

Important Telephone Numbers

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

For Questions on:

Animal Control
Assessments/Abatement
Births/Deaths/Marriages
Building Permits/Zoning
Cable Problems
Conservation/Environment
Dog Licenses
Elections/Voter Registration
Electric Permits
Fire - Routine Business
Fuel Assistance
Gas Permits
Health Clinics
Health/Sanitation
Library
Plumbing Permits
Police - Routine Business
Public Assistance
Recreation
Roads/Potholes
Schools
Seniors/Elders
Social Services
Taxes, Payment of
Trash/Recycling Collection
Veterans Affairs
Water

Call:

Animal Control Officer
Assessor's Office
Town Clerk
Building Department
Comcast
Conservation Commission
Town Clerk
Town Clerk
Wiring Inspector
Fire Department
Self Help, Inc.
Gas Inspector
Board of Health
Board of Health
Public Library
Plumbing Inspector
Police Department
Transitional Assistance
Recreation Department
Department of Public Works
Superintendent's Office
Council on Aging
Council on Aging
Tax Collector's Office
Republic Services
Veterans Agent
Department of Public Works

Phone:

781-784-1513
781-784-1507 x1207
781-784-1500 x1201
781-784-1525 x2310
800-934-6489
781-784-1511
781-784-1500 x1201
781-784-1500 x1201
781-784-1525 x2310
781-784-1522
800-225-0875
781-784-1525 x2310
781-784-1500 x1141
781-784-1500 x1206
781-784-1578
781-784-1525 x2310
781-784-1587
800-529-1599
781-784-1530
781-784-1525 x2314
781-784-1570
781-784-8000
781-784-8000
781-784-1500 x1200
800-825-3260
781-784-1500 x1180
781-784-1525 x2315



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2017

ANNUAL REPORT

2017

SHARON

2017 Annual Town Report



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Appendix A

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Back Cover

*Annual Report to the
Citizens of the Town of
Sharon*



2017

Acknowledgments

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

This year, we engaged the community by inviting residents to submit photographs that celebrate Sharon to use as the cover of the report. Seventeen photos were submitted and town staff voted on their favorite photo. Many reported that it was a difficult decision!

Special thanks go to local photographer and Sharon resident **Steven Shostek** for the beautiful cover photo, taken at Lake Massapoag during the July 4th festivities.

Thank you to all who submitted so many wonderful and diverse photos!

In Memoriam

Cynthia J. Doherty

1956-2017



Louis A. Modestino, Jr.

1966-2017



*We remember all those who served the Town and
passed away during the past year.*

SHARON

*Town Elected/Appointed
Officials & Staff*

2017



Administrative Staff

Frederic E. Turkington, Jr., Town Administrator
Richard A. Gelerman, Town Counsel
Dr. Victoria Greer, Superintendent of Schools
Timothy J. Farmer, Superintendent of Schools (*retired August 2017*)
Elizabeth Murphy, Asst. Superintendent for Curriculum & Administration
Dr. John Marcus, Asst. Superintendent for Information Services & Administration
Krishan M. Gupta, Finance Director/Town Accountant
Cynthia J. Doherty, Finance Director/Town Accountant (*passed away April 2017*)
Lisa C. Clark, Treasurer/Collector
Mark J. Mazur, Administrative Assessor
Donald P. Hillegass, Information Technology Systems Administrator
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
Michael J. Teixeira, Operations Division Supervisor
Wayne Walker, Water Division Supervisor
Kevin M. Weber, Forestry and Grounds Supervisor
Matthew R. Baldassari, Facilities Supervisor
Joseph X. Kent, Inspector of Buildings/Zoning Enforcement Officer
Marlene B. Chused, Town Clerk
Linda G. Berger, Recreation Director
Lee Ann B. Amend, Library Director
Kathleen M. Medeiros, Council on Aging Director
Beverly Anderson, Health Administrator
Sheila A. Miller, Public Health Nurse
Gregory E. Meister, Conservation Administrator
Ashley Vincent, Executive Director, Sharon Housing Authority
Jane Desberg, Executive Director, Sharon Housing Authority (*retired June 2017*)
Diane A. Malcolmson, Animal Control Officer
Paul R. Bergeron, Veterans' Agent

Elected Officials

BOARD OF ASSESSORS

Anne M. Carney	2020
Ellen Wolfson Abelson	2019
Richard B. Gorden, <i>Chair</i>	2018

HOUSING AUTHORITY

Susan Saunders	2021
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
Ashley Vincent, <i>Executive Director</i>	

LIBRARY TRUSTEES

Carolyn Weeks, <i>Treasurer</i>	2020
Loretta O'Brien	2020
Andrew Hyland, <i>Secretary</i>	2019
Wendy Macarthur	2019
Cheryl Weinstein, <i>Chair</i>	2018
Robert A. Levin, <i>Vice Chair</i>	2018

MODERATOR

Andrew Nebenzahl	2020
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PLANNING BOARD

Robert B. Maidman, <i>Clerk</i>	2022
Pasqualino Pannone	2021
Shannon L. McLaughlin	2020
David Blaszkowsky, <i>Chair</i>	2019
Benjamin M. Pinkowitz, <i>Vice Chair</i>	2018

SCHOOL COMMITTEE

Jonathan C. Hitter, <i>Vice Chair</i>	2020
Amy Garcia	2020
Marcy L. Kaplan, <i>Chair</i>	2019
Emily Smith-Lee, <i>Secretary</i>	2019
Kathleen Currul-Dykeman	2018
Veronica A. Wiseman	2018

SELECTMEN

Walter B. Roach, Jr.	2020
William A. Heitin, <i>Clerk</i>	2019
John J. McGrath, <i>Chair</i>	2018

SOUTHEASTERN REGIONAL VOCATIONAL TECHNICAL SCHOOL REPRESENTATIVE

Mindy Marcia Kempner	2020
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TOWN CLERK

Marlene B. Chused	2020
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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

Luba Raynus	2019
Kenneth Zoller	2019
Charles Levine	2018
Jay Schwab, <i>Chair</i>	2018
Edward Welch	2017

CANOE RIVER AQUIFER ADVISORY COMMITTEE

Gregory Meister	2020
Dave Masciarelli	2020

CAPITAL OUTLAY COMMITTEE 2016-2017

Paul Linehan, *Chair*
 Frederic E. Turkington, Jr., *Ex-officio*
 Cynthia Doherty, *Ex-officio*
 William A. Heitin, *Selectmen appt.*
 John J. McGrath, *Selectmen appt.*
 Walter B. Roach, Jr., *Selectmen alt.*
 Gordon Gladstone, *Finance Com appt.*
 Alexander Korin, *Finance Com appt.*
 Patricia-Lee Achorn, *Finance Com alt.*
 Katie Currul-Dykeman, *School Com appt.*
 Emily Smith-Lee, *School Com appt.*
 Marcy Kaplan, *School Com alt.*
 Robert B. Maidman, *Planning Board appt.*
 Louis Modestino, Jr., *Planning Board appt.*

CIVIL DEFENSE

Michael Polimer, <i>Director</i>	2017
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COMMISSION ON DISABILITIES

Lois Diamond	2019
Susan Friedman	2019
Peter Melvin	2019
Paul Remy, <i>Chair</i>	2018
Susan Myerson	2018
Amy L. Karas	2018
Richard Seronick	2018
Geila Aronson	2017

Jana Katz – *resigned 12/31/17*

COMMUNITY PRESERVATION COMMITTEE

Corey Snow, <i>Chair, Mod. appt.</i>	2018
Marc Bluestein, <i>Selectmen appt.</i>	2019
Keevin Geller, <i>Con Com appt.</i>	2018
Benjamin Pinkowitz, <i>Planning appt.</i>	2018
Susan Saunders, <i>Housing Auth appt.</i>	2020
Eli Hauser, <i>Selectmen appt.</i>	2018
Susan Rich, <i>Historical Com appt.</i>	2017

CONSERVATION COMMISSION

Michael J. Donatelle	2020
Jonathan Wasserman	2019
Meredith Avery de Carbonnel	2018
Stephen Cremer	2018
Margaret Arguimbau, <i>Chair</i>	2017
Keevin Geller	2017
Alan Westman	2017

Gregory Meister, *Conservation Officer*

CONSTABLES

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

COUNCIL ON AGING BOARD

Hridaya Bhargava	2019
Rita Edleston	2019
Neil Grossman	2019
Robert B. Maidman, <i>Chair</i>	2018
Mildred Berman	2018
Madhav Kacker	2018
Ruth Palan Lopez, <i>Alternate</i>	2018
Elliot Feldman, <i>Vice Chair</i>	2017
Ralph Generazzo	2017
Doris Ann Gladstone, <i>Alternate</i>	2017
Richard Gorden	2017
Mindy Kempner	2017
Sui Wen Yang	2017

DEPUTY COLLECTOR

Kelley & Ryan Associates	2018
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DORCHESTER & SURPLUS REVENUE FUND

Bettye Outlaw
 Patricia MacDougall
 Elizabeth Siemiakaska

EDMUND H. TALBOT FUND

Shirley Schofield
 Marie Cuneo
 Paul Bergeron

FENCE VIEWER

Edward Welch 2017

FINANCE COMMITTEE

Daniel Lewenberg 2020
 William Brack, *Chair* 2019
 Patricia-Lee Achorn, *Vice Chair* 2019
 Gordon Gladstone 2019
 Anja Bernier 2019
 Ira Miller, *Vice Chair* 2018
 Charles Goodman 2018
 Edward “Ted” Philips 2018
 Arnold Cohen 2017
 Alexander Korin 2017
 Hanna Switlekowski 2017
 Laura Nelson – *resigned 11/8/17*

FINANCE COMMITTEE**NOMINATING COMMITTEE**

Gloria Rose, *Chair* 2017
 Cheryl Weinstein 2017
 Charles Goodman 2017
 Deena Segal 2017
 Mitchell Blaustein – *resigned 5/18/17*

FINANCE DIRECTOR SCREENING COMMITTEE

Kevin Brown 2017
 Thomas Gillen 2017
 Gloria Rose 2017
 Frederic E. Turkington, Jr., *Ex-officio*

HEALTH AGENTS

Beverly Anderson MPH, RS/REHS
Administrator for Sanitary Insp/Enforcement
 James Andrews
Administrator for Engineering
 Sheila Miller, RNC
Assistant for Sanitary Insp/Enforcement

HISTORICAL COMMISSION & HISTORICAL DISTRICT COMMISSION

Gordon Hughes 2019
 Shirley Schofield 2019
 Susan Rich, *Alternate* 2018
 David A. Martin 2017
 James Grasfield, *Chair* 2017
 Michaela Jergensen, *Alternate* 2017
 Robert Hutton, *Alternate* 2017

HOUSING AFFORDABLE TRUST

Andrew Goldberg 2019

INSPECTORS

Edwin S. Little, *Animal Inspector*
 Joseph X. Kent, *Buildings Inspector*
 Joseph Jacobs, *Plumbing & Gas Inspector*
 James B. Delaney, *Wiring Inspector*

LAKE MANAGEMENT STUDY COMMITTEE

Stephen Weiss, *Selectmen appt.* 2019
 Jennifer Brown, *Planning appt.* 2019
 Robert McGrath, *Con Com appt.* 2018
 Noah Siegel, *Con Com appt.* 2018
 Stanley Rosen, *Selectmen appt.* 2018
 David Blazskowsky, *Planning appt.* 2017

LOCAL EMERGENCY PLANNING COMMITTEE

James Wright	Greg Meister
Sheila Miller	Michael Teixeira
Diane Malcolmson	Richard Murphy
John J. McGrath	Tom Kenvin
Michael Polimer	Linda Callan
Charles Levine	Beverly Anderson
Kathleen Medeiros	Amy Tobey
Susan Edinger	Tilden Kaufman
Thomas Smith	Walter “Joe” Roach
Ashley Vincent	Dr. Victoria Greer
Joe Reiter	Frederic Turkington
Ken Wertz	

MASTER PLAN STEERING COMMITTEE

Pasqualino Pannone, *Co-chair*
 Shannon McLaughlin, *Co-chair*
 Charles Levine, *BOH appt.*
 Susan Rich, *CPC appt.*
 Peg Arguimbau, *Con Com appt.*
 Ted Philips, *Finance Com appt.*
 Eli Hauser, *Selectmen appt.*
 David Crosby, *WMAC appt.*
 Joseph Garber, *ZBA appt.*
 Keri Murray, *At-Large citizen*
 Susan Olson Drisko, *At-Large citizen*
 Signe Peterson Flieger, *At-Large citizen*
 Laura Smead, *At-Large citizen*

MBTA ADVISORY BOARD

David Straus, *Sharon Representative*

METROPOLITAN AREA PLANNING COMMISSION

Susan Price 2018

MUNICIPAL HEARINGS OFFICER

Lauren J. Barnes

NORFOLK COUNTY ADVISORY BOARD

Edwin S. Little 2017

PARKING OFFICER

Lisa Clark 2017

PERSONNEL BOARD

Kathleen Kelley 2019

Paul Pietal 2018

Michael Feldman 2018

Gloria Rose 2017

Valeda Britton 2017

PRIORITIES COMMITTEE 2016-2017Frederic Turkington, *Ex-officio*Cynthia Doherty, *Ex-officio*William Heitin, *Selectmen appt.*Walter B. Roach, *Selectmen appt.*John J. McGrath, *Selectmen alt.*Jonathan Hitter, *School Com appt., Chair*Marcy Kaplan, *School Com appt.*Katie Currul-Dykeman, *School Com alt.*Charles Goodman, *Finance Com appt.*Ira Miller, *Finance Com appt.*Edward "Ted" Philips, *Finance Com alt.***RECREATION ADVISORY COMMITTEE**

Christopher Valois 2020

Rohit Desai 2020

Gary Bluestein, *Chair* 2019

Cheryl Whiting 2019

Steven Ferrara 2018

Stephen Lesco 2018

Rick Schantz 2018

Margaret Marder – *resigned 11/1/17*Mitchell Blaustein – *resigned 5/18/17*Linda Berger, *Recreation Director*Frederic Turkington, *Ex-officio*Katie Currul-Dykeman, *School Com Liaison***REGISTRAR OF VOTERS**

Colleen Tuck 2019

Linda Kaufman 2018

Marlene B. Chused 2017

Jane Desberg 2017

SEALER OF WEIGHTS & MEASURES

Mark P. Coyne 2017

SHARON CULTURAL COUNCIL

Autumn Andrade de Leon 2019

Georgette Kafka 2019

Judy Waxman, *Chair* 2019

Li Zhou 2019

Julie Rowe 2018

Barbara Freedman, *Treasurer* 2018Julie O. House, *Secretary* 2018

Tahira Sajid 2018

Tulika Angaian 2020

Chris Flieger 2020

Louis Modestino, Jr. – *through 8/3/17***SHARON HOUSING PARTNERSHIP COMMITTEE**Susan Saunders, *Chair* 2018

Alan D. Lury 2018

SHARON INDEPENDENCE DAY CELEBRATION COMMITTEEPaul Bergeron, *Chairman*Scott Goldman, *Treasurer*Timothy Traut-Savino, *Secretary*

Katrena Traut-Savino

Daniel Sirkin

Linda Callan

Thilak Thirumurthy-Siva

Robert Weeks

Stanley Jacobs

Natasha Nese

Louis Modestino, Jr. – *through 8/3/17***SHARON STANDING BUILDING COMMITTEE**

Steven Smith 2019

Richard Slater 2019

Roger Thibault 2019

Sara J. Winthrop 2019

Rick Rice 2018

Robert C. Atwood 2018

Gordon Gladstone, *Chair* 2018Deborah Benjamin, *Vice Chair* 2018

Colleen M. Tuck 2018

Public Safety Building Representatives:James W. Wright, *Fire Chief*Tilden Kaufman, *Police Chief*Matthew Baldassari, *DPW***Town Hall/Fire Station Renovation****Representative:**Matthew Baldassari, *DPW***Sharon High School Project Representative:**Veronica Wiseman, *School Committee*

**SHARON STANDING BUILDING
COMMITTEE SELECTION
COMMITTEE**

Gordon Gladstone, *Moderator appt.*
Walter B. Roach, *Selectmen appt.*
Robert Maidman, *Capital Outlay appt.*
Arnold Cohen, *Finance Committee appt.*
Pasqualino Pannone, *Planning Board appt.*
Veronica Wiseman, *School Committee appt.*

TOWN COUNSEL

Richard Gelerman 2017

**TOWN OF SHARON CABLE &
TELECOMMUNICATIONS
OVERSIGHT COMMITTEE**

Leonard E. Segal 2019
Stephen Rabinovitz 2018
Richard Caproni 2018
Richard Kates 2017
Charles Levine, *Chair* 2017

TREE WARDEN

Kevin Weber 2017

**WATER MANAGEMENT ADVISORY
COMMITTEE**

Mark Altabet 2019
Christopher Pimentel 2018
Anne Carney 2018
David Crosby, *Chair* 2018
David Hearne 2018
Rory McGregor 2018
Lealdon Langley 2017

ZONING BOARD OF APPEALS

Abhijit Brahmachari 2020
Joseph Garber, *Alternate* 2020
Steven Cohen, *Alternate* 2019
Seth Ruskin, *Chair* 2019
Barry Barth 2018
Stephen Weiss, *Alternate* 2018
John Lee – *resigned 4/30/17*

STAFF APPOINTMENTS

Patricia MacDougall, *Asst. Town Accountant*
Beth Kourafas, *Asst. Town Clerk*

SHARON

General Government Reports

2017



Report of the **Board of Selectmen**

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

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

In May 2017, Walter “Joe” Roach was re-elected for a seventh term to the Board and following the annual election, as is customary, the Board reorganized and voted J.J. McGrath, Chairman, and William A. Heitin, Clerk of the Board.

In July, 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.

The Board recognized that after more than fifty years of service, Town Hall has visible physical constraints and challenges that limit the ability to effectively serve our citizen-customers. A new building to house most Town offices, to be located on the same South Main Street lot in the space currently occupied by the fire station, will provide a facility that will be suitable for the current and future needs of the Town of Sharon and the municipal services operating out of this building. Most importantly, a new building will be compliant with the provisions of the Americans with Disabilities Act (ADA) and will afford those with disabilities access to civic life. On August 1, 2017, the Board voted to schedule a Special Town Meeting on November 6, 2017 to request voter approval. A public information campaign ensued during the fall with help from the Commission on Disabilities, and voters at the Special Town Meeting voted for a new, accessible Town Hall.

Over the past year, the Board has hosted several public forums and meetings and discussed at length the issue of the solid waste and recycling program in anticipation of a new solid waste and recycling contract, to commence in July 2018. The goal for the Board is to reduce solid waste and increase recycling, and heard from hundreds of citizens on what features and programs would best serve their needs. In December, the Board voted a variable barrel (35-, 65-, or 96-gallon) program with weekly recycling. Residents can select the barrel that best serves their households’ needs.

In February, the Board voted to enter into the Commonwealth's Complete Streets Program, a grant funding program with the Massachusetts Department of Transportation for grant funding for transportation projects that support multi-modal roadway designs, designs that accommodate vehicles, pedestrians and bicycles.

Earlier in 2017, the Town was awarded an MA Department of Energy Resources (DOER) Municipal Energy Technical Assistance (META) grant, which enabled it to work with the Metropolitan Area Planning Council (MAPC) to develop an Energy Reduction Plan for its Green Communities application. Prior to seeking Green Communities Designation, the Town of Sharon had already taken many steps to reduce its energy use in municipal facilities. Those measures have given the Town a great lead in its sustainability efforts. With diligent work by Town Departments and the School District, energy use has declined 21% from FY2015 through FY2017. If accepted into the Green Communities program, the town will receive a \$150,000 annual grant and then be eligible to apply for other competitive grants. The Board hosted Seth Pickering, the Green Communities Coordinator for the state's southeast region, who made a presentation on the Green Communities program. DOER provides grants to qualifying communities to fund energy efficiency initiatives, renewable energy, and innovative projects. The Board supported the concept of Sharon attaining Green Community designation and two articles were placed on the 2017 Annual Town Meeting Warrant to advance the town's effort to become designated as a Green Community.

Sadly, Finance Director/Town Accountant Cynthia Doherty passed away in April after a courageous battle with cancer. Cindy was selfless, funny and generous and she will be terribly missed by all. In August, the Board appointed Krishan Gupta to serve as Finance Director/Town Accountant.

One of the Board's most enjoyable acts is to appoint and promote public safety officials. On February 14, the Board had the pleasure of hosting the pinning ceremony for Fire Captain Jeffrey Ricker. Derek Sorafine and Peterson Curalov were introduced as the newest members of the Fire Department in June, and in September, Lieutenant Thomas Kenvin was introduced as the full-time EMS Coordinator. In August, the Board appointed three new special police officers: Christopher Dumais, Jenna Shulsk and Kristopher Demeris. The Board looks forward to working with these officials for many years to come.

In June, the Board welcomed the Division I champion Sharon High School girl's tennis team and presented them with a proclamation.

In December, the Board affirmed the set of policy goals and objectives for town government from November 2017 – October 2018. 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:

Fiscal Priorities and Strategies:

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.

