Middle School	RUBINO, JOYCE	\$10,020.75	\$2,767.32	\$12,788.07
Middle School	RUGGERI, CELESTE	\$11,738.08	\$1,649.31	\$13,387.39
Middle School	SALLEY, CELESTE	\$3,520.00		\$3,520.00
Middle School	SAMMONS, ESME J	\$66,335.76	\$3,795.50	\$70,131.26
Middle School	SCARBOROUGH, LISA A	\$89,660.16	\$11,864.50	\$101,524.66
Middle School	SCHECHNER, NANCY A	\$82,193.07	\$693.00	\$82,886.07
Middle School	SHINNEY, MARYBETH	\$44,618.13	\$1,138.90	\$45,757.03
Middle School	SHORES, ROSEMARY	\$77,602.16	\$549.00	\$78,151.16
Middle School	SINISCALCHI, SARA L		\$3,300.00	\$3,300.00
Middle School	SISITSKY, REBECCA B	\$32,205.38	\$1,124.35	\$33,329.73
Middle School	SMOLCHA, LAURA C	\$1,615.54		\$1,615.54
Middle School	STEIN, RHONDA L	\$18,144.36	\$1,607.00	\$19,751.36
Middle School	STUKA, ELIZABETH A	\$73,121.55	\$2,585.62	\$75,707.17
Middle School	SZCZEPANSKI, CRAIG J	\$86,265.50	\$12,992.42	\$99,257.92
Middle School	TALBOT, JOYCE G	\$82,415.78	\$603.00	\$83,018.78
Middle School	TARANTINO, SCOTT D		\$2,200.00	\$2,200.00
Middle School	TATELMAN, AUDREY B	\$32,920.47	\$1,957.09	\$34,877.56
Middle School	THIBODEAU, MICHAEL D	\$54,041.20	\$25,349.98	\$79,391.18
Middle School	TOBIN, KATHRYN A	\$51,991.24	\$265.00	\$52,256.24
Middle School	TRAIL, LAURA	\$86,149.32	\$2,020.54	\$88,169.86
Middle School	TRIPP, CAROLYN	\$8,305.98	\$573.41	\$8,879.39
Middle School	VAN DAM, CARYN B	\$25,497.33	\$802.91	\$26,300.24
Middle School	VANDENABEELE, ROBERT	\$87,488.28	\$973.62	\$88,461.90
Middle School	WAHRHAFTIG-JERI, LEAH	\$56,605.59	\$551.00	\$57,156.59
Middle School	WALSH, CHRISTOPHER M	\$72,876.27	\$1,845.00	\$74,721.27
Middle School	WARREN, GREGORY D	\$78,209.12	\$801.00	\$79,010.12

Location Description	Name	Salary	Other	Total
Middle School	WATT, JANICE E	\$75,849.30	\$1,320.84	\$77,170.14
Middle School	WHIPPLE, MARK W	\$85,765.50	\$621.00	\$86,386.50
Middle School	WHITESIDE, KATHLEEN L	\$82,549.94	\$405.00	\$82,954.94
Middle School	WHITHAM, DANIEL	\$76,885.51	\$405.00	\$77,290.51
Middle School	WORTHAM, ERINNE K	\$61,731.63	\$2,061.00	\$63,792.63
Middle School	YTKIN, HANNAH G	\$6,715.14		\$6,715.14
Middle School	ZHAN, YUMEI	\$65,321.28	\$837.00	\$66,158.28
Middle School	ZWEIG, SHARON A	\$40,862.34		\$40,862.34
Outplaced	GREEN, TEDRA S	\$6,308.70		\$6,308.70
Secondary	SMOLCHA, LAURA C	\$73,715.13	\$8,834.04	\$82,549.17
To Be Assigned To Bldg.	ADDAMS-BASSIL, GAYLE	\$386.68		\$386.68
To Be Assigned To Bldg.	ALBRECHT, TINA M		\$37.50	\$37.50
To Be Assigned To Bldg.	ALIBER, MARILYN	\$3,179.99		\$3,179.99
To Be Assigned To Bldg.	ALKALAY, DEBORAH	\$3,889.82		\$3,889.82
To Be Assigned To Bldg.	AMES, ANITA M	\$1,173.32		\$1,173.32
To Be Assigned To Bldg.	ANTONELL, DAVID J		\$74.20	\$74.20