- Conduct thorough review of operating and capital budgets, reviewing opportunities to reduce costs through restructuring and reorganizing operations. Make recommendations for savings without compromising quality of services and identify areas that should be considered for service enhancements.
- Continue to explore opportunities to share services and create efficiencies with the School Department for payroll, accounts payable and receivable, facilities management and information technology with goal of reducing cost and improving efficiency and quality of service delivery.
- Initiate discussions with comparable communities on opportunities for potential collaboration on service delivery, operations, contracted services and equipment purchases in functional areas.
- Continue to explore alternative revenue sources and report to Board of Selectmen with recommendations.
- Complete negotiations for successor collective bargaining agreements within policy and financial goals established by Board of Selectmen.

Improve citizen understanding of fiscal condition.

- Continue to provide improved reporting on revenues and expenditures and review it at least quarterly with Board of Selectmen and Finance Committee.
- Make use of peer town comparative data and VisGov online budget tool purchased by Finance Committee to increase citizen understanding of fiscal indicators, budget documents, and Town finances.

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.

- Consider increasing reserves through specific appropriations and/or active management.
- Complete actuarial valuation and develop an effective funding strategy to address future OPEB liabilities that may include changing the balance of employer/employee contributions, reducing liabilities through changes in existing plan design, and enhancing investment return utilizing OPEB trust option.
- Monitor claims experience and follow market trends in order to make prudent recommendations to reduce costs for employee and retiree health insurance plans through permissible changes in plan design such as high-deductible plans combined with health savings accounts and changes in employee and retiree contribution levels.

Organizational Objectives:

Review service delivery models and develop strategies to improve operations.

- Evaluate changes to management and supervisory structure in Police Department following promotions of deputy chief, lieutenants and sergeants. Implement changes in rank as approved by Selectmen. Continue to assure training and development opportunities for police supervisors including FBI leadership programs, regional training, and explore internal officer-in-charge program.
- Explore feasibility of joint police and fire/EMS dispatching services.
- Complete restructuring of information technology delivery to assure integration with public safety; assure coordinated implementation of integrated software for inspectional and permitting services and updates to MUNIS and Vision appraisal software.
- Support training and development of personnel in Treasurer/Collector function; identify succession plan; improve knowledge of investment options.
- Work with Personnel Board to update and revise executive group salary schedule using data from comprehensive compensation survey of peer and abutting towns. Continue to update Personnel bylaw, policies and rating process and update all job descriptions by bargaining unit as labor agreements are negotiated.
- Continue to address auditor's management letter concerns over internal controls and procedures. Report progress made to address issues to Audit Committee.

- Implement comprehensive facilities management and operation plan for Town buildings, including appropriate organizational/staffing model and adequate budget resources to assure appropriate maintenance.
- Participate in Community Compact program to leverage state expertise, financial assistance and earn bonus points toward various state grant programs; leverage IT compact grant as available.

Facilitate efforts to enhance Town infrastructure to meet community expectations and aspirations for services.

- Working with the Standing Building Committee, architect and owner's project representative, assist with development of bid specifications and documents for Town office project, including plan for maintaining operations and services during planned construction and subsequent demolition.
- Implement athletic field development plan to address identified needs.
- Develop financing strategies to address significant school improvement projects under consideration at Heights Elementary School and Sharon High School.
- With Transportation Advisory Committee, explore expansion of access for town residents to MBTA commuter rail service (e.g. shuttle bus service from satellite parking area, constructing additional parking at station or in adjoining neighborhood).
- Implement energy reduction plan and take advantage of grant opportunities through Green Communities program.
- Continue to negotiate option to connect emergency and/or supplemental water supply with MWRA through the Town of Norwood.

Strengthen accountability of organization through professional development, evaluation and recognition of senior management team.

- Establish goals for departments under the jurisdiction of the Board of Selectmen consistent with the overall goals established for the Town Administrator.
- Reinforce policy priorities and improve coordination of service delivery through regular staff meetings and written communication; provide continuous feedback on performance to senior staff and document accomplishments through performance evaluation process.
- Recognize and reward senior management team through creative compensation programs and effective support of professional development opportunities.

Community Priorities:

Enhance services provided by user fees or funded through other sources.

- Implement automated solid waste collection program; expand bulky waste, white goods, electronics and yard waste collection programs; enhance recycling efforts through coordination with schools.
- Consider municipal aggregation of electricity purchasing.
- Explore opportunities to improve public access to Lake Massapoag and control beach use fees.
- Cultivate renewed interest in solar generation facility at closed landfill and canopies at parking areas to provide revenue stream and advance sustainability of energy resources.

Modify governance model to improve service delivery and enhance accountability.

- Continue to facilitate collaborative strategic financial planning process with leaders of key boards and committees - Selectmen, School, Finance, Capital Outlay - to develop long-term budget strategy to reflect anticipated revenue stream, capital projects commitments and additional operating costs associated with building projects, program enhancements, and employee legacy costs.
- Shepherd Master Plan process to assure coordination of municipal facility and infrastructure planning with private development objectives.
- Explore reallocation of departments within three sectors of Town budget and possibility of reducing specificity of line-item budget adopted at Annual Town Meeting to allow flexibility for transferring funds during fiscal year to meet evolving circumstances.
- Work with Town Moderator to improve citizen participation in town meeting and to broaden diversity of membership on town boards and committees.
- Consider development of citizen academy.
- Review and update, as appropriate, Selectmen's Policies and Procedures manual.

Improve and enhance communication with residents through public meetings, print media, and electronic mediums.

- Update format and improve content of Town website; improve connection with Schools, Recreation, Commission on Disabilities and other independent web sites.
- Improve information flow to citizens via social media platforms (e.g. Facebook, Twitter, Town website).

Address development proposals by seeking to assure net community benefit; mitigate potential negative consequences.

- Implement host community agreement with proposed medical marijuana dispensaries upon state approval. Address potential negative impacts and leverage revenue stream should facilities be expanded for distribution of recreational marijuana.
- Conduct negotiations for agreements, as needed, to secure businesses at Sharon Gallery; facilitate resolution of issues related to infrastructure improvements required for Sharon Gallery, Salmon Continuing Care facility, and Old Post Road residential development projects.
- Work with Planning Board and Master Plan Steering Committee to facilitate the master plan development process.
- Conduct appropriate dialogue with applicants of proposed developments (commercial, 40B, 40R, and similar large projects). Coordinate review by various Town boards and commissions and professional staff.

The following are the known Sharon citizens serving on active duty with one of the branches of the United States military in 2017:

Sergeant Robert Cabino, U.S.M.C
Sergeant Eric D. McGuire, U. S. Army
Seaman William Ostrow, U. S. Navy
Airman First Class Joseph J. Wright, U.S.A.F.

The Board wishes to thank the hard-working town employees for their continued dedication to the town and its residents, as well as to express its gratitude to residents who have generously given their time in service to their community in 2017. Their invaluable assistance and support is greatly appreciated and relied upon in our collective efforts to best serve the Town's interest.

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.

Report of the

Accounting/Finance Department

Krishan M. Gupta, M.Phil.; MBA,CGA, Finance Director/Town Accountant

Patricia MacDougall, Assistant Town Accountant

Dawn Miller, Financial Assistant/Revenue Manager

Patricia Walker, Financial Assistant/Veterans

Cynthia J. Doherty, CMMGA, Finance Director/Town Accountant (*deceased April 2017*)

The Accounting and Finance function is responsible for processing all town-wide bills for vendor payments as well as the employees payroll. The department oversees all financial transactions within the town government for revenue and expenditures.

The Accounting department provides active assistance to all departments with the monitoring of their budgets; procurement compliance, and reconciliation of their accounts. In addition, responsibilities include maintenance of the Town's general ledger system including detailed records of cash receipts, appropriations and expenditures, and the closing of all financial books at the end of the fiscal year.

The Finance Director works closely with all departments during the annual operational and capital budget formulation process. Regular oversight is maintained to ensure compliance with Town Meeting appropriations in accordance with the Massachusetts General Laws. He is also responsible for the annual external audits, the State Department of Revenue (DOR) reporting of annual Balance Sheets, Revenue and Expenditures, and the Tax-Recap. He is also responsible for facilitating regular Workers Compensation and Other Post-Employment (retiree) Benefit (OPEB) audits.

The Town's external auditors are Melanson Heath & Company. The latest audit reports are available from this office.

On October 5, 2017, the State Department of Revenue (DOR) approved the following retained earnings ('free-cash') for the fiscal year ending June 30, 2017.

General Fund: \$4,385,525.00

Water Enterprise Fund: \$1,218,702.00

The Town's Combined Balance Sheet and the Statement of Indebtedness as submitted to the State Department of Revenue (DOR) are reproduced below.

I would like to thank my assistant, Patricia MacDougall and my financial analysts Dawn Miller and Patricia Walker for their hard work and dedication to the Town. I would also like to thank the Town Administrator and his staff; all the

town departments, boards, commissions and committees for their cooperation and support this past year.

Massachusetts Department of Revenue				Division of Local Services	
Bureau of Accounts				Statement of Indebtedness	
Sharon, Massachusetts				FY 17	
Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2016	+ Issued	- Retired	= Outstanding June 30, 2017	Interest Paid in FY 17
Building	28,478,000	-	1,806,000	26,672,000	890,114
Departmental Equipment	1,465,350	1,606,000	495,350	2,576,000	40,995
School Buildings	10,117,150	551,200	2,002,150	8,666,200	421,971
School Other	1,735,000	703,800	392,000	2,046,800	47,693
Sewer	-	-	-	-	-
Solid Waste Landfill	-	-	-	-	-
Other Inside	5,929,500	835,000	674,500	6,090,000	157,783
SUB-TOTAL Inside	47,725,000	3,696,000	5,370,000	46,051,000	1,558,556
Long Term Debt Outside the Debt Limit*					
Airport	-	-	-	-	-
Gas/Electric Utility	-	-	-	-	-
Hospital	-	-	-	-	-
School Buildings	19,720,000	-	1,290,000	18,430,000	606,094
Sewer	-	-	-	-	-
Solid Waste Landfill	-	-	-	-	-
Water	2,525,000	-	200,000	2,325,000	71,332
Other Outside	86,969	-	21,697	65,272	-
SUB-TOTAL Outside	22,331,969	-	1,511,697	20,820,272	677,426
GRAND TOTAL	70,056,969	3,696,000	6,881,697	66,871,272	2,235,982

TOWN OF SHARON
Combined Balance Sheet - All Fund Types & Account Group
Fiscal Year Ending June 30, 2017

	Governmental Fund Types				Fiduciary	L-T Debt Account Group	Totals (Memo Only)
	General	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency		
Assets							
Cash & investments	\$ 13,696,350	\$ 11,127,490	\$ 8,253,585	\$ 4,254,905	\$ 4,328,403	\$ -	\$ 41,660,733
Receivables:				\$ -			\$ -
Property taxes	\$ 105,688	\$ 1,018	\$ -	\$ -	\$ -	\$ -	\$ 106,706
Motor vehicle excise	\$ 140,245	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 140,245
Tax Title/Deferred Taxes	\$ 1,811,136	\$ 2,849	\$ -	\$ 23,770	\$ -	\$ -	\$ 1,837,755
Water Lien Surcharge	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300
Tax Forclosures	\$ 386,629	\$ 328	\$ -	\$ -	\$ -	\$ -	\$ 386,957
Other	\$ 14,851	\$ 876,486	\$ -	\$ 169,540	\$ -	\$ -	\$ 1,060,877
Town owned land	\$ 827	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 827
Pre-Paid Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Due from Comm./Others	\$ 257	\$ 183,248	\$ 609,386	\$ -	\$ -	\$ -	\$ 792,891
Apportion Betterment not yet due		\$ 15,767	\$ -	\$ -	\$ -	\$ -	\$ 15,767
Memo from Commonwealth	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Amount to be provided-debt	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,871,272	\$ 66,871,272
Loans Authorized	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,630,473	\$ 14,630,473
Loans Authorized and Unissued	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (14,630,473)	\$ (14,630,473)
Total assets	\$ 16,156,283	\$ 12,207,186	\$ 8,862,970	\$ 4,448,215	\$ 4,328,403	\$ 66,871,272	\$ 112,874,328
Liabilities & reserves							
Warrants & accounts payable	\$ 1,045,079	\$ 251,433	\$ 927,063	\$ 131,641	\$ 535,267	\$ -	\$ 2,890,483
Payrolls payable & withholdings	\$ 3,844,858	\$ -	\$ -	\$ (450)	\$ -	\$ -	\$ 3,844,408
Other liabilities - Tailings / Prepaid taxes	\$ 143,215	\$ 596	\$ -	\$ -	\$ -	\$ -	\$ 143,811
MV Deferred Revenue	\$ 140,245	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 140,245
Def Rev Tax Title/Def Taxes/Def Forclosures	\$ 2,197,765	\$ 4,195	\$ -	\$ -	\$ -	\$ -	\$ 2,201,960
Deferred Revenue Water Lien Surcharge	\$ 300						\$ 300
BAN Bonds payable	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,871,272	\$ 66,871,272
Security Deposit Payable & Prepaid Taxes	\$ 502	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 502
Reserve Uncollected Betterment	\$ -	\$ 15,767	\$ -	\$ -	\$ -	\$ -	\$ 15,767
Deferred revenue & provision	\$ (468,975)	\$ 876,486	\$ -	\$ 193,978	\$ -	\$ -	\$ 601,489
Overlay Balance	\$ 574,663	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 574,663
Total liabilities & reserves	\$ 7,477,652	\$ 1,148,477	\$ 927,063	\$ 325,169	\$ 535,267	\$ 66,871,272	\$ 77,284,900
Fund balances							
Reserved							
Reserve for Encumbrance-Town	\$ 54,698	\$ -	\$ -	\$ 1,877,652	\$ -	\$ -	\$ 1,932,350
Reserve for Encumbrance-School	\$ 138,483						\$ 138,483
Reserve for Budget (F 18)	\$ 2,624,956	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,624,956
Reserve for Special Articles	\$ 144,027	\$ -	\$ -	\$ 786,431	\$ 128,625	\$ -	\$ 1,059,083
Reserve for Bond Premium (D/E)	\$ 361,730						\$ 361,730
Reserve for Petty Cash	\$ 1,300	\$ -	\$ -	\$ 239,810	\$ -	\$ -	\$ 241,110
Undesignated	\$ 5,353,437	\$ 11,058,709	\$ 7,935,907	\$ 1,219,153	\$ 3,664,510	\$ -	\$ 29,231,716
Total fund balances	\$ 8,678,631	\$ 11,058,709	\$ 7,935,907	\$ 4,123,046	\$ 3,793,135	\$ -	\$ 35,589,428
Total liabilities and fund balances	\$ 16,156,283	\$ 12,207,186	\$ 8,862,970	\$ 4,448,215	\$ 4,328,402	\$ 66,871,272	\$ 112,874,328

Report of the
Treasurer/Collector

Lisa Clark, Treasurer/Collector
Diana Lambert, Assistant Treasurer/Collector
Bobbie Lee Curry, Payroll/Benefits Administrator
Jessica Messer, Collections Supervisor
Frances Berry, Financial Assistant
Melissa Healey, Financial Assistant

To the Honorable Board of Selectmen and the Citizens of Sharon, I hereby submit my report as the Treasurer/Collector for the year 2017:

**ANNUAL TOWN REPORT
TOTAL OF COLLECTIONS FOR FY2017**

	<u>Current and Prior Years</u>
Real Estate	\$ 63,108,578.79
Personal Property	\$ 1,236,266.17
CPA	\$ 512,359.07
Motor Vehicle Excise	\$ 3,163,975.93
Sewer Betterment	\$ 4,561.47
Committed Interest on Betterment	\$ 788.34
Water Liens	\$ 76,965.30
Water Lien Fee	\$ 7,900.00
Water Lien Interest	\$ 6,357.44
Municipal Lien Certificates	\$ 27,450.00
Fees and Interest	\$ 163,426.32
Bad Check Charges	\$ 400.00
Water Receipts	\$ 3,334,277.54
Water Interest	\$ 13,584.30
TOTAL COLLECTIONS:	\$ 71,656,890.67

CASH RECEIPTS

MONTH	STARTING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
July-16	48,311,641.87	14,225,897.06	(12,013,196.05)	50,524,342.88
August	50,524,342.88	5,737,137.67	(7,799,622.49)	48,461,858.06
September	48,461,858.06	4,154,386.24	(7,325,030.13)	45,291,214.17
October	45,291,214.17	7,879,397.05	(10,493,277.29)	42,677,333.93
November	42,677,333.93	12,636,017.46	(8,012,825.36)	47,300,526.03
December	47,300,526.03	2,244,913.83	(9,267,163.60)	40,278,276.26
January-17	40,278,276.26	16,282,845.46	(9,041,520.76)	47,519,600.96
February	47,519,600.96	5,447,358.05	(7,610,023.30)	45,356,935.71
March	45,356,935.71	4,039,163.23	(9,145,716.01)	40,250,382.93
April	40,250,382.93	14,023,158.04	(6,677,943.69)	47,595,597.28
May	47,595,597.28	10,424,673.29	(8,732,862.85)	49,287,407.72
June	49,287,407.72	3,869,389.46	(11,672,393.21)	41,484,403.97
TOTAL		100,964,336.84	(107,791,574.74)	

TAX TITLE

Balance Forward 7/1/16:	599,506.89
Taxes added to Tax Title:	333,938.75
Less payments/redemptions/voids:	(49,256.09)
Ending balance 6/30/2017	884,189.55

Thank you to Assistant Treasurer/Collector Diana Lambert, Collections Supervisor Jessica Messer, Payroll/Benefits Administrator Bobbie Lee Curry, and Financial Assistants Melissa Healey and Frances Berry for all their hard work and dedication. I would also like to thank Sharon Collins who recently retired after nineteen years of service to the Town.

I would like to take this opportunity to thank the Board of Selectmen, all the departments and the citizens of Sharon for their continued support.

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 Fire Department move into the Public Safety Building in fall of 2017. Technical Support Specialists Jeff Rose and Anthony Thai spent the majority of their time at the building supporting the hardware and software issues. This will continue in 2018.

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 Public Safety Building, which requires on call duty 24/7.

Report of the
Board of Assessors

Anne M. Carney, Chairperson
Richard B. Gorden
Ellen W. Abelson
Mark J. Mazur, M.A.A., Administrative Assessor
Jennifer DeGregorio, Administrative Assistant
Susan Tarchara, Senior Clerk

During Fiscal 2017, the Board of Assessors held 22 meetings. The Board granted 685 Motor Vehicle abatements, acted on 55 applications for Real Estate or Personal Property abatements and approved the following exemptions for Fiscal Year 2017:

ASSESSED VALUE OF TAXABLE PROPERTY

	<u>Fiscal 2017</u>	<u>Fiscal 2016</u>
Real Estate	3,229,989,000	3,069,727,700
Personal Property	63,872,300	61,943,400
Total	3,293,861,300	3,131,671,100
Exempt Real Estate	323,527,100	296,674,300

FIVE YEAR SUMMARY

Fiscal		Total	To be raised	Tax	CPA
<u>Year</u>	<u>Valuation</u>	<u>Appropriation</u>	<u>by Taxation</u>	<u>Rate</u>	<u>Tax</u>
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
2016	3,131,671,100	87,049,605.55	62,977,905.81	20.11	496,996.26
2017	3,293,861,300	86,911,593.93	64,625,558.72	19.62	514,964.69

<u>Clause</u>	<u>Number Granted</u>	<u>Tax Dollars Exempted</u>
17D (Surviving Spouse)	12	4,066.19
18 (Hardship)	3	10,829.34
22 (Veterans)	46	35,859.17
22A (Veterans)	1	1,515.00
22C (Veterans)	1	2,161.96
22E (Veterans)	19	36,552.93
37 (Blind)	6	4,860.62
41C (Elderly)	28	49,790.36
42 (Surviving Spouse Police)	1	8,356.68
Paraplegics	<u>1</u>	<u>6,751.57</u>
Totals	118	160,743.82
CPA Exemptions	4	214.71
41A Deferred Taxes	14	97,519.88
Senior Tax Workoff	87	56,450.25

Report of the
Town Clerk

Marlene B. Chused, Town Clerk
Beth A. Kourafas, Assistant Town Clerk
Rachelle Kahalas, Election/Registration Secretary

VITAL STATISTICS

BIRTHS	2017	2016	2015	2014
Male	70	68	67	59
Female	67	78	66	79
TOTAL	137	146	133	138
MARRIAGES	54	62	67	54
DEATHS				
Male	52	54	64	43
Female	52	65	73	72
TOTAL	104	119	137	115

VOTER REGISTRATION

Registrars:

Marlene B. Chused
Jane Desberg
Linda Kaufman
Colleen M. Tuck

PRECINCT	Conservative	American Term Limits	United Independent Party	Democrat	Reform	Green Party USA	We The People	Green Rainbow	Libertarian	MA Independent Party	Republican	Socialist	Inter 3rd Party	Unenrolled	America First Party	TOTAL
1	3		7	964				3		1	191	1		1486		2656
2			5	752			1		5		184		1	1455	1	2404
3	1		3	813	1			1	8		207			1571		2605
4	1	1	2	820		1			5		180			1511		2521
5			5	691		2		2	11		200			1437		2349
TOTAL	5	1	22	4040	1	3	1	6	29	1	962	1	1	7460	1	12535

Department of Weights and Measures

Mark P. Coyne, Sealer

During the year 2017 every business establishment in the Town, using weighing or measuring devices for the buying or selling of goods, was tested and inspected. The devices being used were inspected for accuracy, adjusted, when necessary to bring them within acceptable tolerances, and then sealed.