To Be Assigned To Bldg.	APONE, MATTHEW S	\$3,413.32	\$360.00	\$3,773.32
To Be Assigned To Bldg.	AULD, MARYANNE	\$4,000.00	\$8,293.04	\$12,293.04
To Be Assigned To Bldg.	AYOTTE, LORI		\$15.40	\$15.40
To Be Assigned To Bldg.	BALSAVICH, HANNAH	\$8,840.00		\$8,840.00
To Be Assigned To Bldg.	BARBIERI, PAULA	\$800.00		\$800.00
To Be Assigned To Bldg.	BEATRICE, MANDY L		\$515.20	\$515.20
To Be Assigned To Bldg.	BECKER, AUTUMN J		\$1,903.32	\$1,903.32
To Be Assigned To Bldg.	BELLO, JULIE A		\$37.50	\$37.50
To Be Assigned To Bldg.	BERRY, ROBERTA		\$112.50	\$112.50
To Be Assigned To Bldg.	BIELSKI, SARAH E		\$125.00	\$125.00
To Be Assigned To Bldg.	BORDMAN, ELLEN E		\$16.68	\$16.68
To Be Assigned To Bldg.	BOURGEOIS, ALEXANDRIA	\$542.31		\$542.31
To Be Assigned To Bldg.	BOUYER, TAILOR J	\$385.50		\$385.50
To Be Assigned To Bldg.	BOWDEN, LINDSEY A		\$50.00	\$50.00
To Be Assigned To Bldg.	BOYAJ, JENNIFER L		\$62.50	\$62.50
To Be Assigned To Bldg.	BROOKS, DONALD M		\$35.00	\$35.00
To Be Assigned To Bldg.	BUCKINGHAM, RACHEL E		\$28.00	\$28.00
To Be Assigned To Bldg.	BURKA, NICHOLAS M		\$35.22	\$35.22
To Be Assigned To Bldg.	BUTLER, JULIA M		\$12.50	\$12.50
To Be Assigned To Bldg.	BYRNE, RACHEL M		\$23.80	\$23.80
To Be Assigned To Bldg.	CADY, JOSEPH M	\$5,200.00		\$5,200.00
To Be Assigned To Bldg.	CAPONE, JAMES J	\$1,520.00		\$1,520.00
To Be Assigned To Bldg.	CARR, JODI M		\$37.50	\$37.50
To Be Assigned To Bldg.	CARROLL, CYNTHIA L	\$3,874.57		\$3,874.57
To Be Assigned To Bldg.	CAULFIELD, LUCY H	\$4,550.82		\$4,550.82
To Be Assigned To Bldg.	CHATTOPADHYAY, MAYURA	\$8,480.00	\$4,893.32	\$13,373.32
To Be Assigned To Bldg.	CHO, TAE		\$189.00	\$189.00
To Be Assigned To Bldg.	CIOFFI, MARIE L		\$46.20	\$46.20
To Be Assigned To Bldg.	CITTADINO, NICHOLAS	\$800.00		\$800.00
To Be Assigned To Bldg.	CONNON, JEAN	\$5,294.86		\$5,294.86
To Be Assigned To Bldg.	CONROY, HILLARY A		\$50.00	\$50.00
To Be Assigned To Bldg.	CONTI, BONNIE H		\$62.50	\$62.50
To Be Assigned To Bldg.	COOK, JUDITH S	\$6,960.00		\$6,960.00
To Be Assigned To Bldg.	CORMIER, SHARON A	\$2,480.00		\$2,480.00

Location Description	Name	Salary	Other	Total
To Be Assigned To Bldg.	COVER, ARNOLD S	\$2,680.00		\$2,680.00
To Be Assigned To Bldg.	CROWELL, KEVIN	\$800.00		\$800.00
To Be Assigned To Bldg.	DANEHY, DANA	\$2,880.00		\$2,880.00
To Be Assigned To Bldg.	DANESCO, BETH R	\$893.32		\$893.32
To Be Assigned To Bldg.	DENNENO, STEVEN F		\$157.50	\$157.50
To Be Assigned To Bldg.	DESROCHERS, NANCY		\$166.68	\$166.68
To Be Assigned To Bldg.	DEWITT, EDWARD C		\$5,983.04	\$5,983.04
To Be Assigned To Bldg.	DIWADKAR, SHILPA	\$5,440.00		\$5,440.00
To Be Assigned To Bldg.	DIXON, JAMES M		\$15.40	\$15.40
To Be Assigned To Bldg.	DOHERTY, CHRISTINE M		\$3,167.50	\$3,167.50
To Be Assigned To Bldg.	DROUGEN-KEITH, BETSY		\$50.00	\$50.00
To Be Assigned To Bldg.	DUFF, MICHAEL J	\$480.00		\$480.00
To Be Assigned To Bldg.	FAZZIO, CHARLES M		\$361.20	\$361.20
To Be Assigned To Bldg.	FINE, STEPHANIE R		\$122.50	\$122.50
To Be Assigned To Bldg.	FIREMAN, LISA	\$40.00		\$40.00
To Be Assigned To Bldg.	FITZGERALD, ASHLEY	\$280.00		\$280.00
To Be Assigned To Bldg.	FOLEY, ROBERT F		\$15.40	\$15.40
To Be Assigned To Bldg.	FOSTER, ELIZABETH J	\$1,756.59		\$1,756.59
To Be Assigned To Bldg.	FREEDMAN, CHARLOTTE	\$2,088.32		\$2,088.32
To Be Assigned To Bldg.	GAFFIN, ESTEANDREA C	\$3,733.28		\$3,733.28
To Be Assigned To Bldg.	GARR, EMILY G		\$62.16	\$62.16
To Be Assigned To Bldg.	GARRISON, COLIN P	\$9,226.65		\$9,226.65
To Be Assigned To Bldg.	GEORGES, NINA J		\$123.20	\$123.20
To Be Assigned To Bldg.	GEORGI, MARA C		\$15.40	\$15.40
To Be Assigned To Bldg.	GILMAN, LISA K		\$70.00	\$70.00
To Be Assigned To Bldg.	GILMORE, CHERYL	\$400.00		\$400.00
To Be Assigned To Bldg.	GLOVER-ROACH, LYNNE	\$7,317.73		\$7,317.73
To Be Assigned To Bldg.	GORMAN, JARROD		\$747.60	\$747.60
To Be Assigned To Bldg.	GREENBERG, DAVID J	\$760.00		\$760.00
To Be Assigned To Bldg.	GREENE, ALAN	\$2,000.00		\$2,000.00
To Be Assigned To Bldg.	GREENE, NEIL	\$800.00		\$800.00
To Be Assigned To Bldg.	GROSSMANN, LISA	\$520.00	\$680.00	\$1,200.00
To Be Assigned To Bldg.	GUNDLAH, VALERIE A		\$15.40	\$15.40
To Be Assigned To Bldg.	HAGERTY, THERESA	\$3,333.32		\$3,333.32
To Be Assigned To Bldg.	HAHN, ELLEN M	\$360.00		\$360.00
To Be Assigned To Bldg.	HANEY, LESLIE J	\$80.00		\$80.00
To Be Assigned To Bldg.	HELLER, DAVID P		\$70.00	\$70.00
To Be Assigned To Bldg.	HIRSCH, MARJORIE M		\$62.50	\$62.50
To Be Assigned To Bldg.	HOFFMAN, MARK A		\$39.20	\$39.20
To Be Assigned To Bldg.	HOLZINGER, DONNA	\$160.00		\$160.00
To Be Assigned To Bldg.	JAILLET, MIRVETT		\$12.50	\$12.50
To Be Assigned To Bldg.	JANOSKO, MARY A		\$30.80	\$30.80
To Be Assigned To Bldg.	JEANS, MARY E		\$2,578.26	\$2,578.26
To Be Assigned To Bldg.	JOLICOEUR, LISA A		\$98.00	\$98.00
To Be Assigned To Bldg.	KALLIN, KELLEY E		\$28.00	\$28.00
To Be Assigned To Bldg.	KAPLAN, RYAN T	\$1,040.00		\$1,040.00
To Be Assigned To Bldg.	KATZ, JILL	\$2,986.58		\$2,986.58
To Be Assigned To Bldg.	KATZ, TRACY A	\$8,480.00		\$8,480.00
To Be Assigned To Bldg.	KENDALL, ERICA	\$2,960.00	\$867.83	\$3,827.83
To Be Assigned To Bldg.	KENT, DAVID G	\$120.00		\$120.00

Location Description	Name	Salary	Other	Total
To Be Assigned To Bldg.	KONSTAS, CATHERINE E		\$1,444.80	\$1,444.80
To Be Assigned To Bldg.	KOZIKIS, CHELSEA	\$280.00		\$280.00