Sealers of Weights and Measures in Massachusetts are required by Law to calculate the savings to consumers and merchants based upon adjustments made to certain devices and inspections. The calculation of savings to consumers and merchants based upon adjustments made to gasoline dispensers and errors in scanning inspections in Sharon for 2017 are as follows:

Savings to consumers in 2017 – \$2,209.00

Savings to merchants in 2017 – \$5,219.50

All classes were attended to meet certification requirements mandated by the State Division of Standards.

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

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

All testing equipment used by Sharon Weights and Measures to check the accuracy of weighing and measuring devices used by merchants within the Town has been calibrated and certified by the State Division of Standards as being accurate.

There were 97 weighing or measuring devices sealed/not sealed during the year 2016 that were being used by merchants for the sale of goods or commodities. Inspections of gasoline dispenser meters, scales used to sell pre-packaged goods, deli products, propane, and shipping scales at manufacturing facilities were made at nineteen (19) establishments within the Town. All fees and fines collected were submitted to the Town Treasurer.

Southeastern Regional Services Group

Moirra Rouse, Regional Administrator

The Town of Sharon receives procurement and other services from the Southeastern Regional Services Group (SERSG) and has since the organization's inception in 1993. SERSG serves two cities and nineteen towns with one Regional Administrator. Annual dues of \$4,100 support these services. This amount is recovered by devoting less time to procurement and from savings in using these contracts. Other services include contract administration and annual trainings.

SERSG administered bids and created new contracts on behalf of the Town for office supplies, paper, public works supplies, water and sewer treatment chemicals, public works services, and drug and alcohol testing services. The new two-year office supply contract provides a 71.4% discount off non-excluded items using a standard wholesaler's catalog, and a 46.4% discount off ink and toner cartridges. In 2017 Sharon saved over \$96,000 in office supply purchases. The Town and schools also pay competitive fixed prices for paper using a SERSG contract. Sharon spent over \$37,000 using this contract in 2017. SERSG administered bids for and created 10 DPW Supply contracts for 32 products, and 2 Water Treatment Chemical contracts for 3 products. The estimated value of all products covered by these contracts is \$542,240. New DPW Services were bid in November and contracts will take effect on 2/1/18. In planning road work and other public works services, the Town of Sharon requested 6 contracts for 7 services, with an estimated value of over \$2 million. A bid for federally-required drug and alcohol testing was administered and a contract established during the year. It will remain in effect for three years and provide Sharon with all necessary services.

Favorable pricing is a significant membership benefit. Additionally, every SERSG bid saves Sharon many hours of skilled staff time and hundreds of dollars in bid-advertising and other costs. SERSG contract pricing is equal to or lower than state contract prices and requires less time and effort for departments to use. In 2017 SERSG re-branded itself with a new logo as part of a new outreach effort to invite new members. One new member joined in 2017 and another is in the process of finalizing membership. Our goal is to expand membership for the mutual benefit of all.

Finally, monthly meetings continue for municipal administration, public works, and stormwater specialists. These meetings support the Town of Sharon with regional collaboration opportunities.

SHARON

Public Safety Reports

2017



Report of the
Police Department

Tilden Kaufman, Chief of Police

Administrative Staff

Chief Kaufman
Deputy Chief Ford
Lieutenant Brewer
Lieutenant Williams

Chief's Secretary

Jennifer Little Leavitt
Kelly Troy (clerk)

Operations Staff

Sergeant Coffey
Sergeant Penders
Sergeant Mannetta

Sergeant Fitzhenry
Sergeant Bishop

Patrol Staff

Patrolman Greenfield
Patrolman Leavitt
Patrolman Deberadinis
Patrolman Patino
Patrolman Derry
Patrolman McNeill
Patrolman McGrath
Patrolman McIsaac
Patrolman Serwo

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

Detective Bureau

Detective Leonard

Detective Lucie

School Resource Officer

SRO Hocking

Police Prosecutor

Officer Reichert

Dispatchers

Dispatcher Patino
Dispatcher Dempsey
Dispatcher Ganz
Dispatcher Demeris

Dispatcher Shulsk
Dispatcher Gurevich
Dispatcher Mullen
Dispatcher Malcolmson
Dispatcher Simon

Special Officer Troy
Special Officer Simpson
Special Officer Shulsk
Special Officer Somers

Special Officer N. McGrath
Special Officer McEnany
Special Officer Demeris
Special Officer Quigley

Auxiliary Police
Auxiliary Officer Skulsky

Crossing Guards

Sullivan	Stella
Hixson	Vachon
Kahaly	Tsinman
	Raynor

** Officer McEnany retired in June

** Officer Koblick to Police Academy in October 2017

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.

Iwould like to recognize Officer Phil McEnany who retired this year after 32 years of dedicated service to the police profession. You may still see him around town as a Special Police Officer.

Sharon is not immune to the opioid 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 continued to work 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. SSPARC is innovative, involved and committed. We have been, and will continue to aggressively attack this issue from many angles. There are many resources available to help someone you know or a family member. A link to SSPARC is <https://www.facebook.com/sharoncoalition>.

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. Officer Hocking 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. We hope at some point to have a second School Resource Officer, and have started preliminary discussions on this. 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 various daily contacts with all levels of the Sharon Police Department.

Aside from the day to day happenings, it has been a big year for us. We have spent our first full year in our new facility, and have grown quite accustomed to our new home. There is no comparison to our previously facility. We wish to thank everyone for their support in making this happen. It is a facility we can all be proud to call ours. It would be impossible for me to thank everyone by name, but you are recognized and appreciated. This facility will allow us to function efficiently and effectively for years to come. We also changed our CAD (Computer Aided Dispatch/Records Management System). This is basically a new way of documenting our day to day operations and has been a huge undertaking. As with the new facility there will be a learning curve, but we are in great shape going forward. We also launched the first Public Safety Academy in conjunction with the Sharon Fire Department. It was attended town board members and residents. It was a huge success and there will be more held. It was eye opening to attendees and gave a robust inside look at what we do. Special thanks to Deputy Chief Ford and Deputy Fire Chief Murphy for their hard work at putting this together. In October we had a formal "open house", where the public got to view the new facility.

It continues to be 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.

One of my biggest priorities is training. Our job is morphing into needs and demands we never could have imagined. Training is more vital than ever. We need smart, educated personnel that are confident and professional. It is a goal to have in place a form of "Executive Development." Having someone ready to handle/manage at the next level up is both important and proactive. As part of

this principal, all of our supervisors have been or will be attending the FBI's LEEDA (Law Enforcement Executive Development Association) courses. This is some of the very best training available for current and future leaders of the Sharon Police Department. The Mission Statement of FBI-LEEDA is:

To advance the science and art of law enforcement leadership and promote the exchange of information to improve law enforcement management practices through training, education, and networking among police professionals across the United States and beyond.

All of our officers are highly trained. Some of the specialized training received this past year include:

- Firearms
- ATV Operation/Safety
- School Violence/Safety
- Narcotics Investigation
- Advanced Road Side Impaired Driving
- Mountain Bicycle Patrol Operations
- Crimes Against Persons with Disabilities
- Safety Net (locating missing Alzheimer's patients/etc)
- Cyber Crime Investigation
- Social Media
- Executive Development
- Dealing with Persons w/Mental Illness
- Ethics
- Property/Evidence Room Management

In 2017 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>)

** Instagram (<https://www.instagram.com/sharonsfinest>)

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

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

The Sharon Police Department was involved in over 22,000 incidents in 2017 including:

22	Assault related
140	Disturbance related (family/noise/general)
775	Suspicious Activity
81	Well Being checks
29	Assist Other Agency
13	Reported house or business burglaries
8	Criminal Harassment related
31	Reported Larcenies (Including from Motor Vehicles)
64	Identity Theft Related
44	Reports of Vandalism
4	Reports of Stolen Motor Vehicles
771	Burglar Alarms (almost all were false, weather related, malfunctions or operator error)
35	Motor Vehicle Lockouts
160	Hangup/False E911 related
640	Assist Citizen related (various reasons)
228	Assist Motorist
741	Assist Ambulance
3	Sexual Assaults
2	1 Armed/1 Unarmed Robbery
56	Arrests
67	Summonses

Incidents of identity theft and related issues (online scams/frauds, personal information theft) are still on the rise. Given today's technology, it is far easier for today's criminal to steal someone's identity and ultimately money from behind a computer screen. It is very difficult to catch and prosecute this type of crime. The bottom line for you is.....if it does not feel right, then it probably isn't. Be sure of what you are doing and who you are dealing with.

Motor vehicle related accidents and infractions are a large part of our day to day activity. Officers responded to 392 motor vehicle accidents of which 70 involved

personal injury. A number of factors contributed to these accidents ranging from driver error to weather conditions.

Officers issued 3,124 motor vehicle related citations. 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 made 13 Operating under the Influence of Alcohol/Drug 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.

After nearly thirty two years with the Sharon Police Department, I will be retiring in 2018. The decision has been difficult. I have served with some of the finest individuals in our profession here at the Sharon Police Department. I have personally witnessed on countless occasions, sacrifice, bravery, grace in the face of adversity, and other less than desirable scenarios which members of this department have managed effectively. I am honored to say that the men and women of the Sharon Police Department have excelled and done the town proud. I have made it a high priority to plan succession training that will serve the town well going forward. I wish to thank all of our personnel for their professionalism, and devotion to duty and performance. They are a huge reason why Sharon has been repeatedly rated as one of the best and safest places to live.

A special thanks to my Administrative Assistant, Jennifer Little Leavitt, for all she has done over the years.

Growing up in Sharon, and spending basically my entire life here makes me realize how fortunate I have been. The support from the vast majority of people I have met along the way has been extraordinary. I am extremely confident that the department will continue to flourish going forward. It is in good hands on a number of levels. Thank you to everyone I have met and been supported by while being allowed to perform a job I so desired to do.

It has been an honor and privilege to work here while protecting and serving the Town of Sharon.

Report of the
Fire Department

Fire Chief James W. Wright
 Deputy Fire Chief Richard G. Murphy
 Fire Prevention & Training Captain Michael A. Madden
 Emergency Medical Services Coordinator Lieutenant Thomas C. Kenvin
 Administrative Assistant Kelly A. Troy

FULL-TIME SHIFT FIREFIGHTERS

- | | |
|----------------------------|----------------------------------|
| Captain John McLean | Captain Jeffrey Ricker |
| F/F-EMTP William Morrissey | F/F-EMT David Martin |
| F/F-EMTP Daniel Greenfield | F/F-EMTP Ted Lambert |
| F/F-EMTP Jeffrey Keach | F/F-EMTP Sean McGuire |
| F/F-EMTP Matthew Laracy | F/F-EMTP Patrick McGovern |
| F/F-EMTA Brian Gray | F/F-EMTP Derek Sorafine |
|
Captain Kurt Simpson |
Captain Berton Cummings, III |
| F/F-EMT Timothy Earley | F/F-EMTP Michael Rychlik |
| F/F-EMTP John Guid | F/F-EMTP Christopher Cirillo |
| F/F-EMTP Marlene Herman | F/F-EMTP Andrew Solden |
| F/F-EMTP Brian Armstrong | F/F-EMTP Patrick Sargent |
| F/F-EMTP Peterson Curalov | F/F-EMTP James Koch |

CALL FIREFIGHTERS

F/F Gordon Hughes

<u>FIRE DEPARTMENT EQUIPMENT</u>						
<u>Unit</u>	<u>Year</u>	<u>Condition</u>	-	<u>Unit</u>	<u>Year</u>	<u>Condition</u>
Engine 2	1996	Fair		Ambulance 1	2011	Good
Engine 3	1992	Fair		Ambulance 2	2006	Fair
Engine 4	2010	Good		Ambulance 3	2016	Excellent
Ladder 1	2016	Excellent		Tanker 1	2012	Excellent
Car 1	2012	Good		Squad 1	2016	Excellent
Car 2	2015	Excellent		Brush 1	2007	Good
Car 3	2010	Good		Brush 2	1996	Fair
Utility	2013	Excellent		Fire Alarm	2000	Good
Jet Ski	2008	Good		Emerg. Rsp. Trailer	2013	Excellent

INCIDENT TYPE SUMMARY ANALYSIS

<u>Incident Type</u>	<u>Number</u>	<u>Incident Type</u>	<u>Number</u>
Fire, other	2	Lock-out	21
Building fire	6	Ring or jewelry removal	2
Cooking fire, confined to container	15	Water problem, other	2
Chimney or flue fire, confined to chimney	1	Water or steam leak	16
Fuel burner malfunction, fire contained	2	Smoke or odor removal	7
Mobile property (vehicle) fire, other	1	Animal problem	1
Passenger vehicle fire	2	Animal rescue	3
Road freight or transport vehicle fire	1	Public service assistance, other	11
Forest, woods or wildland fire	8	Assist police or other governmental agency	12
Brush or brush-and-grass mixture fire	2	Police matter	12
Outside rubbish, trash or waste fire	0	Public service	87
Outside equipment fire	2	Assist invalid	43
Fireworks explosion (no fire)	1	Defective Elevator, no occupants	0
Air or gas rupture of pressure vessel	0	Unauthorized burning	6
Excessive heat, scorch burns with no ignition	1	Wrong location	1
Opioid related incident	10	Good intent call, other	11
Medical assist, assist EMS crew	0	Dispatched & canceled en route	67
Emergency medical service incident, other	4	No incident found on arrival at dispatch address	61
EMS call, not a vehicle accident with injury	917	Authorized controlled burning	3
Motor vehicle accident with injuries	105	Steam, other gas mistaken for smoke, other	1
Motor vehicle/pedestrian accident (MV Ped)	5	Smoke scare, odor of smoke	26
Motor vehicle accident with no injuries.	70	Steam, vapor, fog or dust thought to be smoke	4
Lock-in (if lock out , use 511)	5	EMS call, party transported by non-fire agency	1
Extrication of victim(s) from stalled elevator	3	HazMat release investigation w/no HazMat	1
Water & ice-related rescue, other	1	False alarm or false call, other	

<u>Incident Type</u>	<u>Number</u>	<u>Incident Type</u>	<u>Number</u>
Watercraft Rescue	3	Municipal alarm system, malicious false alarm	8
Trapped by power lines	0	Sprinkler activation due to malfunction	1
Combustible/flammable gas/liquid condition	0	Smoke detector activation due to malfunction	72
Gasoline or other flammable liquid spill	8	Heat detector activation due to malfunction	1
Gas leak (natural gas or LPG)	41	Alarm system sounded due to malfunction	63
Oil or other combustible liquid spill	6	CO detector activation due to malfunction	34
Chemical hazard no spill or leak	1	Unintentional transmission of alarm, other	5
Carbon monoxide incident	22	Sprinkler activation, no fire - unintentional	3
Electrical wiring/equipment problem, other	7	Smoke detector activation, no fire - unintentional	51
Heat from short circuit (wiring), defective	7	Detector activation, no fire - unintentional	15
Overheated motor	3	Alarm system activation, no fire - unintentional	61
Power line down	39	Carbon monoxide detector activation, no CO	15
Arcing, shorted electrical equipment	15	Wind storm damage assessment	2
Building or structure weakened or collapsed	1	Lightning strike (no fire)	0
Vehicle accident, general cleanup	0	Citizen complaint	6
Attempt to burn	0	Inspections (Smoke/CO, Oil Burner, LP, General)	631
Service Call, other	4	Fire Safety Education Classes/Visits	55

TOTAL:

2,744

Emergency medical calls continue to be the largest percentage of calls for the department. We provided transport to the hospital 997 times. Ambulance revenue for 2017 was approximately \$788,718 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 serious injuries and/or 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.

Over the past couple years we have seen a consistent pattern of multiple calls happening in the same time frame. On average we have two or more calls that initiate within 30 minutes of each other nearly every day. With each ambulance call tying up a crew of 2 to 4 people for over an hour, our available staff for the second call is very limited. We attempt to bring back off duty firefighters to increase the staffing level but that takes several minutes and they have to drive into the station which can take up to twenty minutes. A good percentage of the second emergencies come in before the additional coverage is in the station which limits our ability to make sure all the appropriate personnel and equipment are going to that second call. The resources will eventually get there but could be on a delay which could be detrimental to the high level of service we strive to provide and the citizens expect to receive.

Firefighter Thomas Kenvin was selected and promoted to the full-time Lieutenant- EMS Coordinator position and he has been working tirelessly to continuously improve and enhance our emergency medical service delivery to the community.

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.

Administrative Assistant Ann LaChapelle retired after 25 years of outstanding service to the Town of Sharon. We all wish Ann a well-deserved long and healthy retirement!

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. 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.

The department has four individual’s nationally certified Child Passenger Safety (CPS) technicians. We provided car seat training and installation for 66 families over this past year.

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.

The fire and police department started a “Public Safety Corner” program that airs on Sharon Cable TV and features a variety of safety related topics.

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 complete and we moved in this past September. The department is so appreciative to the Town for providing us this state of the art facility. We will take full advantage of all the opportunities this facility will provide. **THANK YOU VERY MUCH!**

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

Report of the

Local Emergency Planning Committee (LEPC)

Fire Chief-Emergency Management Director James Wright, Chair

Sheila Miller, Secretary

Chief of Police Tilden Kaufman

Selectmen Joe Roach

Selectmen John McGrath

Town Administrator Fred Turkington

Conservation Agent Greg Meister

Health Agent Beverly Anderson

Board of Health Member Chuck Levine

Civil Defense Director Mike Polimer

Housing Director Jane Desberg

Adult Center Executive Director Kathie Medeiros

Recreation Director Linda Berger

School Maintenance Supervisor Ken Wertz

Animal Control Officer Diane Malcolmson

Susan Edinger

Rita Edelston

Salvation Army Chris Farrand

Salvation Army Paul Leslie

Sharon Cable TV Phyllis Bernstein

The LEPC conducted several meetings in 2017, 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 material spill at a facility 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.

The LEPC secured a \$11,794 federal grant through the Massachusetts Emergency Management Agency to update the Town's Pre-Disaster Mitigation Plan. This is 75% of the funding needed to complete the plan. The Town is responsible to fund the remaining 25%. The final draft of the plan has been presented to the two at two public meetings and the plan has been submitted to MEMA who will review it and forward it to FEMA for final approval.

Report of
Civil Defense

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

This year was another busy and difficult year for the Civil Defense Department.

On February 7 we activated an emergency warming center at the Community Center after a heavy wet snow storm knocked out power to many residents. Also during the year all of our automatic start generators around Town including the Hixon Farm Road clubhouse and two Town Public Safety radio repeater sites, were activated at one time or another during various weather related events seamlessly supplying emergency power to the various locations until commercial power was restored.

Since our building was torn down to make room for the new Public Safety Complex in July 2015, our operation has been in flux. Our office is in the basement of the Town Hall, we shared garage and shop space in the Fire Department rear garage and have storage containers both in the Town Hall yard and on East Foxboro St adjacent to the tennis courts.

Once the Public Safety Complex Auxiliary building became useable we were able to move most of our large generators and lighting plants out of various storage containers into that building making them all more readily available for

emergency deployment. This situation was much better than storing equipment in the rented containers but still presented operational difficulties with equipment and supplies stored in multiple locations.

In the late fall, when the Fire Department moved into their new quarters in the Public Safety Complex, we were able to consolidate all of our large equipment into the surplus Fire House front garage bays. This is a much better operational situation, but it is just temporary as this building is scheduled to be torn down to make room for the New Town Hall in the fall of 2018.

Our shop and garage space during the majority of 2017 continued to be cramped and crowded making it difficult to take on the large projects we have done in the past.

The winter months continue to be especially difficult in that a trip to one of our three storage containers to get some equipment, stock or supplies requires both a flash light at night and a blow torch to thaw frozen locks.

In spite of the obstacles facing us, Civil Defense volunteers provided the needed traffic lighting , off grid power, informational signage around town and AM1630 support for the May Town Meeting and the Town's July 3rd and Square Jam events. These drills continue to give the staff on the street training in the use of our equipment, while providing service as well as important safety lighting for residents, Fire and Police Departments.

Operation of the Town's AM1630 Community radio station continues. It has been in nearly continuous operation since November 2006. In times of emergency tune your AM radio to 1630 for up to the minute information 24 hours a day.

Always trying to improve how we communicate with and notify the residents we studied how to enhance the AM1630 coverage. While we are limited by law as to transmitter power output and antenna height we were able to greatly improve the coverage by adapting a speech processor into the audio chain. More than a little engineering went into the project as the processor was designed for a different application and manufacture's equipment, but were eventually successful. The processed audio greatly increased our signal quality making it more accessible in many areas of the Town. More can be done.

Our construction projects included an all-aluminum articulating scene lighting mast that plugs into the trailer hitch on our SUV. It mounts three high efficiency, high output combination flood/spot LED lamps which run off the vehicle power and can provide nearly instant wide area emergency lighting anywhere the four wheel drive SUV can go. We also designed and fabricated anti-glare shields for our wide area illumination "Wobble Lights" and a dedicated plasma cutting table.

Our F-250 lift gate utility truck was fully built out with the addition of the final equipment storage box.

Equipment maintenance is ongoing with vehicle and generator oil and starting battery changes on schedule.

In conjunction with the Fire Department and a grant from MEMA we were able to purchase a small four wheel drive, diesel “Gator” utility vehicle. This will greatly enhance our mobility during Town events and emergency situations where the small size but heavy duty specifications will let us operate safely in large crowds or in the woods. Civil Defense volunteers have begun adding custom accessories onto the basic platform such as scene lighting, PA equipment, warning flashers, and UHF two-way radios to complete the project.