To Be Assigned To Bldg.	KOZIKIS, HEIDI	\$4,701.20		\$4,701.20
To Be Assigned To Bldg.	LAYTON, JEANNE M	\$720.50		\$720.50
To Be Assigned To Bldg.	LAZZARO, JEANNINE H		\$23.80	\$23.80
To Be Assigned To Bldg.	LECHTANSKI, KENNETH	\$1,120.00		\$1,120.00
To Be Assigned To Bldg.	LEE, JEANINE F		\$25.00	\$25.00
To Be Assigned To Bldg.	LEVINE, JANE K	\$320.00		\$320.00
To Be Assigned To Bldg.	LUCIANI, SUSAN E		\$15.40	\$15.40
To Be Assigned To Bldg.	LYDON, LIAM C	\$44.00		\$44.00
To Be Assigned To Bldg.	MAEL, JON	\$7,880.00		\$7,880.00
To Be Assigned To Bldg.	MALCOLM, COURTNEY M		\$15.40	\$15.40
To Be Assigned To Bldg.	MARTIN, JODI	\$2,035.00		\$2,035.00
To Be Assigned To Bldg.	MARTIN, REBECCA L		\$50.00	\$50.00
To Be Assigned To Bldg.	MASEK, JOANNE	\$1,040.00		\$1,040.00
To Be Assigned To Bldg.	MASLANKA, JOHN S	\$1,240.00		\$1,240.00
To Be Assigned To Bldg.	MATHEWS, CHRISTINE J		\$420.00	\$420.00
To Be Assigned To Bldg.	MCDONALD, PATRICIA	\$9,624.39	\$25.50	\$9,649.89
To Be Assigned To Bldg.	MCDONOUGH, MELISSA	\$920.00		\$920.00
To Be Assigned To Bldg.	MCGEE, TIMOTHY P		\$15.40	\$15.40
To Be Assigned To Bldg.	MINDES, BARRY H	\$3,504.32	\$2,636.50	\$6,140.82
To Be Assigned To Bldg.	MOLDOFF, MARILYN B		\$175.00	\$175.00
To Be Assigned To Bldg.	MONAHAN, JUSTIN K		\$192.50	\$192.50
To Be Assigned To Bldg.	MOORE, ANGELA K		\$87.50	\$87.50
To Be Assigned To Bldg.	MORRIS, KAYLA	\$1,200.00		\$1,200.00
To Be Assigned To Bldg.	MORSE, DAVID R		\$15.40	\$15.40
To Be Assigned To Bldg.	MUNDEN, BARBARA J		\$15.40	\$15.40
To Be Assigned To Bldg.	NARANG, AANCHAL	\$1,400.00		\$1,400.00
To Be Assigned To Bldg.	NATHAN, CARLEEN M		\$1,035.00	\$1,035.00
To Be Assigned To Bldg.	NORTON, SHARA M		\$39.20	\$39.20
To Be Assigned To Bldg.	O'BRIEN, MEGHAN E		\$1,200.00	\$1,200.00
To Be Assigned To Bldg.	O'CONNELL HUNTER, JULIA C		\$718.75	\$718.75
To Be Assigned To Bldg.	O'CONNELL, KELSEY C		\$2,200.00	\$2,200.00
To Be Assigned To Bldg.	O'CONNOR, LAURA	\$2,680.00		\$2,680.00
To Be Assigned To Bldg.	O'NEIL, PAMELA H		\$487.50	\$487.50
To Be Assigned To Bldg.	O'NEILL, KATHRYN N		\$12.50	\$12.50
To Be Assigned To Bldg.	O'REILLY, SEAN		\$61.60	\$61.60
To Be Assigned To Bldg.	PFERSICH, ALLISON M		\$12.50	\$12.50
To Be Assigned To Bldg.	POLLOCK, ANDREA L		\$360.00	\$360.00
To Be Assigned To Bldg.	QUATROMINI, DANIELLE T	\$160.00		\$160.00
To Be Assigned To Bldg.	RAGONA, JAMES		\$15.40	\$15.40
To Be Assigned To Bldg.	REY-LONG, MARIA T	\$640.00		\$640.00
To Be Assigned To Bldg.	RIOLO, LIZA A	\$360.00		\$360.00
To Be Assigned To Bldg.	ROBERTS, ELAINE L	\$6,320.00		\$6,320.00
To Be Assigned To Bldg.	ROCHA, KATHRYN A		\$3,399.36	\$3,399.36
To Be Assigned To Bldg.	ROCHE, MARGARITA	\$80.00		\$80.00