We had no new Capital requests funded in 2017 and we were able to complete our 2016 Capital project by designing and building special custom power distribution boxes and adapter cables that cannot be purchased. CD volunteers went through all our larger generators and changed the old style 3 wire 50 ampere 240 volt receptacles to the new style 4 wire version which makes all our equipment compatible with the power distribution equipment we purchased as part of the 2016 Capital project.

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, researched and specified new equipment purchases and assisted the various Town Departments in trouble shooting problems, avoiding outside vendor costs and delays.

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

We assisted the Town Clerk during the spring and Fall Town Meetings and three elections. CD volunteers placed various traffic and voting informational signs around to make the voting process as easy as possible.

The Civil Defense Department will become homeless when the current surplus Fire House is torn down to make room for the New Town Hall as voted in the November 2017 Town Meeting. Ever mindful of this possibility, under the direction of the Town Administrator, Fred Turkington, CD volunteers researched various housing alternatives which would satisfy our operational requirements. We also explored how we could use new quarters to expand our membership which would ensure a responsive organization well into the future. An extensive informational report was published and distributed to the Board of Selectmen in the late winter and we continued to work with Mr Turkington to refine that

information. As he recommended, a Capital Outlay project for a new free standing Civil Defense building has been submitted with early favorable reviews by the Committee. Fire Chief Wright has volunteered to assist us with the project. We thank both Fred & Jim for their continued help and support.

We also thank Chief Wright and his staff for all their understanding, co-operation and hospitality during the 2+ years we were squeezed together in their already crowded quarters. We wish them well in their new complex.

Civil Defense is Sharon's all volunteer Emergency Management Department which has been in existence for over 70 years. It 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*

2017



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

Kathleen A. DiNatale, 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.

No additional staff was added to any division of the DPW. The DPW remains a total of 45 people, including administration, support staff and part-time inspectors.

One long-time employee retired this past year: Evelyn O'Reilly, Operations Secretary retired after 24 years with the Town and Glen Peck, Operations Truck Driver and Caretaker of the Community Center retired after 40 years with the Town. Evelyn was one of secretaries that greeted the endless stream of residents and contractors that came through our door. Glen took on all jobs from scraping flattened "black and whites" from roadways to emptying trash at community ballfields with a smile. We wish them good travels in both retirements and know that both will be sorely missed.

Last winter saw relatively high snowfall. This precipitation continued through the spring and summer growing seasons. Consequently, all wells functioned without restrictions. Even the Lake remained relatively high throughout the summer allowing for unencumbered recreational use.

The FY2017 expenditures for the DPW totaled \$3,656,308. Snow expenditures were approximately double of what they were during the previous year, which saw relatively little snowfall. The current appropriation for the FY2018 DPW budget is \$3,495,681.

The DPW has continued to expand its scope of services, with the 2016 hires allowing for expanded maintenance of Town buildings, heating and air conditioning. Maintenance items addressed included structural and window repairs and exterior painting at the Community center, entry and furnace repairs at the Library; construction evaluation and oversight for the public safety complex, bidding various construction projects for the Recreation Department, and monitoring and repairs at Town dams; including the completed reconstruction of the Hammershop (Ames Street) Dam. The new facilities maintenance position

has resulted in significantly reduced response time for dealing with minor problems that have long been neglected.

The major development projects in Town; the developments at either end of Old Post Road and smaller individual home construction projects are each moving forward at varying paces.

The Department continues to resolve traffic safety issues, most recently with the addition of lighted stop signs, countdown pedestrian crossing signals at Cobb's Corner, school zone and crosswalk signage throughout town, overpainting of crosswalks throughout town, installation of road delineators at certain intersections and installation of speed bumps in neighborhoods that have regular and repeated complaints from residents regarding speeding and lack of enforcement.

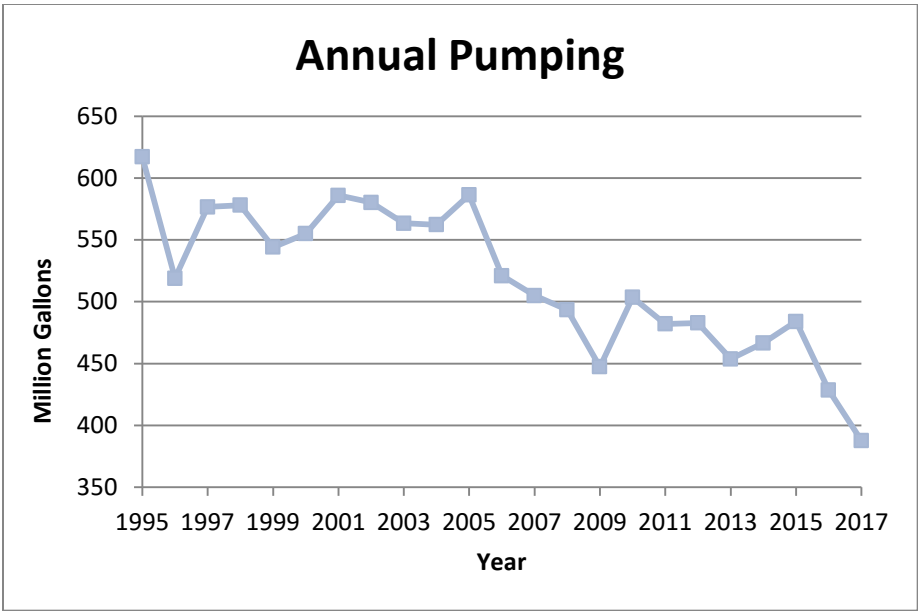
Phase 2 of water main and drainage installation was completed under East Foxboro Street allowing for the road to be repaved during the spring of 2018. Water main replacement projects under roads in the South Pleasant Street neighborhood are scheduled to be completed during the 2018 construction season.

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.

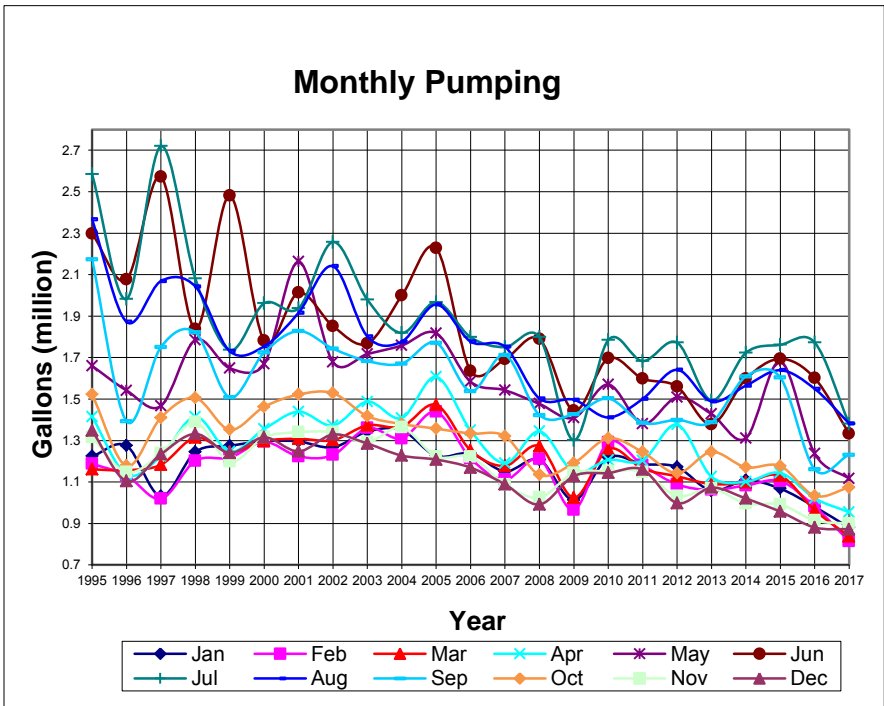
The in-school initiative in Sharon schools continued, which taught students about water conservation and provided take-home materials to educate parents about water efficiency in the home. High school students continued to develop effective and informative public service announcements on the topics of 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 use awareness programs have reduced the Town's annual water use from a high of roughly 617 million gallons to this past year's low of 387.75 million gallons. The reduced pumping has reduced usage by almost 230 million gallons, roughly by one-third – more than the equivalent of adding a new water supply well. Sharon's average residential water use was less than 50 gallons per person per day during 2017. Our withdrawal permit limits residential water use to 65 gallons per person per day. EPA estimates the national average usage at about 100 gallons per person per day.

Pumping during 2017 totaled approximately 387.75 million gallons, which was the lowest annual pumped amount over the past two decades.



As shown below on the following page, monthly water use in the winter months has dropped slightly, while monthly water use during the summer months have generally decreased significantly since 1995.



The FY2017 expenditures for the Water Department totaled \$4,752,537 which included approximately \$2.8 million to complete water main replacement under East Foxboro, Mohawk and Belcher Streets and Meadow Lane. Revenues during Fiscal Year 2017 totaled \$3.5 million which means that \$1.2 million of Water Department projects were funded through retained earnings. The current proposed budget for FY2019 is \$6,458,631, which includes funding to complete the South Pleasant Street neighborhood project, and replacement of the Massapoag Avenue water storage tank.

Report of the

Operations Division

Michael Teixeira, Supervisor

Routine activities included vehicle and equipment repair and maintenance, roadside trash and animal pickup, catch basin cleaning, sign repairs and installation, street repairs, building maintenance and custodial support, along with Railroad Station parking maintenance.

Other activities include:

- Construction and supervision of the milling and paving as well as granite curb and sidewalk installation on Ames Street from South Main Street to Pond Street, Station Street from South Main Street to Depot Street, and Norwood Street from Upland Road to Maskwonicut Street.
- Worked with the Recreation Department on numerous projects including the Walter Griffin playground.
- Removed playground apparatus.
- Grading and prep work for the new installations.
- Excavated three areas for concrete pads to support new storage sheds which were installed.
- Removed and relocated a shed for the Animal Control Officer. Prepared site and upgraded building and installed fence.
- Removed and installed new brick sidewalk between the Sharon Public Library and the Nebanzahl property.
- Corrected drainage problems and repaired approximately 47 catch basins and manholes.
- Removed and repaired two headwalls and installed new pipe in conjunction with ongoing and future road projects.
- Performed extensive work in enhancing the DPW yard including new storage units, painting, and paving.
- Assisted Forestry and Grounds with tree and brush removal after major storms and also assisted other Town Departments when needed.
- Numerous street light repairs and installations.

Forestry and Grounds Division

Kevin Weber, Supervisor

The Forestry and Grounds Division is responsible for all trees, turf, and green space at all Town-owned facilities including athletic fields, schools, Town buildings, cemeteries, and roadsides. We are also responsible for managing the Farnham Road compost facility which is open to residents and local contractors. In 2017 we processed almost 10,000 yards of material consisting of grass clippings, leaves, and wood chips.

With the continued use of the SeeClickFix software, we were able to respond to resident requests on a more timely and efficient manner.

In addition to our routine activities, we also assisted the Operations Division with all snow and ice events as well as clearing the sidewalks after storms.

We continued to assist the garden club, school PTO's, scouts, and other civic groups with beautification projects throughout town. We constructed a second bocce court as well as installed benches and assisted with other improvements at the community center and other recreation facilities.

The Forestry and Grounds Division Supervisor, Kevin Weber, along with Assistant Town Engineer, Lance DePriore, oversaw the construction and rebuilding of the Middle School football and baseball fields. The fields saw their first action this past fall and will be fully functioning in the spring of 2018.

Continuing education and safety are a top priority and the entire department attended New England Grows, chainsaw safety classes, and bucket truck safety classes sponsored by the Massachusetts Tree Wardens and Foresters Association.

We recorded 46.21" of rainfall during the calendar year.

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 all residents of Sharon.

The untimely passing of Jordan Giggey this past year left a huge void at the entire Department of Public Works. Jordan was a lifelong Sharon resident. He began working for the Forestry and Grounds Division during the summers while he was in high school. He obtained his commercial driver's license and became a

full time employee in 2007, and was a valued employee for 10 years. He will be missed by all.

Report of the
Water Division

Wayne Walker, Supervisor
Robert Terpstra, Water Construction Supervisor

<u>Routine Activities</u>	Station Maintenance
Read meters in town 5,789 x 12	
New Meters	59
Meters Replaced	35
Read for Passing	263
Profile Meter/Re-Reads	72
Large Meters Replaced (1 ½ and above)	9
Large Meter Heads Replaced	6
Water Shut Off/On	65
Marked/Traced Water Lines	602
Seasonal Meters On/Off	66
New Hydrants (Installed by Sharon Water Department)	7
Hydrants Replaced/Repaired	29
Hydrants Removed from Service	1
New Services Tapped by Sharon Water Department	10
Curb Box Replaced/Repaired	70
Water Service Leaks Repaired	18
Water Main Breaks Repaired	4
Water Main Gate Valves Repaired/Replaced	8
Water Main Gate Valve Boxes Repaired/Replaced	17
Pressure Tests	4
Trench Inspections for Contractors	21
Flow and/or Sprinkler Tests	16
Water Main Shutdowns for Contractors	6
Freeze Up Calls	4
Town Backflows Replaced	2

<u>Water Samples</u>	
Routine Bacteria	432
New Main Bacteria	62
Fluoride	12
V.O.C.	12
Nitrate	12
H.H.A.	64
T.H.M.	32

S.O.C.	120
Perchlorate	12
Manganese	6
Sodium	6
Nitrite	6
In-house Nitrate and Sodium	28
In-house Secondary Contaminates	10
Gallons of Water Pumped	385,693,000

Water Mains Replaced or Lined in 2017

East Foxboro Street
 4,078 linear feet of 12” D.I.
 Mohawk Street
 2,063 linear feet of 8” D.I.
 173 linear feet of 6” hydrant laterals
 11 hydrants replaced
 51 services renewed
 Meadow Road
 680 linear feet of 6” D.I.
 8 services renewed
 1 new hydrant installed by Sharon Water Department
 Belcher Street and Atlas Road
 2,338 linear feet of pipe lined
 596 linear feet of 6” C.I.
 1,742 linear feet of 6” A.C.
 456 linear feet of 8” A.C.
 5 hydrants replaced
 131 linear feet of 6” hydrant laterals

The Water Department is reading meters monthly to monitor water use.

Report of the

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 2017 was 847. Of these, 5 permits were for single family dwellings.

The total value of construction and alterations was \$49,939,308. The Building Department issued 18 occupancy permits for 2017.

Permits issued and value of construction:

Type of Construction	Permits	Permits	2017	2016
	2017	2016		
Single Family	5	10	\$2,294,000	\$3,924,313
Multi-Family	225	6	\$32,684,998	\$1,245,000
Additions/Alterations	550	616	\$12,640,471	\$12,415,325
Garages	1	1	\$54,800	\$12,800
Other Demolition	64	57	\$2,031,039	\$34,239,852
Commercial				

Fees for building, gas, plumbing and wiring permits collected during the year amounted to \$324,211. 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, P.E., 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 in-house projects and plan reviews that had previously required outside consultants. The Engineering Division often provides technical support and data to outside consultants for town projects and provides peer review of work done

by outside consultants for the town. The Engineering Division also reviews and/or oversees the reports and plans generated by the peer review engineers hired by various town boards and committees or by project applicants.

The Engineering Division reviewed all subdivision plans, roadway as-built plans and ANR Plans submitted for approval in 2017. The Engineering Division provided technical assistance and/or plan review to the Zoning Board, Board of Selectmen, Fire Department, residents, Sharon Safe Routes to School Committee, the Sharon Public Library, Council on Aging, Standing Building Committee and the Sharon School Department for various projects during the last year. The Town Engineer and Assistant Town Engineer attended all of the Planning Board's meetings in 2017 and other board and committee meetings, as required.

The Engineering Division works in support of the Superintendent of Public Works to assist with developing roadway construction budgets and assist in the design and construction of roadway, sidewalk, water, drainage and other infrastructure improvement projects. The Engineering Division also inspects all active subdivisions regularly to assure construction progresses in conformance with all applicable regulations.

The Engineering Division 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:

- Hammershop and Mann's Pond Dam renovation and restoration projects.
- Community Center Gateway Project.
- Sharon Middle School recreation field reconstruction project.
- Sharon Public Safety Building.
- Sharon Town Hall accessibility study and building renovation study.
- Implementation and utilization of new and existing software for various public works functions, such as permitting, addressing resident concerns, construction inspections, and database management.
- 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.

The Health Agent for Engineering continued to implement 310CMR 15.000 (2016 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 227 Title V Septic System Reports; approved design, issued permits for and inspected the installation of 288 new or replacement septic systems; inspected 3 pump trucks; and witnessed 88 percolation tests and 124 test holes performed in the

Town of Sharon. The Health Agent for Engineering also performed 21 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 some 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, printing all oversize documents for all Town departments, and monitoring and programming large LED signs.

2017 projects included the following: 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, street lights, and street sweeping progress), creating a spreadsheet of all historic subdivisions built in Town with corresponding streets and pertinent information for quick reference, creating a spreadsheet of all line painting that needs to be done every year for the line painters, creating a map layer of irrigation wells, attending 2020 Census workshops and comparing Census block group populations to development information for the past 10 years, working with a consultant to provide more information to be publicly and internally available on the Town GIS website,

creating map books for catch basin cleaning, reviewing the newly scanned DPW address folder documents, checking address ranges in Town for e911, researching plans to find and add conservation restrictions to the GIS system (ongoing), updating and submitting GIS data to MAPC for catchment delineation for the NPDES Program, and working on many other projects.

SHARON

Community Development Reports

2017



Report of the **Conservation Commission**

Margaret Arguimbau, Chair
Meredith Avery
Stephen Cremer
Keevin Geller
Michael Donatelle
Alan Westman
Jon Wasserman

Greg Meister, Conservation Administrator
Linda Callan, Clerk

“The conservation of natural resources is the fundamental problem. Unless we solve that problem, it will avail us little to solve all others.”

Theodore Roosevelt

Numerous hearings were held by the Conservation Commission (CC) this past year, both for construction projects and for resource area delineations. Wetland delineations were accepted for nine areas, Order of Conditions issued for six projects, Negative Determinations issued for eleven projects and a Positive Determination issued for one. Nine Certificate of Compliance forms were issued finishing off some older projects. The CC continued to hear updates and revisions for two large projects – the ever-changing Sharon Commons/The Galleries project on South Main Street and proposed development of Spring Valley Country Club/the Cape Club on Tiot Street and Edgell Rd. The proposed medical marijuana growing facility came before the Commission and concerns were expressed about the large amounts of water needed for its operation. The Sharon Country Club on East Street came before us with a partial housing development project in their back property. Some remaining property in that area will be dedicated for permanent protection as open space. The CC was very grateful for a Conservation Restriction it received from Gander Realty Trust on almost 10 acres of land containing Saw Mill Pond on the corner of Canton Street and North Main.

We spent much time this year working with landowners to correct serious violations to the Wetlands Protection Act and the Town’s Wetland Protection Bylaw. There was activity on North Main Street that illegally filled wetlands owned by the CC, clearing and encroachment of CC land by a homeowner on Gabriel Road, and clearing of wetland vegetation along a brook on High Plain Street. All landowners were willing to work with us to bring their respective areas into compliance with the law.

We were involved with the citizen's group involving the SPECTRA gas line proposal. We included neighbors and other town boards concerned about the replacement of the Hammershop Pond Dam and getting the pond reestablished. The dam work was finished by year's end and is considered a success. The land near Gavin's Pond was permanently protected by Town Meeting action. It provided for the continued existence of the soccer fields, protection of the area for water supply under the control of the Water Department, and the remaining area to be owned by the CC for permanent open space. Town's people working with us were instrumental in spearheading, and assisting on a variety of levels, the actions necessary to get this accomplished. Also, the Rules and Regulations of the CC were updated in conjunction with the work to update the Town's Wetland Protection bylaw as part of the codification project. We expected to make the bylaw changes this year, but will do that in May of 2018.

Lake Massapoag continued to be a major focus for the Commission working in conjunction with the Lake Massapoag Study Committee. Lake level was more consistent this year and there was also weed control activity. Fan wort continues to be problematic and will require further applications next year in attempts to keep the weeds from spreading. The Recreation Department through the Lake Gateguard Staff continued to assist in the cause by attempting to monitor boats at the launching area for any weeds attached to trailers or boats prior to launch.

There were three Eagle Scout projects that were brought before us and we are very grateful for the Scouts' interest in helping to manage parts of the town's trail system. Joe Pariser replaced areas of the trail off of Lakeview Street that needed new board sections. Jeffrin Daniels tackled the upgrade and re-establishment of the Sandy Ridge Trail off of Sandy Ridge Circle. Steven Nelson constructed new "steps" behind Cottage Street School, off the playing field, to connect with the Massapoag Trail leading to Mann's Pond or Ames Street. We encourage residents to seek out these areas and see the work done by the scouts.

Toward the end of the year the CC began an update to the Town's Open Space and Recreation Master Plan (OSRMP). Working with the Recreation Department we updated a survey that was done for the last Plan. Rather than mail a copy to every home, we had it put out on-line this time, as well as hard copies at certain locations in town. We appreciate those residents who took the time to do the survey. The process will continue throughout next year and information gained will be shared with the town's Master Plan Committee who is undertaking the process to do a separate Town of Sharon Master Plan. When completed, the updated OSRMP will be made available to townspeople. Your input is important to the process and your support of the Commission's work is valued by all members.

Report of the **Sharon Housing Authority**

Edwin Little, Chairman
Susan Saunders, Vice Chairman
Ralph Generazzo, Treasurer and State Appointee
Charlotte Dana, Assistant Treasurer
Peter Melvin, Secretary

Ashley Vincent, Executive Director
Cassandra Cast, Administrative Assistant
Jason Fortier, Maintenance Mechanic
Travis Spender, Custodian
Chelsea Lanson, HESSCO Supportive Service Coordinator

Jane Desberg – Retired
Jill King – Retired

The Sharon Housing Authority (SHA) acknowledges a new administrative staff! Ashley Vincent is the new Executive Director and Cassandra Cast is the new Administrative Assistant. Ashley Vincent comes from Dedham Housing Authority and has a Master's in Urban Affairs from Boston University.

The Sharon Housing Authority provides rental housing for persons of low income with preference for Veterans and residents/those who work in Sharon. The Authority provides eighty-eight one-bedroom apartments for elderly and disabled residents at the Hixson Farm Road developments, six two-bedroom apartments for families at the Pleasant Street development, 2 AHVP vouchers and a residential facility on Bay Road which is leased on a long term basis to the May Institute. The SHA Board of Commissioners meets the first Monday of each month at 9:00 at Hixson Farm Road.

The Sharon Housing Authority's funding comes from the Department of Housing and Community Development (DHCD). The Sharon Housing Authority is one of the select few Housing Authorities in the Commonwealth to have a supportive services program. The supportive service program and partnership with HESSCO Elder Services is a huge asset to the Housing Authority and its residents. Andodyne Homemaker Services is the designated vendor agency and provides coverage/assistance to residents seven days a week. Supportive Service Coordinator Chelsea Lanson has an office on Hixson Farm Road and is responsible for all tenant activities/services.

The Authority continues to work on its Capital Improvement Plan (CIP) projects. In 2017, all windows in buildings 1 and 3 at Hixson Farm Road were replaced. A

new roof and gutters was also put on at the Bay Road home. Cameras were also installed throughout the developments.

With grants from Dedham Savings and Eastern Bank, new Executive Director, Ashley Vincent was able to renovate/update the community room and bathrooms at Hixson Farm Road. The community room hosts a number of events including: breakfast every morning, luncheons twice a month, coffee hour on Wednesdays, the Sharon Men's Club uses the space on Fridays and the Sharon singing group uses the space on Mondays.

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 SHA staff conducted inspections of each unit throughout the year. There were a total of 336 work orders completed by SHA maintenance staff during 2017. The SHA had a preventative maintenance review (PMR) as well as an Agreed upon Procedure (AUP) audit both of which went extremely well! Furthermore, Fenton, Ewald and Associates continue to assist the Housing Authority as a fee accountant.

Numerous conferences, trainings and meetings were attended throughout the year. Executive Director, Ashley Vincent is the Secretary for the Small Housing Authority Directors Organization (SHADO). Ashley Vincent attended SHADO meetings, SMEDA (Southeastern Massachusetts Executive Directors Association) meetings and MassNAHRO trainings and conferences. Jason Fortier, maintenance mechanic attended the annual MAHAMS (Massachusetts Association of Housing Authority Maintenance Supervisors) conference. These trainings and conferences greatly increase the skills and knowledge of SHA staff and continuing success.

In 2017 there were seven apartments leased.

The wait list for family housing as well as AHVP vouchers is currently closed. The elderly/disabled one-bedroom wait list is open. As of December 31, 2017, there were a total of 233 applicants on the wait list, including: 1 emergency applicant, 1 Veteran and 52 applicants receiving Sharon preference (those either living or working in Sharon).

The SHA staff would like to thank the town and its residents for continuing to support the Housing Authority and our mission to provide safe, affordable housing for low-income individuals and families.

Report of the
Planning Board

David Blaszkowsky, Chair; Ben Pinkowitz, Vice Chair, Rob Maidman, Clerk: Shannon McLaughlin; Pat Pannone; Peter O’Cain, P.E., Town Engineer; Lance DelPriore, P.E., Assistant Town Engineer; Rachelle Levitts, Administrative Assistant

The Planning Board met 18 times in public session. 14 Public Hearings were held as follows:

1/5	Diamond Residences	5/11	Diamond Residences
3/2	68R South Walpole Street	9/28	223 East Scenic Roads
3/2	Sharon Gallery Business	9/28	Sharon Gallery Business
District D		District D	
3/18	Codification Article	9/28	Moratorium on Medical
3/18	Green Communities	Marijuana	
3/30	Spring Valley	10/12	Cape Club
4/13	Spring Valley	11/28	396 Moose Hill Street
4/27	Green Communities		

The Board spent many meetings discussing Diamond Residences, Sharon Gallery and the Business District D zoning bylaw changes, and the Cape Club subdivision.

The Board approved sign permits in Post Office Square, which included Diamond Builders, The First Congregational Church and the Delapa Properties at 12-73 Pond Street.

The Board approved ANR Plans for 138 East Street, 45 Old Wolomolopoag, 68 Mohawk Street and Gavins Pond Road.

The Board began work with the MAPC to update the current Housing Production Plan and this work will continue into 2018.

At the 2017 Annual Town Meeting, funding was approved to hire a consultant to draft a Comprehensive Master Plan for the Town of Sharon. A Request for Proposals was written by the Master Plan Steering Committee (MPSC). The MPSC is in the process of selecting a consultant to draft the Comprehensive Master Plan.

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

Seth Ruskin, Chairman

Abhijit Brahmachari, Barry Barth, Regular Members,

Joseph Garber, Stephen Cohen, Stephen Weiss, Alternate Members

Irena Kaufmann, Administrative Secretary to the Board

The Zoning Board of Appeals met 14 times during 2017. In the course of those meetings, 17 applicants came before the Board requesting either a special permit or a variance. Of the 17 cases heard, 16 were granted and one is still under review. The ZBA appreciates the coordinated efforts of the other Town boards and committees that provide comments and opinions to the ZBA.

A special thank you goes to long-time Chairman and former resident of Sharon, John Lee. Mr. Lee served the ZBA for 16 years and used his environmental expertise to benefit the Town. His dedication and commitment to the Town is greatly appreciated and will be missed.

During 2017, most cases before the ZBA involved the expansion of existing homes on non-conforming lots. The ZBA works to protect the rights of the property owner, neighbors and the Town of Sharon. The ZBA has taken the position that large scale expansion on non-conforming lots is detrimental to Sharon's diverse housing stock. After minor revisions by the applicants, many of the residential applicants were approved by the ZBA. The goal of the ZBA is to work in a cooperative manner with all applicants in a manner that suits the needs of the Town.

Two decisions supporting commercial developments were approved by the ZBA. These decisions were for properties in the commercial areas of Route One.

SHARON

Human/Social Services Reports

2017



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 and Rick Ripley

INTRODUCTION:

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, 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.

1,952 dogs were licensed for the year and 13 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.

This year we welcomed Rick Ripley to our team of on-call Officers. His knowledge of wild animals and service to the community will be an asset to this Department.

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 the
Board of Health

Board of Health

Jay Schwab, DMD; Luba Raynus, JD ; Ken Zoller, MD ; Chuck Levine, Ed.D; Ed Welch, PE;

Staff

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

The Board of Health is composed of five appointed members who serve overlapping terms. Members of the Board serve as Chair and Vice Chair on a quarterly basis.

The Board of Health is responsible for a wide range of public health issues that can impact the town, including the management and regulation of environmental factors that contribute to disease, investigation of disease outbreaks, health

promotion, provision of immunization clinics, and public health emergency preparedness.

Health Department Staff

Health Department staff members support the Board of Health through management of regulatory programs, health outreach projects, emergency planning efforts, and the provision of public health clinical services to Sharon businesses and residents. The full time Health Administrator serves 37.5 hours a week and an Administrative Assistant serves the town for 20 hours each week. A contract inspector enforces regulations at licensed facilities including restaurants, nail salons, tobacco retailers and other establishments. The Public Health Nurse works 30 hours a week. The Health Agent for Engineering ensures compliance of private wastewater system with 310 CMR 15:000: Title Five and Article 7 of the Sharon Board of Health code.

During 2017 Health Department staff worked with the Board Health to manage regulatory, clinical and environmental programs, budgets, communications and operations. The Health Department also ran influenza immunization clinics, regional emergency planning exercises, public outreach programs, and collaborated with other municipal and state public health agencies.

Accomplishments of the Board of Health 2017 included the following:

Outreach and Public Communications

- Supported the development of an outreach program on radon gas in homes and other buildings. Radon gas contributes to more than 21,000 deaths in non-smokers across the nation. 93 individual test kits suitable for testing for radon levels in individual homes were distributed by the end of 2017. Training on the subject of radon in homes was carried out at the Council on Aging in December of 2017.
- Participated in the Sharon Green Day event in May, presenting information on the Board of Health, sharps disposal, and septic issues. The Board of Health was also represented at the Square Jam event and the Fourth of July celebration.
- Placed information on the Health Department website on fire pits and related health impacts.
- Provided information to the faith communities in Sharon regarding trainings on the subject of emergency preparedness and safety for their organizations.

Environmental Health and Regulatory Programs

The Board enforces state and local public health regulations through inspections, permitting and training programs that serve to protect the public from infectious diseases, toxic materials, and environmental threats. 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 each year. Mobile food vendors and seasonal food sellers at the local Farmer's Market are also licensed and inspected as required. Environmental evaluations and water testing are carried out on Lake Massapoag beaches throughout the swimming season. The Board of Health also licenses animal enclosures.

Permits issued by the Board of Health during 2017: 53 animal permits; 6 Bathing Beach permits; 4 permits to operate a manicuring salon providing artificial nail services; 69 food service establishments; 7 residential caterers; 18 temporary (one-day) catering licenses; 19 farmer's market licenses; 3 manufacturers of and sale of ice cream; 14 milk and/or cream permits; 3 vehicle licenses for sale of milk; 5 residential kitchens; 2 lodging houses; 1 pasteurization of milk; 2 motels; 6 children's recreational camps; 5 semi-public pools, 11 transporters of offal; 5 dumpster operations; 10 portable toilet providers and 5 retail tobacco sellers.

Inspections were carried out on all licensed establishments to determine compliance with State and local regulations. 197 initial and follow up inspections were carried out on 109 fixed food establishments and temporary service areas in 2017. A total of 64 inspections were also carried out at other licensed establishments and businesses and in follow up to complaints. Pools were inspected prior to opening and during the swimming season. Recreational camps were inspected by the Public Health Nurse to ensure compliance with health and safety regulations, including immunizations and health and safety criteria. Housing inspections were completed on 20 properties based on complaints and following emergency notifications.

Additional environmental health outreach and enforcement included the following:

- The Health Department worked cooperatively with the Conservation and the Recreation Departments in an effort to keep the bathing beaches safe throughout the summer of 2017. In accordance with state requirements for bathing beaches, and semi-public pools, testing of Lake Massapoag swimming areas was carried out and samples were transported to a laboratory for testing of E. coli from late May to September to monitor for bacterial levels. Non-swimming areas that might affect water quality in the lake or water supply were also tested, including sites near the town landfill, a brook feeding into the lake and others.
- The pricing and classification of food permits for food establishments and food vendors in town were revised by the Board of Health.
- The Board of Health eliminated requirements for permits for some non-profit kitchens, and removed permit requirements for some vendors of milk and frozen dessert products based on a review of state regulations.

- Draft regulations to address safety issues at motels and hotels were developed for Board of Health review.
- The revolving fund accounts maintained to support Board of Health operations for health clinics and septic systems were evaluated in order to assess past usage of the funds. The Board will use the information to support additional use of the funds as allowed in new public health programs.
- Representatives of the Massachusetts Association of Health Boards (MAHB), the Massachusetts Health Officers Association (MHOA) Tobacco Control Program, and the Coalition for Responsible Retailing attended Board of Health meetings regarding tobacco control and proposed regulations.
- A review of criteria for semi-public pools to operate without a lifeguard present was initiated.
- The Health Department worked with the Sharon Public Schools and the Recycling Coordinator to evaluate trash issues and costs. The Board of Health also continued a subsidized trash program which supports trash collection for residents needing assistance.
- Six hearings related to variances from 310 CMR 15.000 Title Five and Article 7 related to septic issues were held.

Clinics and Immunizations

The public health nurse and contract nurses provide 10 hours of open clinics each week, where blood pressure readings, immunizations and health consultations are provided.

Emergency Preparedness Program

- The Health Department continued to participate in emergency preparedness planning in collaboration with the 33 towns in Public Health Emergency Preparedness Region 4A. The formation of a larger coalition of communities in both Region 4A and Region 4B (the metro-Boston area) will be carried out in 2018 to enhance preparedness efforts across the different communities. The new region is called the Metro Regional Preparedness Coalition or MRPC.
- Health Department staff participated in the review of the Town's Hazard Mitigation Plan.
- The Board of Health, Health Department, Police, Fire and Civil Defense participated in three separate exercises designed to test public health emergency plans and response.
- Region 4A provided \$5,000 to individual towns to support programs, planning and education related to emergency preparedness. A vaccine cooler was purchased for the Public Health Nurse, and vests to identify emergency staff were also acquired. Two automatic external defibrillators (AED's) were purchased through the emergency

preparedness program to support the public health nurse's office, a shelter operation, and an emergency dispensing site for medical supplies and equipment that would be activated during an emergency or disaster. Region 4A also initiated a planning process that will engage neighboring communities in emergency plan development and response efforts.

- Literature on emergency planning was distributed at influenza clinics, at the Sharon Farmers Market, and other events in town.
- The Health Department continues to work with the Medical Reserve Corps (MRC), a national network of volunteers, to ensure the availability of local medical workers to maintain the health and safety of the community in the event of a public health emergency.

Biosafety and Hazardous Materials

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, a medication disposal kiosk is available at the Police Station where residents can place expired or unwanted medications.

PUBLIC HEALTH NURSING

The Public Health Nursing Service of the Sharon Board of Health provided services to residents of the town as follows in 2017:

Total Office Visits	830
Total Home Visits	165
Immunizations (other than influenza)	5
Influenza Immunization Clinics	4
Total Influenza Immunizations	1061
Total Individuals Served*	2065

**Includes immunizations from four influenza clinics*

Sheila Miller 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 Public Health Nurse (PHN) is involved with the School Department Nursing Staff, sharing information regarding immunizations, wellness screenings, and communicable diseases. The PHN inspects and provides technical assistance to camps and assists with immunizations, as

needed, for campers. 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 PHN, continued to follow up on communicable/reportable disease cases via MAVEN (MA Virtual Reality Epidemiology Network). Town employee health screenings were again held, with positive responses from all departments. The PHN also sat on the Sharon Substance Prevention and Resource Coalition (SSPARC) and coordinated several public events throughout the year. 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, library summer reading event, evening concerts, nursery schools and the Halloween Parade, and distributed information on ticks and mosquito borne illnesses, stroke, flu, substance misuse awareness and sun protection. Recipe books were also compiled and distributed in June at the Farmer’s Market.

Sunscreen dispensers were placed at Memorial and Community Center beaches as well as the Ames Street playground.

Town employees participated in National Nutrition Month (March) by filling bags with groceries based on a particular theme. Twenty five bags of food were donated to the Congregational Church. Staff and residents assisted in making “comfort kits” for the ambulances. Each bag contains a handmade shawl, word search, lotion, facial tissues, poem, etc. to be given to residents transported to the hospital.

The Health Department conducted the annual influenza vaccination program throughout the fall of 2017. In addition to administering flu vaccine during the regularly scheduled blood pressure clinics, four 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 third year at the Sharon Middle and High Schools with positive results. The Health Department is grateful for the school department’s and the nurses’ assistance with this important program. 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 purchases 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 all of the flu shots ordered this year, protecting approximately 8% of the population.

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, Medical Reserve Corps, student nurses from Curry and College 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.

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. The Department coordinated with the Fire Department in placing/replacing smoke and CO detectors in several homes throughout the year.

Report of the
Council on Aging/Adult Center

FULL-TIME STAFF: Kathleen Medeiros, Executive Director; Nancy Weiner, Office Manager/Transportation Coordinator

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

ADULT CENTER VOLUNTEERS: Jacqueline Weiler, Rose Kanter, Frances Kanofsky, Doris Edwards, Loretta Landolfi, Ruth Handler, Barbara Kass, Karen Grossman, Lillian Levine, Addie Johnson, Esther Ellen Weiner, Daniel Sirkin, Barry Greenfield, Valerie White, Barbara Golner, Linda Cunningham, Caryl Antonio

SHINE COUNSELOR: Jerry Einis

COUNCIL ON AGING ADVISORY BOARD:

Robert Maidman, Chair

Mildred Berman

Hridaya Bhargava

Rita Edelston

Elliot Feldman

Ralph Generazzo

Richard Gorden

Neil Grossman

Madhav Kacker

Mindy Kempner

Sui Wen Yang

Doris Ann Gladstone, Alternate

Ruth Palan Lopez, Alternate

Paul Remy, Chair/Disabilities Commission

Contact us at 781-784-8000 or sharoncoa@townofsharon.org. To receive a print copy of our monthly newsletter, [THE VIEW](#), contact the Adult Center.

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), 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 highlighted in the Sharon Advocate as well as other media. A number of our programs are listed on the Town of Sharon Facebook page.

The Council on Aging Executive Board's mission is to support the Adult Center staff and infrastructure by reviewing community priorities, service delivery quality, program and event diversity, and helping to ensure responsiveness to Sharon's senior population. Composed of 11 volunteer members and two alternates, the Board held 10 meetings in 2017, supplemented by numerous ad hoc issue and operations discussions.

The Board is kept current on activities of the Sharon Commission on Disabilities, Friends of the Sharon Council on Aging, American Association of Retired Persons, and Health & Social Services Consortium (HESSCO), as well as other governance boards and committees. The Board will continue to study important issues such as transportation, affordable housing, aging in place support, and tax relief to help improve quality of life for this sector of the Town's population.

Robert B. Maidman was 2017 Chair and will continue in 2018. The Board welcomes suggestions and participation from the community at-large.

Anniversary Celebration

At least 200 people stopped by on Sunday, November 5, for the 10th Anniversary Celebration, marking the ten years since the Sharon Adult Center moved into the renovated Community Center building. Those who attended were treated to an afternoon of smooth jazz by the Willow Crossing Ensemble and a special anniversary art exhibit at the Lakeside Gallery, featuring works by Sharon artists. Participants could sample one of our fitness or watercolor classes, get assistance from high school students who volunteered as computer tutors, receive a complimentary neck and shoulder mini-massage, and get their flu shot and a health screening from Town Nurse Sheila Miller. The Adult Center's Craft corner was open with demonstrations from some of the crafters whose work is displayed and for sale.

The Adult Center acknowledges the Friends of the Sharon Council on Aging for their generous support of this program. Also, our thanks to Whitney Place Assisted Living for providing the delicious refreshments, and the many volunteers who made the afternoon the success that it was.

Programs and Services

Applications for assistance with fuel bills and other urgent needs for elders and families were completed at the Adult Center. Some residents 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 for residents 60+, also 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. Applications for the Town Sponsored Trash Pickup Program, which provides free trash pickup for qualified residents, were processed by the Adult Center.

In light of the rich diversity of the Sharon community, we offer a monthly South Asian (Indian subcontinent) Socialization Program, a Chinese weekly social program that continues to grow, averaging 50-60 people, and our Lakeside Café, a monthly LGBT program with 15-20 attendees that provides isolated elders in the suburbs a chance to socialize and have lunch.

During 2017, the Sharon Adult Center, with the help of the FSCOA (Friends of the Sharon Council on Aging), supported the local arts by hosting six 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 Association. The FSCOA also runs the Craft Corner at the Adult Center featuring a wide variety of crafts made by residents of Sharon. All of the crafts are available for sale to the public. The FSCOA also sponsored a Cabaret Night attended by approximately 100 people. In addition to the support from the FSCOA, this program was also funded through a grant from the Sharon Cultural Council.

Programs at the Adult Center continue to expand along with an increase in participation. Weekly programs include six different types of Fitness classes, cards and games, memoir group, art studio, bocce (seasonal), Wii bowling, knitting and crocheting group, computer tutor, SHINE appointments, and RMV services offered at the Adult Center. Mainstream movies are offered numerous times during the month both in the morning and evening. Co-sponsored with the Sharon Public Library: "TechConnect" small computer workshops with staff from the library. There are also a number of monthly programs which include book discussions, short story discussion, photography club, and opera film. Monthly parties with entertainment usually have 100-130 people in attendance. Monthly trips to museums, historic sites, and other locations are also offered.

Other Program Highlights in 2017

- Chinese New Year Celebration with entertainment by the Sharon Chinese Elder Group and catered lunch for the entire senior community
- Various lectures by speakers, including historian and professor Dr. Gary Hylander, opera expert Erika Reitshamer, Boston Medical Center Trauma Program Manager Joseph Blansfield

- Six author book presentation and signings, including Frederick Goldner, author of “When God Looked Down and Wept” and Dina Vargo, author of “Wild Women of Boston: Mettle and Moxie in the Hub”
- Viewing of the documentaries, “Raise the Roof” (100 people) and “Traces of the Trade” (50 people) followed by panel discussions
- Informational talks on Medicare, Property Tax Relief Options, Safety Programs
- Lunches, talks, crafts and health and wellness programs sponsored by community agencies, senior residential facilities, and home health care agencies

Other noteworthy accomplishments and grants during this period:

- 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).
- COA received a grant from MA Association of Councils on Aging (MCOA) to continue to run a monthly Memory Café at the Adult Center through FY 2018.
- COA received partial grant from MassDOT for purchase of a new 8 passenger medical van (80% of cost)

Grants: The Friends of the Sharon Council on Aging assist with small grants to seniors and families 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 Sharon Firefighters Association, the Gifts of Hope and the Rotary Club.