To Be Assigned To Bldg.	ROCHLEAU, JACLYN E		\$654.18	\$654.18
To Be Assigned To Bldg.	ROTHENBERG, JOHANNA P		\$15.40	\$15.40
To Be Assigned To Bldg.	RUTH-ARMAS, BRENDA E	\$1,040.00		\$1,040.00
To Be Assigned To Bldg.	SADLER, HEIDI	\$101.25		\$101.25

Location Description	Name	Salary	Other	Total
To Be Assigned To Bldg.	SAMPERI, CECELIA K		\$62.50	\$62.50
To Be Assigned To Bldg.	SANBORN, THOMAS W		\$61.60	\$61.60
To Be Assigned To Bldg.	SANFORD, JAMES V		\$67.20	\$67.20
To Be Assigned To Bldg.	SCHNEIDER, JESSICA	\$9,730.00		\$9,730.00
To Be Assigned To Bldg.	SCHOONMAKER, PETER M		\$15.40	\$15.40
To Be Assigned To Bldg.	SHAHANE, JAYASHREE D		\$7,840.00	\$7,840.00
To Be Assigned To Bldg.	SHAPIRO, ELLEN	\$5,506.64		\$5,506.64
To Be Assigned To Bldg.	SHERWIN, HARLAN	\$400.00		\$400.00
To Be Assigned To Bldg.	SHIEBLER, GLENN R		\$82.04	\$82.04
To Be Assigned To Bldg.	SHINNEY, MARYBETH		\$1,707.30	\$1,707.30
To Be Assigned To Bldg.	SHOCKLEY, DANIEL F	\$5,400.00	\$4,000.00	\$9,400.00
To Be Assigned To Bldg.	SILBERT, ANDREA P		\$175.00	\$175.00
To Be Assigned To Bldg.	SILIPO, LEAH C		\$85.40	\$85.40
To Be Assigned To Bldg.	SIMPSON, KELLIE A	\$240.00		\$240.00
To Be Assigned To Bldg.	SINISCALCHI, SARA L		\$15.40	\$15.40
To Be Assigned To Bldg.	SISITSKY, REBECCA B		\$174.35	\$174.35
To Be Assigned To Bldg.	SMIRNOV, MIRIAM S	\$1,840.00		\$1,840.00
To Be Assigned To Bldg.	STEIN, RHONDA L	\$640.00		\$640.00
To Be Assigned To Bldg.	STRUNIN, JEFFREY N		\$15.40	\$15.40
To Be Assigned To Bldg.	TESSIER, ANDREW J		\$15.40	\$15.40
To Be Assigned To Bldg.	THEBERGE, ABIGAIL E		\$28.00	\$28.00
To Be Assigned To Bldg.	TISCHLER, JUDITH	\$2,640.00		\$2,640.00
To Be Assigned To Bldg.	TORBIN, JACQUELINE	\$6,040.00		\$6,040.00
To Be Assigned To Bldg.	TUPLONDHE, SHILPA	\$608.50		\$608.50
To Be Assigned To Bldg.	VALVERDE, ANITA M		\$28.00	\$28.00
To Be Assigned To Bldg.	VAN VAERENEWYCK, THOR V		\$126.00	\$126.00
To Be Assigned To Bldg.	VAUGHN, WESLEY A	\$360.00		\$360.00
To Be Assigned To Bldg.	VIENS, EVELYN I	\$888.25		\$888.25
To Be Assigned To Bldg.	VIGORITO, TIMOTHY L		\$1,172.50	\$1,172.50
To Be Assigned To Bldg.	WEINSTEIN, JANET L	\$1,720.00		\$1,720.00
To Be Assigned To Bldg.	WEISHAAR, KRISTINE M		\$474.60	\$474.60
To Be Assigned To Bldg.	WEISS, TOBY	\$120.00		\$120.00
To Be Assigned To Bldg.	WESTON, CHRISTINA		\$15.40	\$15.40
To Be Assigned To Bldg.	WHALL, ELIZABETH A		\$15.40	\$15.40
To Be Assigned To Bldg.	WIDBERG, SARAH A		\$560.00	\$560.00
To Be Assigned To Bldg.	WILSON, LISA	\$1,252.64		\$1,252.64
To Be Assigned To Bldg.	WOLFF, LISA	\$4,983.25		\$4,983.25
To Be Assigned To Bldg.	WONG, EVELYN	\$6,043.20		\$6,043.20
To Be Assigned To Bldg.	YTKIN, HANNAH G	\$4,960.00		\$4,960.00