Volunteers: In FY 2017, volunteers provided over 14,650 hours of service to the Adult Center. Their services included driving, office assistance, teaching, entertainment, tax preparation assistance, SHINE (Serving the Health Insurance Needs of Everyone) counseling, and much more. In-kind services were valued at approximately \$115,000.

Transportation: The Adult Center/COA provides transportation to the elderly, disabled and some younger individuals using our three state-awarded handicapped accessible vehicles and two cars formerly used by other town departments. The Adult Center/COA provided over 7375 one way trips for shopping, medical appointments including rehabilitation services, Adult Center programs, spousal visits to nursing facilities, day trips and more. 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.

Report of the Public Library

Library Board of Trustees

Cheryl Weinstein, Chair (2018)
Robert Levin, Vice Chair (2018)
Wendy MacArthur, Secretary (2019)
Carolyn Weeks, Treasurer (2020)
Loretta O'Brien (2020)
Andy Hyland (2019)

Staff

Lee Ann Amend, Library Director
Mikaela Wolfe, Assistant Director/Head of Adult and Technology Services
Jonah Smiley, Head of Youth Services
Hilary Umbreit, Information Services Librarian
Jessica Henderson, Children's Librarian
Karen Mafera, Circulation Supervisor
Jennifer Perciavalle, Technical Services Supervisor
Ashley Silverstein, Technical Services Assistant
Josephine Papineau, Administrative Assistant
Library Assistants, Pages, and Custodian
Sharon Biggie, Susan Cohen, Christopher Jones, 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	72,671	96,373	169,044
Newspapers & Magazines	2945	406	3,351
Audio(CDs: books, music)	14,167	3,245	17,412
Video (DVDs)	26,471	12,780	39,251
E-books	17,018	0	17,018
Downloadable audio	6,620	0	6,620
Misc.	14,802	69	14,181
Totals	154,694	112,873	267,567

Interlibrary Loans received from other libraries for our patrons	27,143
Interlibrary Loans provided to other libraries	14,289

Type and number of Materials Available for Patron Use

Type of Material	Adult & Young Adult	Children's	Totals
Books	44,958	20,480	65,438
Magazines & Newspapers	424	15	439
Audio(CDs: books, music)	5,916	894	6,810

Video (DVDs)	5,208	1,180	6,388
E-books	198,331	0	198,331
Downloadable audio	36,795	0	36,795
Downloadable video	13,629		13,629
Misc.	463	9	82
Totals	305,724	22,578	328,302

Children's Programs Held	260
Children's Program Attendance	9,585

Adult and Young Adult Programs Held	314
Adult and Young Adult Program Attendance	7,808

Cynthia B. Fox Community Room Use: approximately **941 programs** were held.

Major Accomplishments and Projects

The Library submitted a grant for the Massachusetts Public Library Construction Program in January 2017. On July 13th, the Library Director was informed that the Town of Sharon would receive \$7,485,943 for the Silver LEED certified new library building from the State. We were also informed that we would be #6 on the waiting list of 24 towns. On November 16, 2017, the Director and Vice Chair of the Board of Trustees was informed that the Architectural plan submitted was approved as is, with no required changes necessary, and that we should expect to be notified that funding is imminent. The Sharon Library Foundation has recently formed and is beginning the process of fundraising. Funds raised will be paid to the town to off-set local funding.

Adult Services had a busy 2017. The March Madness Tournament of Books resulted in a final match-up between Pride and Prejudice and the Harry Potter series. The wizarding series prevailed. The spirit of Pottermania continued in the summertime when we celebrated the 20th anniversary of the publication of Harry Potter and the Sorcerer's Stone with games and trivia challenges. Monthly programs like Adult Coloring and CRAFTERnoons continued to draw patrons month after month, while new programs like DIY Terrariums and Frankentoys proved popular as well. Adult Services began a weekly newsletter about library programming, and the Cloak & Dagger Mystery newsletter continues to deliver great mystery reads to subscribers each month. In October, performer Judith Kalaora put on a one-woman performance about the life of local Revolutionary Deborah Sampson. The Second Annual Pumpkin Decorating Contest hosted 35 pumpkins decorated by Sharon patrons, and over 300 votes were cast to determine the winners! Local apiarist Ken Warchol gave a presentation on the life, hive structure, and ecological importance of honeybees. In collaboration

with the Sharon Adult Center, a multi-part genealogy series is scheduled to take place in January.

As a continuation of the successful Alzheimer's/Dementia National Library of Medicine grant funded series, Alzheimer/Dementia kits were developed to serve the community as an evaluation tool to gauge the extent of dementia in an individual. With the success of this program, the Director presented a workshop for the Legislative Breakfast on February 10th and also for Library Legislative Day at the State house rotunda on March 7th.

The Library on Wheels program has been a success since its implementation by providing delivery service of library materials to shut-ins and others who couldn't get to the library. Services are provided by the library staff and property tax abatement program volunteers.

The Head of Youth Services wrote and received a Library Services and Technology Act (LSTA) grant award from the Massachusetts Board of Library Commissioners (MBLC) for \$14,761. The Youth Services Librarian will be using the funds to host a series of young adult events over the next two years centered on STEAM programming. Topics to be explored will be chemistry, biology, physics/optics, electromagnetics, electronics and robotics.

The Sharon Public Library had a busy and successful year for Children's Services in 2017. Major accomplishments include developing successful town collaborations, expanding school outreach, receiving the Massachusetts Humanities Family Adventures in Reading (FAIR) Grant, and attaining robust programming and circulation statistics. The Children's Librarian participated in the Recreation Department's Family Concert Series, Summer Kick-off Party, and Trunk of Treat. Additionally, the Children's Librarian hosted storytimes at several Sharon locations such as the Fire Department, Community Center Beach, Shaw's Supermarket and Ames Street Playground. School outreach included visits to promote the Summer Reading Program in all of the elementary schools, and meeting with all Kindergarten classes to educate students about the public library. The FAIR Grant included \$3,000 for a six session family literacy program with a professional storyteller. FAIR uses thought-provoking picture books, and attracted a diverse group of families.

Major fundraising was possible through events held by the Friends of the Sharon Public Library which includes the annual Book Sale. Funds from the book sale pay for the rental collection, museum passes, programming for all ages and specialty items for the library. Through the generous sponsorship by Crescent Ridge Dairy Farm, the Friends held a Cow Patty fundraiser along with other small fundraisers. A special thanks to Dedham Savings Bank, Eastern Bank, 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, Sharon Recreational Department, Sharon Department of Public Works 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, Friends of the Library, Library Foundation, 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

Linda Berger, Recreation Director

Christine Kasparian, Assistant Recreation Director (through September 2017)

Jonathan Lewitus, Assistant Recreation Director (November 2017 – present)

Maura Palm, Secretary

Recreation Advisory Committee

Gary Bluestein, Chair

Ro Desai (December 2017), Steve Ferrara, Steve Lesco, Rick Schantz, Fred Turkington, Cheryl Whiting, Valerie Wiseman, Christopher Valois (October 2017)

Retired Members: Mitch Blaustein (June 2017), Margaret Marder (October 2017)

2017 was a productive year for the Sharon Recreation Department. Located in the Sharon Community Center, The Recreation Department manages both Town beaches and Massapoag Sports Program during the summer, Recreation Basketball during the winter, and many session based programs and special events throughout the year. It also coordinates the Community Center building schedule for ballroom rentals and meetings of non-profit organizations and Town committees. The Recreation Department accepts and issues all field permits to book field time at Gavin's Pond Soccer Fields, Ames Street Softball fields and Deborah Sampson Baseball fields.

The department experienced a staffing change this year. Long-time Assistant Director, Christine Kasparian, chose to pursue her theater and teaching dreams. We wish Christine well in her new endeavors. After an intensive search for a new Assistant Director, the Recreation Department hired Jon Lewitus and welcomed him on November 20, 2017. Jon joins our team after six years at the Brookline Recreation Department and also worked at the Metro West YMCA. His experience and background in sports and special event management will allow the department to expand on the recent success.

Per usual, summer proved to be an active time for the Sharon Recreation Department. To better serve the community, the Sharon Recreation Department collaborated with the Invensys YMCA to offer swim lessons. Due to the popularity of our sailing program, we expanded to allow 20 students per session and had 60 students go through our three session summer program. In its eighth year, Massapoag Sports Program ran for seven weeks and served 137 children ages 7 to 12, as well as 16 Counselors in Training, ages 13-15. Thirty plus Sharon youths were employed to staff the beaches, Massapoag Sport Camp, and lead our popular sailing program.

Given the interest and high demand, the Sharon Recreation Department collaborated with Sharon Yacht Club to offer a Sunday morning racing program. This proved to be a great enhancement, one we will be bringing back the program next summer.

This summer, the Sharon Recreation Department partnered with Let Go Your Mind to offer 95 students the opportunity to participate in hands-on Lego learning experience. The Sharon Recreation Department also expanded their partnership with the Sharon Community Education Department for their third year of CREATE - Creative Recreational Education for Arts, Theatre, and Expression. Ninety children participated in 2 two-week sessions performing two different musical theater productions: Wizard of Oz, Young Performers Edition and Schoolhouse Rock LIVE Jr! The CREATE program branched off to include younger students for CREATE Jr with 22 students in its first year. In addition to our community staples, the Sharon Recreation Department expanded offerings to include Common Sense Chess, with 36 students and an additional 40 students joined Sharon resident, Mindy Levine and The Party Elements, for hands on science learning and fun!

At the request of Sharon's Women Softball league, the Sharon Recreation Department took over league management responsibilities for the program. With 79 women and five teams involved in the league, the inaugural season was a success!

Thanks to the support from our Sharon DPW, the Recreation Department made some improvements to recreation facilities. The Sharon Recreation Department nearly completed phase one of the Dr. Walter A. Griffin Playground and held the grand re-opening ceremony in August, with many residents and community organizations present. The Ames Street Basketball courts were resurfaced and new backboards installed. To protect our visitors, a safety net was installed between the playground and sports field.

In addition, the Sharon Community Center Recreation enhanced the grounds to include another bocce court, horseshoe pit and two pickleball courts with

shuffleboard. Residents are welcome to visit our Community Center and borrow equipment during office operating hours.

Despite concerns voiced from the community regarding the restructuring of passes that provide access to the lake, our beach tag sales proved to be strong as ever. Special thanks to Sharon Police Department who added patrols and a needed presence this summer. The new rental of kayak storage racks proved to be well received by the community, as we sold out of our 36 units almost immediately.

Throughout the summer, community groups from Sharon Community Education's STAR program, Camp Utopia, and the Salvation Army visited our lake. In addition, the Marine Modelers Club of New England showcased their model boats twice during the summer months. In August, Memorial Beach played host to Sharon's 9th annual Triathlon, operated by Max Performance. Over 500 athletes took part in the three-legged event; swimming, running, and biking.

Special events were booming this summer! The Sharon Recreation Department started the summer with our 7th Annual Kick off summer event at the lake on the last day of school. From 1:00-3:00pm, collaborative efforts provided many fun, safe activities for children of all ages. Activities included; games facilitated by our friends at Knucklebones, face painting and Animal Adventures show sponsored by the Recreation Department, live music and a rock wall by Sharon Community Education, slime by A/C Moore, crafts by the Board of Health and more!

Veterans Memorial Park Beach was the place to catch a local concert this summer. Our 2017 Summer Lakeside concert series drew an audience of over 100 attendees per concert. We are excited to report that the Sharon Recreation Department partnered with Sharon Community Education, Sharon Public Library and Everwood Day Camp to offer free family concerts and performances!

Thanks to the wonderful hard work and efforts of both Maureen Hamilton and Mimi Gopen, the Sharon Recreation Department was able to continue the Beech Tree Concerts series on Sunday afternoons in the park! For six weeks, we had over 70 people come out to the park to enjoy local music.

At the July 3rd Celebration, the Recreation Department organized the Bike and Doll Carriage Parade as well as face painting and temporary tattoos. Approximately 350 children took part in these activities, and each one received a U.S. flag.

This year, the Sharon Recreation Department planned and coordinated our 23rd Annual Square Jam. The band Tweed Funk kept the audience energized and on

their feet! We are proud to report, there were more Sharon organizations involved than ever and we hope to see this community celebration grow and expand! For the second year in a row, to close out the summer, the Sharon Recreation Department partnered with Sharon Education Foundation to present a Back to School movie night, showing “Trolls” at the lake.

The 2017 Citizen of the Year was awarded to Katie Currul-Dykeman and Scott Dykeman. When Katie and Scott moved to town, they identified a needed service and rose to the occasion to develop a program to address this need. As a result, Sharon STARS was born. In its 8th year, Sharon STARS provides three sessions of sport activities for individuals, ages 6-22 with disabilities; soccer, basketball and tennis. Katie serves as a member of the Sharon School Committee. Both she and Scott raise their three children in Sharon and volunteer for numerous boards and dedicate their efforts to coaching youth sports.

We were pleased to offer our first annual Great Pumpkin Carve at the Veteran’s Memorial Bandstand. Crowds showed up with their pumpkins in hand and created beautiful masterpieces for seasonal enjoyment! Thanks to Sharon Community Education, a great local group of students, Borderland the Band, kept the crowd entertained.

Despite some frightful weather, our 2017 Halloween Parade, in our new location at Veteran’s Memorial Park Beach, was a big hit. Record attendance participated in the parade and a sea of children came to our second annual Trunk or Treat. The parade is in large part successful due to the participation and support of local businesses, the police and fire associations. Thank you to the support of community organizations such as Sharon Police Department, Lions Club, Representative Lou Kafka’s office, Bilingual Montessori School of Sharon, Invensys YMCA, Moms Club, Everwood Day camp, Sustainable Sharon Coalition, Sharon Education Foundation, Girl Scouts and resident Eddie Little, for providing the hayride.

The Recreation Basketball season started early December, with 692 children participating in thirteen different leagues. We sincerely thank the volunteer coordinators, coaches and student coaches that donate their time and talent to make this league possible.

The Recreation Department hopes to continue to offer innovative and creative special events and programs to build on the success of the 2017 year. We will continue to work diligently to bring the latest trends and programs to the residents of Sharon. The Recreation Department wishes to thank the many volunteers, sponsors, local businesses, youth organizations, and Town departments that help to make programming available to our community throughout the year. We wouldn’t be here 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 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. The Sharon Veteran Service Officer is a professional member of the HESSCO Advisory Committee advocating for 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 Commonwealth of Massachusetts and the United States Government.

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. Periodic tests will be administered again to re-certify Veteran Service Officers.

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. A United States Flag and small plant were placed on grave sites the Friday evening prior to Memorial Day. (See Veteran's Graves Report).

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) and Foxborough.

Troops of Boy Scouts and Girl Scouts also participated in the Civic and Grave Site Services along with placement of flowers and U. S. Flags on Sharon Veteran graves. The Sharon Memorial Park veteran grave sites had a U. S. Flag placement by the cemetery staff.

Sharon Police Color Guard participated in the formation. 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.

A Flag Day Ceremony and Pledge of Allegiance to the United States Flag were done the evening of June 14, 2017 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 Sharon Cottage and East Street Elementary School students.

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

The Sharon Veterans Day Program was conducted on November 11, 2017 at the intersection of Billings and Pond Streets. Main speaker was Dr. James Holmes staff of the U. S. Navy War College, Newport, Rhode Island.

The U. S. Coast Guard Auxiliary had a display. The U. S. Coast Guard from Station Point Allerton Hull, MA brought a small craft on a trailer for display.

Historical vehicles and Historical Society memorabilia were on display. Sharon Library Veterans distributed veteran entitlement booklets. A few remaining booklets were placed at the library desk for those interested.

Boy Scout Troop 95 personnel raised the U. S. Flag for the National Anthem using the flag pole in the square. Boy Scouts and Cub Scouts with adult leaders assembled next to the flag pole for the Veterans' Day Ceremony.

The Sharon Police Color Guard participated. Fire and Police Chiefs supported the event with personnel from their respective department.

Sharon D. P. W. personnel assisted in securing the area. They also built a stand for display of Military Branch and Commonwealth Flags. Warm liquid drinks were provided by members of the Hope Church.

The following are the known Sharon citizens serving on active duty with one of the branches of The United States Military in the year 2017.

Sergeant Robert Cabino U.S.M.C
Sergeant Eric D. McGuire U. S. Army
Seaman William Ostrow U. S. Navy
Airman First Class Joseph J. Wright U.S.A.F

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 done by 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 were 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.

SHARON

Education Reports

2017



Report of the **Superintendent of Schools**

Sharon School Committee, 2017-2018 School Year

Marcy Kaplan, Chair

Jonathan Hitter, Vice Chair

Emily Smith-Lee, Secretary

Katie Currul – Dykeman

Amy Garcia

Veronica Wiseman

Dr. Victoria Greer, Superintendent of Schools

Timothy J. Farmer, Superintendent of Schools (retired August 2017)

Ms. Elizabeth Murphy, Assistant Superintendent for Curriculum and Administration

Dr. John Marcus, Assistant Superintendent for Information Services & 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.

During the 2016-2017 school year, the Sharon Public Schools celebrated many noteworthy achievements. 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. Sharon School Department thanks the citizens of Sharon for their strong support of education.

Mr. Timonthy J. Farmer served as Superintendent of Sharon Public Schools from 2011-2017. The accomplishments outlined in this report are a direct result of his leadership.

School Committee – In May of 2016, and for the ensuing school year, Marcy Kaplan was elected as Chair of the School Committee, with Jon Hitter as Vice Chair and Emily Smith-Lee as Secretary. Also serving on the Committee were Katie Currul Dykeman, Amy Garcia and Veronica Wiseman.

The School Committee began the search process for a new superintendent during the fall of 2016 as a result of Mr. Farmer's pending retirement. The School Committee hired NESDEC to assist them in the search process. The candidates would possess exceptional skills in leadership, curriculum and instruction, restricting building/educational facilities to name a few. With a comprehensive candidate profile developed and with input from staff, teachers, students, parents and other community members our screening committee conducted interviews and selected three finalists for the School Committee to interview. After a comprehensive search and interview process we voted unanimously for Dr. Victoria Greer, who officially started on July 1, 2017.

This past year there was an approval to have a seventh member of the Sharon School Committee. Other districts in the Commonwealth have an odd number of members on their School Committee, typically 5-7. We believe that adding another member will help with the decision-making process. It was approved at the May 2017 Town Meeting and the change will take effect May.

Education – The 2012-1017 strategic plan came to an end. The primary goals within the 2012-2017 strategic plan received positive feedback during the planning process. The goals of the strategic plan were divided over a five-year period of time. The plan worked by sub-dividing the work so that each year had a specific focus. Some of the goals bridged multiple years, while others may have experienced a delayed beginning. As the plan was being implemented the documents were shared with the Sharon School Committee for informational purposes with final outcomes of the plan being shared with the overall Sharon community.

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 2016-2017 can be found at the end of this report

Maintenance & Operations – Ken Wertz resumed his position as Director of Maintenance and Operations in May 2017. He comes back at a critical time as we

are embarking upon a potential high school building project. To support the overall function of the Maintenance and Operations department Joe Sexton was hired as the Assistant Director, Maintenance and Operations in December 2017 and officially started his new position in January 2018. In November 2017 Megan Sullivan resigned as Recycling Coordinator. Jessica Lazor was hired as the new Recycling Coordinator and will officially start the end of January 2018.

The Massachusetts School Building Authority invited the School Department into their Accelerated Repair Program to replace the roof on Heights Elementary. The District also submitted a Statement of Interest to MSBA and was approved into the program for the renovation/replacement of the Sharon High School.

Technology and Libraries -- The Digital Literacy Team is the combination of the technology and library departments. 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 2016-2017 school year, the following technology and library advancements occurred.

- The Digitally Enhanced Learning Initiative (DELI program) continued into the second year with great success. 8th and 9th grade students all had an 11" Macbook Air to use throughout the day and at home. The focus of the program remained on teaching and learning, with innovation, engagement, and access at the core. With increased professional development and peer-to-peer coaching, teachers adapted their practice to take advantage of these new tools.
- Library "Makerspaces," areas of the library designated for individual creativity and exploration with items including video cameras, green screens, art supplies, and robotics, continued to grow in use and importance this school year. The DLT was proud to be at the forefront of the Makerspace movement, and shared our work at two statewide conferences, and invited five other districts to Sharon to share our work.
- Sharin' Innovation, the district's regionally recognized PK-12 professional development conference, expanded offerings to more than 60 and included several outside speakers across three sessions. Led by a hardworking team of DLT teachers and others invested in promoting innovative practices, this year's conference featured workshops on social emotional learning, virtual reality,
- New courses were added at SMS and SHS around technology, programming and communications. In sixth grade, two new STEAM courses were added, bringing the total to five. At SHS, an honors Computer Science class and an additional section of 2D/3D Animation were added. At the elementary level, every student K-5 across the

district participated in the Hour of Code Week, celebrating computational and mathematical thinking.

- Our mobile device count increased to over 2500 this year, which included 8th and 9th graders in the DELI program, additions to elementary laptops, and additions to SHS mobile carts. To support growing access and network needs, wireless access points were increased in number and sophistication (especially in areas served by our DELI students). Our Internet connection was increased to 1.2 Gbps over two fiber connections. The shift from an average of 50 Megabits per second in 2012 to 1200 Megabits per second today is twenty-fold increase that demonstrates the explosive demand on our network.
- With a shift in mandates from the MA Department of Elementary and Secondary Education, the Data Team renewed the district's commitment to storing and analyzing student assessment data for the primary purpose of improving instruction. A "Culture of Inquiry," a way of being among the faculty where it is safe and encouraged to ask questions about our practice, to continually self-assess, to arrive at better teaching and learning, was promoted a few times over the course of the year.
- By the end of last year, it was clear that our digital presence was in need of updating. A team of teachers, parents, and tech staff spent a couple of months investigating new tools, and arrived at a recommendation, and then the beginnings of an implementation of a new "web site" that allowed for better use on phones, tablets, and more two-way communication.

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. In an effort to gauge the opinions of parents and teachers, the school department also distributed multiple surveys on such topics as elementary foreign language, homework, and school safety, thus providing the community multiple opportunities to have their voices heard within the work of the district. The 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 full enrollment with many new and returning families. The Center takes pride in its diverse community, involved families, and dedicated teachers and staff. Each year we continue to grow and expand our thinking and programming in order to best meet the needs of the students enrolled. The curriculum is reviewed on an ongoing basis and

keeping abreast of current trends, research, best practices, and the use of technology is necessary to best meet the needs of the students.

At The Children's Center we continue to develop and improve family and community partnerships. The Sharon Preschool Directors group continued to meet approximately every month. This collaboration with most of the preschool programs in town has enabled us to work together on 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, which has certainly benefited students and staff and helped, to further prepare students for the transition to kindergarten. Support around transitions was also provided to families and local programs. The Council on Aging and students from Sharon High and other private high schools in the area continue to request our site to volunteer. This experience is positive for our students as well as the volunteers.

The PTO continued to be an active support for the Center. Through their efforts, several enrichment opportunities and family events were held. A family play date at Ames Street Playground, a hayride at Wards Berry Farm, Trunk or Treat, and Story/PJ time were just a few and participation was terrific! School activities included visits from the New England Aquarium, music specialists, Animal Adventures, and the Police, Fire, and DPW departments, where students were able to touch and get into the different vehicles.

Staff participated in professional development opportunities that focused on the District's Strategic Plan and initiatives. Much of the PD focused on addressing social-emotional-behavioral skills and providing/implementing Positive Behavioral Supports for preschool children. When students begin at the preschool level it is their first step/entrance into the District. Staff is committed to giving our students the tools necessary to be and learn to be good students, friends, and community members. Teaching skills that are developmentally and socially appropriate is necessary for students to be successful lifelong learners.

Communication is vital to the success of our program; for our staff, students and families. Staff communicate with families via weekly newsletters, the program website, emails and when appropriate, family meetings. Thanks to our PTO, families, staff and community supports for helping our program continue to address the vision and mission of the district.

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, both individual and collective goals were realized.

Cottage Street School

The Cottage Street School prides itself in being a community school with a growing diversity, involved families, and a caring staff. The Cottage Staff continually work to provide a safe and engaging environment for the students while maintaining focus on the vision and mission of the district.

Meeting the Academic Needs of Students

- The Cottage Street Staff have continued to work towards the implementation of the Next Generation Science Standards. This was particularly evident when it came time for 5th grade students to take the MCAS test. Karen Wood, elementary Science/Social Studies coordinator, provided the staff with guidance on how to deliver a curriculum that was in the process of changing.
- The English Language Arts curriculum continues to improve as grades K-2 fully implemented the Foundations program this year. Amy Harvey, elementary ELA coordinator, provided teachers with materials and professional development that allowed all teachers an opportunity to implement Foundations with validity. English Language Arts also evaluated Narrative Rubrics and the administration of the Developmental Reading Assessment.
- The staff continues to grow professionally in numerous ways. The district offers a range of opportunities during the summer and school year. Sheltered English Immersion (SEI) and The Skillful Teacher are two courses that are well attended. Building a Math Talk Community has grown in popularity as it provides teachers with time to observe other classrooms and debrief with each other to talk about how best practices are being used in the classrooms.
- The FLES program was implemented in both first and second grades this year. Each grade level had Spanish lessons for 20 minutes 3 times a week. The students are presented with lessons taught in Spanish as they learn foundational language skills. Students are encouraged to speak in Spanish during the lessons both with the teacher and their classmates. The district began this program with the hope that a grade level will be added each year to the point where all students in grades 1-5 will have weekly Spanish classes.

Health and Wellness

- The Cottage Street School has made an effort to focus on the health and wellness of our students and staff. The students participated in several Massachusetts Safe Routes to School activities. The 5th graders were trained in how to teach the second grade students about pedestrian safety. Later in the school year, students were invited to participate in a Bike Rodeo where students learned how to fix a bike chain, properly wear their helmets, inflate their tires, and practice safe riding in an obstacle course. Staff members were able to participate in Yoga classes after

school to help wind down from a long school day and rejuvenate their bodies. Our 5th grade students met with the Principal and the school nurse to participate in a program that helps them understand their growing bodies and the changes that are coming, as they get older.

- The Cottage Street School strives to find a balance between academic success and the social/emotional wellbeing for our students. Many programs have been implemented to provide a well-rounded environment for the students. Strong Kids was piloted this year as a social emotional curriculum for students. Amy Muldowney was hired as a staff member to support teachers in the implementation of this pilot. Teachers also use Responsive Classroom to help create a nurturing and rich environment for everyone. There is a Bullying Curriculum that teachers incorporate into their daily lessons. The use of a social emotional curriculum will be evaluated regularly as needs change with the students.

Data

- The Cottage Street staff piloted the Star 360 universal screening tool. This tool was in consideration to replace the iReady tool that has been used for the past 4 years. After careful consideration the Star 360 tool was chosen to replace iReady and will be in place for the 2017-2018 school year. The clear advantages of Star 360 are that test administration takes less time and provides accurate data.

Extra Curriculars

- The Cottage Lego Club continues to provide students with an opportunity to explore their creative sides. The club had two groups this year that met after school. One group consisted of second and 3rd graders while the other was for our 4th and 5th grade students. The students were encouraged to use a combination of Legos, gears, motors, and computers to program creations that could move. Students worked together to problem solve, create, and celebrate as creations were completed.
- The Math Olympiads is a group of 4th and 5th graders that met before school to compete in various math challenges. The group was excited about math and supported each other as they solved higher-level math problems. The group excelled as they ranked in the top 10% of all Math Olympiad teams internationally.
- The Broadway Cougars put on yet another fantastic performance. Peter Pan was enjoyed by all as performances were offered during the school day for students and a special evening performance for the families.
- The PTO continues to be an incredible part of the Cottage Street School. Each grade level is able to have curriculum related enrichment activities along with the additional assemblies and Artist in Residence programs that are provided. All of this is made possible with the support of involved families and creative fundraising. The PTO has brought

programs into the school from the Boston Museum of Science, Young Audiences, and WBZ weather. The PTO ensures that the topics revolve around dance, music, health and wellness, curriculum enrichment, and finding the fun in learning.

The 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, 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. 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 staff input sessions, and school council parent survey, 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 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, PARCC 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. 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.
- During this past school year, RtI in Mathematics was continued in grades K-2. Selected students received targeted instruction in mathematical skills based on standards based assessments. Groups were flexible and the student growth data was impressive.

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, discuss student performance, and reflect on school improvement. These meetings were instrumental as many grade level teams worked on meeting grade level goals, discussed and created district determined measures, shared best practices for implementation of the 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.
- Many East teachers participated in the building based, “Reflective Teacher,” “professional development sessions. Teachers observed one another and shared best practices. Other teachers participated in the district wide Instructional Rounds Math Talk Community professional development opportunity, where teachers visited classrooms and shared feedback regarding math instruction. Several took the SEI course and the Skillful Teacher and Best Practices Course. Our teachers also participated in the district wide science committee to create curriculum based on the next generation science standards.
- 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. We have created an East Twitter account for increased outreach to parents. All of these communications are now translatable on our East website.
- The school also successfully promoted cultural awareness and acceptance. 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.

Establishment of a Physically and Emotionally Safe Environment

- In an effort to support the emotional needs of our students, we also continue to hold before school teacher support groups to practice the

collaborative problem solving model, and we continued to implement a behavioral RtI bi weekly kindergarten program.

- In an effort to teach children how to work together respectfully to improve our climate of respect, our goal was to improve the experience for our students during lunch and recess. Clear expectations were set regarding behavior in the lunchroom and schedules were adjusted to decrease the number of students in the cafeteria and on the playground at one time.
- Several community-building events also took place such as our Back to School Picnic, New Parent Coffee Hour, Family Bingo Night, the East Elementary School Family Dance, the Spring Groove, and our well attended Freeze Pop Fridays. We continuously promote efforts to build a community where all members feel valued and included.
- We continued the work of our building-based safety committee to review specific safety plans and procedures for East Elementary. We reviewed the newly adopted ALICE protocol for all staff and students, and practiced an offsite evacuation to the Sharon Community Center. We worked with our building-based wellness committee to establish a monthly wellness theme at East and to offer increased opportunities for wellness support for staff.

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

- We have appreciated the increase in technology devices for our students. We have continued to increase the use of Web 2.0 digital tools in creating 21st century interactive learning and provide support to teachers on the use of the Promethean interactive white boards, laptops, iPads, and document cameras. Technology projects permeated our curriculum through the use of interactive software, and our newly created a Makerspace in our library. Students had multiple experiences with new technology during their library sessions.
- A before school math enrichment group, “Morning Math Wizards,” funded by the SEF, continued with 80 students in grades 3 – 5 participating in this program.
- PTO programming for the year incorporated several school improvement goals. A scientist in residence, Techsploration, provided science, technology, engineering, design, and mathematical programming and classroom challenges for our students. We welcomed both the Acton Discovery Museum, STAR LAB, and the Natural Resource Trust Organization to enrich and support our next generation science learning.

Heights Elementary School

- The math coordinator and teachers are in year II of the program. More work was taken this year for a focused math talk study group. The coordinator provided opportunities for teachers to observe one another

teaching Math Expressions with a focus on building a student centered, math talk community. She provided Grade Level Math Content PD. The coordinators and principals analyzed district math data: iReady, Fact Fluency, PARCC to determine district and school needs by grade level. Summer curriculum development took place for Grade 3 Fractions: *Lessons to enhance the unit and deepen understanding the math coordinator will. Offer 1 to 1 instructional coaching for math instruction through Video Reflection and the Collaborative Coaching Model.* Coor. Kemp also needed to meet and focus on work with the routines in the primary grades. Math assessments will continue to be checked and review with a second year of focus on math writing.

- The science coordinator has a science committee underway and this group provided PD for teachers in science and engineering best practices via book groups, online study or workshops. Focus areas included an expansion of the Grade 2 National Geographic pilot moving to a full implementation across the district. Gr. 3 moved the FOSS (matter and motion) pilot to full implementation in grade 3. Training and collaboration with the grade level teams will enhance the full implementation in 2016/17.
- The ELA coordinator and a group of teachers developed new narrative rubrics aligned to Common Core Narrative writing expectations. The coordinator focused on narrative writing at all grade levels in 2016/17. Writing samples were gathered and professional workshops on scoring and next steps for instruction were provided.
- The ELA coordinator purchased updated manuals and unit materials for Foundations. The teachers were involved in 2-3 trainings during the year. The coordinator trained upper elementary staff on the use and administration of the DRA. Assessments from Foundations and the DRA were collected and discussed at the district level. The FOUNDATIONS program was full implemented across the district.
- The FLES facilitator and grade level teachers worked during the summer to create a curriculum for the second grade Spanish classes. The master schedule included time for each second grade class to have Spanish instruction three times a week for 20 minutes a period.
- The practice of RTI has been institutionalized in the primary grades. During 2017-18 we will address scheduling issues, and also narrow the focus on K-2 for ELA and MATH RTI.
- **Music**- Instrumental music changed to every week rather than every other week in grades 4 & 5. (based on parent survey) Choral music was moved to the beginning of the day and was a voluntary experience for all 4th and 5th grade students.
- **PE**-Continued WHOLE child experiences through collaboration with outside resources- They furthered collaboration with PE and the government/private industry- (NASA, Lockheed Martin, possibly Textron and Space X) AND further collaboration with the technology

department- PE educator, Tim Vigorito, continued to beta-test new exercises as a part of the global expansion of the Mission X curriculum used world-wide.

- **ART** -The art teacher created a STEAM project and implemented the project with 3rd grade students. Goals for this project are to have students develop problem-solving skills, be able to work in a group, and develop confidence in all areas of STEAM.
- The **DLT (Digital Learning Team) team** promoted and developed their makerspace project to include a Lego wall. They continued to increase the use of technology to advance learning, increase support for STEAM programming, and continue to develop library into more of a learning commons, which includes new, more flexible furniture.
- We fully instituted building drills including lockdown & blocked evacuation. Using the ALICE protocol.
- Heights Elementary School received a commendation at the Massachusetts State House for achieving commendation status related to annual yearly progress related to High Needs Students. The Heights community was invited to write an application for Blue Ribbon Schools status related to this achievement for the 2017-18 school year.
- The Heights Elementary School had a new roof installed by summer 2017.

Sharon Middle School

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

- Implemented new 6th grade specials including Inventions Through Time, Programming Communication, Fitness, and Environmental Exploration.
- Increased time in 6th grade world language with an even distribution of class minutes and a consistent rotation.
- Continued and refined the One to One laptop program for all eighth grade students. The committee set goals and planned for professional development.
- Planned whole-school activities focused on building community among students of different ages and grade levels including Community Day, Diversity Day and Field Day.
- Responded to symbols of hate (swastikas) with student programming and education. The existing Peer Leader Program trained by the Anti-Defamation League along with area clergy supported assemblies and programs that we developed.
- Conducted grade level field trips to Thompson Island (7th grade) for two days, and Washington DC (8th grade) for 5 days.
- Expanded the education around accessibility to the PowerSchool parent portal and Schoology websites. Parent support was provided at open house and other PTO evening meetings.

- Provided a half day of SMS staff professional development at Canton Treetops Adventures. 6th grade has now moved forward in planning and bringing 6th grade students to this local challenge course.
- Invited the parents and school community in for open houses and a specialist showcase to better support parent communication and to present student work.
- Planned for the shift in the state testing requirements and implemented the NEW MCAS 2.0 assessment.
- Developed a plan for a Middle School level LEAP Program a language based Co-Taught Special Education program.
- Implemented therapeutic program, Networks, lead by a SMS social worker.
- Evaluated the effectiveness of individual lessons from the Advisory program. Used data to plan future lessons.
- Continued to work with teachers, students, and parents on bullying and harassment issues and social competency programming.
- Presented Screenagers, a documentary film about screen time and teenagers to parents. We discussed the challenges of our time and provided resources and support.
- In a yearlong focus we studied Growth Mindset. We worked to educate students on the Core elements of a growth mindset and how it can shift our approach to school, work and everything.

Sharon High School

During the 2016-17 school year, students and staff at Sharon High School continued to perform at high levels. Some highlights include:

- New course offerings at SHS included a cross-disciplinary English-social studies course for grade 10 (World Studies), Advanced Placement Computer Science Principles (the first year the AP program offered the course), and semester electives in Comics & Culture (English department) and The World Today (social studies). In addition, the semester elective in Environmental Science was expanded to a yearlong course.
- Sharon High School began working on the NEASC self-study process, working in collaborative groups to gather and analyze data within each of the NEASC Standards for Accreditation, developing a report that will be presented to the visiting NEASC team in the Spring of 2018.
- 313 SHS students took a total of 637 Advanced Placement (AP) exams. 93.7% of exam scores were 3 or higher (on a 1-5 scale). 109 students were recognized as AP Scholars based on their cumulative AP exam performance (36 AP Scholars, 25 Scholars with Honor, 48 Scholars with Distinction, and 5 National AP Scholars)
- 99% of grade 10 students scored Advanced or Proficient on the MCAS English Language Arts test; 96% of grade 10 students scored Advanced

or Proficient on the MCAS Math test; 91% of grade 9 students scored Advanced or Proficient on the MCAS Physics test.

- The following teams won Hockomock League Championships: Boys Soccer, Girls Indoor Track, Sailing, and Boys and Girls Tennis. In addition, Girls Tennis won the State Championship. Thirty-six students were honored as Hockomock League All-Stars and nineteen students earned Honorable Mentions.
- School-sponsored trips to France, Spain and China were taken, the latter two being part of exchange programs with schools in Madrid, Spain and Xi'an, China. Several students also took part in international travel over the summer, 19 students with CIEE, and 7 to Peru with World Challenge Expeditions.
- Updates to the building included improvements to the 100s, 200s, and 300s school bathrooms which include new paint, privacy screens on the doors, new locks, new soap dispensers, touch less sink faucets and new sinks, new air hand dryers, mirrors, bulletin boards, and bathroom entry doors. A parking light was replaced in the front staff lot. An art display area was created in the library. In addition, dividers were installed in the locker room showers, recycle bins were added to the cafeteria, a projector was installed in the gymnasium, new AED defibrillators were installed in various areas throughout the school, an audio/speaker system was installed in the cafeteria, and flags representing the various nationalities and cultures of each student were purchased and hung in the cafeteria.
- New staff hired included: Hannah Cohen (Social Studies), Emily Cote (IA), Catherine Fortin (ASD), Jenn Graveline (Special Ed. Admin.), Laura Keenan (Spanish), Jordan Metcalfe (French), Germaine Elliott (IA), Mary Sabelli (Biology), Hillary Samuels (Psych Intern), Theresa Scruton (Math), Casey Sefton (IA), Rebecca Smoler (ELA Coordinator), Laura Stulga (Chemistry), and Alexis Whalen (Latin)
- The SHS Theatre Company performed several outstanding productions, including: *Hairspray* (musical), *Tontlawald* (an original play which was a state finalist in the Drama Festival), *Peter Pan Jr.* (spring children's show), and two student-written and student-directed plays ("The Trouble with Parents" written by Ari Levitt and directed by Georgia Fraser, and "Way to Sketch" written and directed by Juliana Goldman and Dan Ward).

Community Education

Sharon Community Education provides service throughout the entire year to individuals from age 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 over 70% of all proposed classes ran.

- Family Trips included excursions to Providence Performing Arts Center, the Pawtucket Red Sox, and The Boston Symphony Orchestra Family concert.
- Student Enrichment programs continue to be popular, and once again almost all of the courses were completely filled.
- The Before School Program at all three elementary schools was filled to capacity.
- The After School Program was extremely well attended. We once again increased capacity to allow the maximum number of participants to attend.
- S.T.A.R Camp, for children ages 5 to grade 8 at Heights Elementary School implemented procedures to comply with Massachusetts General Law c. 111, §127A1/2, commonly referred to as “Christian’s Law.”
- The sixth year of the Summer Performing Arts Program at Sharon Middle School C.R.E.A.T.E, continued our positive collaboration with the Town Recreation Department
- The C.R.E.A.T.E. program exceeded all enrollment expectations. Students performed in productions of *The Wizard of Oz* and *School House Rocks*.
- The C.R.E.A.T.E program piloted a new program, C.R.E.A.T.E jr. for grades K-2. The program ran at capacity for both one-week sessions.
- 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 was able to partner with the Town Recreation Department to support the “Kick off to Summer,” activity day on the last day of school at Memorial Beach.
- Community Education contributed to the Town Recreation Departments inaugural season of family concerts, by hosting the first event, with special guests, The Rhythm Room.
- Community Education continues to explore new offerings and program ideas to serve the community.

District Budget - Town Report FY17

The approved FY17 school budget of \$41,263,961 plus ARC \$9,916 represented an increase of \$1,272,409 or 3.18% over the previous FY16 budget.

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

Category	Approved Amount	As % of Budget
Salaries	\$35,051,144	84.9%
Transportation	\$665,322	1.6%

Supplies	\$1,453,372	3.5%
Professional Development	\$247,833	0.6%
Special Education & Contracted Services	\$2,254,253	5.5%
Utilities	\$938,446	2.3%
Maintenance & Operations	\$653,591	1.6%

Student Population:

The school district budget for FY16 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 FY17 budget supports a total of 492.44 FTEs or Full Time Equivalent staff. Salaries remain the largest driver of the district's budget at 84.9% of the total operating costs.

Staffing and Operational Costs by Building/Department

FTEs FY17	Building or Grouping	FY17 Final Budget
58.33	Cottage	\$3,921,556
58.85	East	\$4,057,015
73.26	Heights	\$4,850,024
101.55	Middle	\$7,033,539
134.80	High	\$10,675,557
14.30	Districtwide Office	\$1,378,594
9.55	Districtwide Other	\$3,291,902*
5.90	Sped Districtwide	\$1,318,976**
0.0	Sped Tuitions & Contr. Svc.	\$1,898,653
11.65	Sped Early Childhood	\$753,327
18.25	Transportation	\$1,109,363
6.0	Maintenance	<u>\$985,371***</u>
492.44	Bldg. Budget Totals	\$41,273,877

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.

Southeastern Regional Vocational Technical School District

Mindy Kempner, Sharon Representative on the School Committee
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 2016-2017, the high school offered twenty career majors to students from Brockton, East Bridgewater, Easton, Foxborough, 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 Cosmetology, Culinary Arts, Driver's Education, Enrichment Classes, HVAC, 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.

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, Foxborough, Mansfield, Norton, Sharon, Stoughton, and West Bridgewater.

At Southeastern this year, students chose from twenty 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 helps reconnect students to education, and provides the basis for life-long learning—an essential skill in today's highly competitive global market.

Upon graduation, students have 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 consists 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. 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 prepare students for high-demand, high-paying career fields.

SkillsUSA Massachusetts, in partnership with business and industry, provides 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 communication 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. Competitions are held at the district, state and national levels.

The Cooperative Education program provides 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 students were eligible to participate in Co-op, provided they met the basic qualifications required by the school and employer. During the 2016/17 school year, 149 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 this 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 four-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 would 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 continue 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.

Honors and Advanced Placement Commitment—All students were exposed to a rigorous grade level appropriate curriculum in academic areas. In order that all students would 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 were required to work independently on multiple tasks at a given time. Honors students had to be personally organized, disciplined, task committed, read above grade level, and be 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, be personally organized, disciplined, task committed, read above grade level, and be 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 semesters of 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 enrolled 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 who were 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.

Athletics

There is a wide selection of athletic activities available to students at SRVTHS. For information regarding the Athletics Schedule or registration, please contact Athletic Director Dan Tripp: dtripp@sersd.org, 508-230-1279.

Student Activities

There are many activity choices at Southeastern Regional. The following are just a few of the options:

Business Professionals of America, Community Service Club, Distributive Education Clubs of America (DECA), Drivers' Education, Gay, Straight Alliance Club (GSA), National Honor Society, Non-Traditional Support Group, Peer Leadership, SADD, Ski Club, SkillsUSA, Student Council, Southeastern Travel Club and the Yearbook.

Participation in SkillsUSA and DECA provides Southeastern Regional students with the opportunity to earn local, state, and national awards for excellence in the technical skills they are learning at Southeastern Regional.

In addition to the above activities, Southeastern Regional offers school dances, Homecoming, Junior and Senior Proms, Winter Ball, Sports and SkillsUSA Award Dinners, field trips, and a variety of special events.

Periods 9-10 returned in the Fall of 2016. Some of the choices offered to students for the 2016-2017 school year included Drama Club, Basketball Shoot

Around, Intramural Soccer, Weight Lifting, Home Cooking, Chess Club and the Southeastern Bass Fishing Team.

Southeastern Technical Institute

The Mission of the Southeastern Technical Institute is to transform students into lifelong learners. The Mission and Goals are organized around four core philosophies: the Mastery of Foundation Skills, the Development of Interpersonal Skills, Proactive Student Engagement, and a commitment to Stretch Learning Initiatives.

In the past 50 years, Southeastern Technical Institute has provided training in several vocational areas, constantly striving to meet the training needs of our students and area businesses. This year, the Technical Institute housed day and evening Practical Nurse programs, a Medical Assisting program, Heating, Ventilation, and Air Conditioning program, and a Dental Assisting program. The new Culinary Arts and Cosmetology programs continued for a second year. In addition, there were several evening part-time programs designed to meet the training needs of our community.

In 2016, Southeastern Technical Institute applied to the Department of Elementary and Secondary Education to offer evening Electrical and Plumbing programs during the 2017/2018 academic year.

The STI participated in the Southeastern Regional School District's Program Advisory Committee, advising, assisting and supporting school personnel to improve planning, operation and evaluation of a program area, based on adequate and timely information as to workforce and job development demands or job market trends, technological developments, training alternatives and other factors affecting the quality of the program. The Committee consisted of representatives of local business and industry members related to each program, organized labor, post-secondary institutions, parents and guardians, students and representatives for registered apprenticeship programs, if applicable. Meetings were held in the fall of 2016 and spring of 2017.

Sharon's Class of 2017 Graduates

Southeastern's Class of 2017 Sharon graduates were: David Keating, Kimberly Nevins and Venezia Delgadillo.

Additional documents and information may be accessed at our website at <http://www.sersd.org>.

SHARON

Board & Committee Reports

2017



Report of the **Capital Outlay Committee**

Paul Linehan, Chairman

Members: John J. McGrath, William A. Heitin, Gordon Gladstone, Alexander Korin, Kathleen Currul-Dykeman, Emily Smith-Lee, Robert B. Maidman, Louis A. Modestino, Jr.
Alternates: Walter B. Roach, Jr., Patricia Lee Achorn, Marcy L. Kaplan

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 6.0% 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 accomplish this by: (1) 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 to avoid borrowing.

This fiscal cycle, although we theoretically "freed up" approximately \$1,101,286 by coming in well below our 6% target at 4.47%, we shifted \$258,800 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. With the limited resources available, I believe they achieved both objectives.

Report of the
Commission on Disabilities

Commissioners: Paul Remy (Chair), Susan Friedman (Vice-Chairperson and Secretary), Geila Aronson (Treasurer), Susan Myerson, Richard Seronick, Lois Diamond, Peter Melvin, and Amy Karas

The Commission on Disabilities met ten times in 2017, and was successful with several projects in increasing accessibility for Sharon residents with disabilities.

Projects that the Commission worked on during 2017:

The existing Town Hall is inaccessible for people with disabilities, which violates the Americans with Disabilities Act (ADA). A \$1,000 fine could have been imposed on the Town if it failed to make Town Hall ADA compliant. Commission members unanimously agreed with the Board of Selectmen, Finance Committee, and Sharon Standard Committee, that building a new and accessible Town Hall will be more cost effective than renovating the present facility.

The Commission was very instrumental in helping the Town to get the proposal for constructing a new Town Hall approved. It was approved at the November 2017 special Town Meeting. For example, Chairperson Paul Remy wrote a detailed article explaining how the 55 year old Town Hall is not accessible and how a new facility would be beneficial to people with disabilities, as well as senior citizens who may develop disabling conditions due to advance aging. Rob Maidman, Chairperson of the COA Advisory Council, helped Paul to get his article published in the Sharon Advocate. Selectman JJ McGrath and Paul had a segment on the FYI show with Colleen Tuck that aired on Sharon Community Television about Town Hall. In addition, Jana Katz and Lois Diamond, two Commission members, made a three minute video showing how the building was inaccessible, and the Commission created and distributed flyers around town encouraging town voters to vote “Yes” on the \$13,000,000 proposed project, which was approved by the Massachusetts Access Board. The Commission was

elated and relieved when town residents voted in favor of the project at the November 6 Town Meeting.

Two Boy Scouts, Ryan and Noah Rosenthal, completed their Eagle Scout projects which increased the accessibility at Aims Street Playground. They got suggestions from the Recreational Department and Commission. Ryan's project was to build accessible picnic tables, and Noah's project was constructing an accessible Gaga Pit, which is a popular playground game.

Before the actual construction began, the two Scouts had to raise funds for materials. They had a fundraiser in September of 2016 at Orange Leaf in Canton, but did not raise enough funds. So the two brothers made a \$1,500 Capital Gain request, which was approved at the May 2017 Town Meeting. This also was a good learning experience on how a local government works.

With the help from Troop 95, construction of the two projects began in August, 2017. Commission Chairperson Paul Remy was impressed while watching the team assembling the picnic tables at Aims Street Playground. He saw the team doing a professional job under the Leadership of Ryan. Geila Aronson, a Commission member, also saw the same dedication and professionalism as Noah and his team assembled the Gaga Pit.

Thanks to Noah and Ryan the accessible picnic tables and Gaga Pit are excellent additions to Aims Street Playground. Like their grandfather, Dr. Sydney Rosenthal, who helped establish the Commission in 1991, and served as its Chairperson for 17 years, the brothers have the same dedication in helping people with disabilities.

In May the Commission awarded a high school senior with special needs, a \$1,000 Leslie Kriger scholarship. She will be using it to help finance her college education.

In March, Deputy Fire Chief, Richard Murphy talked with Commission members about the efforts the Fire department is making towards better serving community members with disabilities:

- Understanding the upgrades made to the fire code
- Vial of Life
- Being proactive about Town of Sharon disaster forms
- Needles Container - Fire Department Pills Container - Police Department
- Lock boxes for community members

The Commission donated \$204.00 to the Fire Department to purchase four lock boxes to benefit Sharon residents.

Kathleen Medeiros, Director of the Sharon Adult Center, talked with Commission members in May about transportation for seniors within and outside of Sharon. She is working on coordinating ride services with other communities.

Commission members were hoping to provide funds to assist the Sharon Housing Authority, from the Massachusetts Office on Disability’s municipal ADA improvement grant program, to purchase and install electric door openers in handicapped apartments. Unfortunately, the Commission did not have time to write the grant, which needed to be submitted by November 17, 2017.

The Commission did not receive much funding from the handicapped parking ticket program. As of January 3, 2018, the Commission’s budget is:

Handicapped parking ticket fund	\$ 203.97
Donations	\$ 1,997.57
General fund	\$ 332.22
Total	<u>\$ 2,533.76</u>

Jana Katz’s term expired in May and she decided not to be reappointed, because she is hoping to get accepted in the Smith College’s Masters Social Work program. She will continue helping the Commission as a non-member on future projects. The Commission will definitely miss Jana.

Richard Seronick joined the Commission in June. He is a wonderful asset and always willing to help the Commission to achieve its goals.

Report of the
Community Preservation Committee

Corey Snow, Chairman; Jane Desberg, Treasurer; Marc Bluestein; Keevin Geller; Eli Hauser; Ben Pinkowitz; Susan Jo Rich
Rachelle Levitts, Administrative Assistant 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 FY2017, Sharon’s CPA surcharge revenue was \$512,565.04 and the State match received (based upon Sharon’s FY16 surcharge) was \$101,457.00, for regular combined revenue of \$614,022.04.

CPA Projects:

- \$54,165 for Historic for the Community Center exterior painting project from the undesignated general fund balance.
- \$255,000 for Historic for the repair and rehabilitation of Mann’s Pond Dam from the historic undesignated fund balance.
- \$1,500 for Recreation for Ames Playground enhancements from the undesignated general fund balance.
- \$37,000 for Recreation for the rehabilitation of the Ames Street basketball courts from undesignated general fund balance.
- \$42,225 for Recreation for the Community Center outdoor recreation area from undesignated general fund balance.

Debt Service:

There was no debt service in FY2017. As of December 31, 2017, there is no CPA related debt on the books.

Administrative Expenditures:

The 2016 Annual Town Meeting appropriated a maximum of \$20,000 to be used for FY2017 for Committee administrative expenses. \$2,684.95 was expended. Unused funds from the annual administrative budget revert to the CPA fund at the end of each fiscal year.

CPA Fund Balances:

As of June 30, 2017, the total CPA fund balances are \$3,481,209.88, as shown below:

Fund Balance Reserved for Encumbrances	\$542,519.15
Fund Balance Reserved for Expenditures	\$409,890.00
Fund Balance Reserved for Open Space	\$465,112.42
Fund Balance Reserved for Historic Resources	\$621,733.37
Fund Balance Reserved for Community Housing	\$250,043.59
Fund Balance Reserved for CPA/Undesignated	<u>\$1,191,911.35</u>
Total CPA Fund Balance June 30, 2017	\$3,481,209.88

The CPC welcomes proposals from public boards, nonprofit 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, CPA revenue and state match.

Report of the
Cultural Council

Judith Waxman, Chair; Barbara Freedman, Treasurer; Julie House, Secretary
Members: Autumn Andrade de Leon, Seema Dixit, Chris Flieger, Georgette Kafka,
Tulika Misra, Lou Modestino (deceased), Julie Rowe, Tahera Sajid, Lily Zhou

The Sharon Cultural Council (SCC) received an allocation of \$4,800 for FY2018 from the Massachusetts Cultural Council.

In 2017, the Sharon Cultural Council was pleased to be selected as one of only 19 Local Cultural Councils out of the 329 in the State, to pilot a new reimbursement process that disperses approved funds upon acceptance of the grant rather than after the grantee submits request for reimbursement upon completion of their event.

This year, the SCC received 33 grant applications from non-profit organizations and individuals in the areas of the arts, humanities and interpretive sciences seeking a total monetary award of \$15,040. At the annual grant application review and approval meeting in November, 22 projects were awarded full or partial grants.

We hosted our annual grantee reception in May 2017 for the FY2017 grant recipients at the Sharon Adult Center located in the Sharon Community Center. Attendees were entertained with an amazing performance by an Indian dance troupe. This reception is open to the public.

We have increased our use of social media, which has resulted in added visibility and various inquiries. We continue to promote council activities in local newspapers and sponsoring a table at Square Jam.

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 of our town.

All meetings are open to the public and posted at the town hall and on our Facebook page. The members of the SCC meet approximately four times per year to discuss council objectives, plan our Spring Grantee Reception and, in November, to review and approve 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; Arnold Cohen, Jason Gates, Gordon Gladstone, Charles Goodman, Laura Nelson, Edward Philips, and Hannah Switlekowski

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 is to make recommendations to the residents of Sharon on all matters that come before Town Meeting for debate and vote. The primary task at Annual Town Meeting is for voters to adopt a budget for the next fiscal year. In addition, Town Meeting makes decisions on strategic issues such as major capital improvements, zoning and matters of Town business that require Town Meeting Authorization.

Budget Background

The budget of the Town of Sharon is generally comprised of two components. The first is the "operational budget" which primarily consists of 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 budget

costs are “fixed and uncontrollable” which include 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 is attributable to the School Department (their operating budget and allocations for their portion of fixed and uncontrollable, and Town administrative costs). About 19% of the budget is the Selectmen Sector and 1% is the Finance Committee Sector. Given that the Town’s budget is primarily comprised of the costs associated with employing people, the Town will continue to face budget pressures if uncontrollable costs increase or revenues are reduced.

A summary of the FY 17 and FY 18 budgets is below:

Budget Sector:	FY 2017	FY 2018	% Change
Finance Committee	\$538,692	\$551,151	2.79%
Selectmen	\$13,523,403	\$13,900,612	2.79%
School Department	\$41,263,961	\$42,414,939	2.79%
Fixed and Uncontrollable	\$23,716,992	\$24,458,238	4.01%
TOTAL	\$79,215,366	\$81,833,056	2.93%

The revenue to fund the Town’s budget is primarily comprised of residential property taxes. The current Tax Rate for the Town of Sharon FY 2018 is 19.37 among the highest in the Commonwealth of Massachusetts. This year it is notable that management by the Town executive team has reduced the Fixed and Uncontrollable expenses by 4.01% resulting in an increase of 2.93% over the FY 2017 budget.

For the past two years the Finance Committee has led the School Department and Board of Selectmen in a strategic planning process to ensure a sustainable Town budget. Topics discussed are capital improvements, future revenue sources and the financial structure necessary to fund Town services. Evaluation and long-range planning is necessary to achieve and maintain our operational and financial goals. In 2017 the three committees held a Financial Planning meeting in July in advance of the Special Town Meeting in November. The next meeting is scheduled to be held in January 2018.

Special Town Meeting

The Special Town Meeting November 6, 2017 considered five Articles with long term financial implications for the Town. In anticipation of approaching capital projects, Town leadership took steps to minimize the increase to property taxes:

Over the past three years, the Town has refinanced previously issued debt to take advantage of lower interest rates.

Cash has been utilized to meet some capital requirements reducing the amount of five year capital borrowing.

Annual capital expenditures (including debt service) as a share of the annual budget have been reduced by more than \$550,000 from the expected authorized amount to the current fiscal year budget.

One-time special payments to the Town have gone to Free Cash rather than annual operations, improving our overall cash position.

The Town has implemented a Stabilization Fund permitting the use of Free Cash for capital expenditures without a reduction in reserve that could negatively impact the bond rating.

Finance Committee review of zoning articles, and preparation for presentation at Town Meeting is an intensive and time consuming process. In 2017 the Board of Selectmen scheduled a Special Town Meeting to consider two zoning articles. Zoning by-law changes requested by the Sharon Gallery developer would expand the business uses and revise design standards in Business District D. A second zoning by-law Article would implement a temporary moratorium on the sale of recreational marijuana permitting the Town time to review and consider the requirements of the Cannabis Commission.

Other pressing business at the Special Town Meeting included approval of funding for a schematic design for Sharon High School. This was necessary to permit the School Committee to move to the next step in the process of requesting funding and collaborative support from the Massachusetts School Building Authority (MSBA). In addition, the Board of Selectmen and Town Administrator presented to the Citizens a proposal for a new Town Hall that would be funded without an override vote to increase property taxes.

This year the Finance Committee has requested a quarterly financial review with the Finance Director to better understand the expenditures and financial management of the Town budget. This regularly scheduled review will increase Committee member involvement with details of Town finances as they review the upcoming year budget proposals in preparation for May 2018 Annual Town Meeting.

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

James Grasfield, Chairman

David Martin, Vice Chairman

Permanent Members:

Gordon Hughes, Shirley Schofield

Alternate Members:

Michaela Jergensen, Susan Rich, Robert Hutton

2017 was a very busy year for the Sharon Historical Commission (SHC). The SHC was involved in numerous preservation projects of historic homes, buildings, and structures throughout the Town. The SHC has embarked on several long-term initiatives aimed at protecting some of Sharon's most valued historic assets.

The SHC continued its plan to expand Historic District One. The SHC conducted additional research and sought input through focus groups in an effort to help refine the potential boundaries of the expanded historic district. The SHC expects to finalize the proposed boundaries in 2018 and then obtain the approvals necessary to ultimately put the zoning change before the residents of Sharon at Town Meeting.

The SHC worked in conjunction with the Town Engineer and the Planning Board to preserve historic stone walls along several of Sharon's 31 designated Scenic Roads. Several stone walls became imperiled this year due to encroaching development. The SHC sought to document and preserve these historic structures and minimize damage to or destruction of these stone walls which have defined and beautified Sharon's roads for centuries.

The SHC also worked with the Town Engineer to support restoration projects of historic buildings and structures in the Town. Restoration projects for the Community Center and Mann's Pond Dam were successfully funded through the Community Preservation Committee with support from the SHC.

The SHC continued its long-term project of documenting and preserving all of Sharon's historic cemeteries. The SHC designed a new historic sign detailing the history of the Chestnut Hill Cemetery and has plans to erect similar signage at each of the Town's historic cemeteries over the next few years.

The SHC maintained its program of awarding historic plaques to Sharon residents that are displayed on the exterior of the owners' homes. Several homeowners requested and were awarded historic plaques. The SHC welcomes any Sharon resident who owns an historic home to apply for an historic plaque. The process is easy, and there is no cost to the homeowner. The SHC can even assist the homeowner in researching the home's history to determine the original owner of the home (typically for whom the house is named) and the year that it was built.

The 2017 Preservation Award was given to Shannon and Casey McLaughlin for their beautiful restoration of their circa 1895 home on Glendale Avenue. The homeowners did an outstanding job of preserving the house's numerous architectural details while updating the home for modern family living. The SHC congratulates Shannon and Casey for preserving such an historic architectural asset to the Town.

Lake Management Study Committee

Noah Siegel, Chairman (Conservation Commission Appointee)

Jennifer Brown (Planning Board Appointee)

Rob McGrath (Conservation Commission Appointee)

Steven Weiss (Board of Selectmen Appointee)

Stanley Rosen (Board of Selectmen Appointee)

David Blaskowsky (Planning Board Appointee)

The Lake Management Study Committee was chartered in 1969 to ‘evaluate the causes of weed and algae problems; to provide recommendations for short and long term solutions of these problems and to develop a management program for the Lake and the lake watershed.’ It consists of two appointees from each of the three following committees: Board of Selectmen, Planning Board and Conservation Commission.

Lake levels: On May 15th the lake water level was at 10.5 feet. Significant rainfall and fairly cool temperatures helped maintain the lake level in the spring and into the summer. The outflow at the flume house was carefully monitored and controlled on a regular basis by Conservation Administrator. As expected, lake levels dropped in August and September. To maintain ecology of the downstream water, the conservation agent attempts to maintain outflow at 1.5 cubic feet per second and above.

Weeds: A professionally conducted invasive weed survey identified Fanwort in the Lake’s South Cove. In addition, a dense growth of Fanwort was found in the body of water (the Lagoon) behind the Sharon Community Center. We and the consultants believe that the Fanwort in the lagoon is flowing into the lake proper and resulting in recurrent/persistent growth in the lake. Over the Winter/Spring of 2016-2017 the Lake Management committee worked closely with the Massachusetts Natural Heritage & Endangered Species Program and our town Conservation Commission to formulate a plan to address the weed growth. We engaged a company (SOLitude Lake Management) to apply an herbicide in the lagoon and contracted with consulting company (Oxbow Associates) to have a botanist oversee treatment. The primary purpose of the botanist was to oversee proper administration of the herbicide and ensure that an endangered plant species called Toothcup (*Rotala ramosior*) would not be harmed. However, as a result of high spring rainfall and cooler temperatures, the lake conditions were never optimal for administration of the herbicide. Our committee intends to pursue herbicide administration to the lagoon during the 2018 season.

In order to keep the invasive weed burden down, we hired New England Aquatic Services to perform diver assisted suction harvesting (DASH) in the Lake’s South Cove. This technique uses suction to remove the invasive weed and its root

from the lake bottom. Over two days, 72 bags of Fanwort were removed from the lake near the Community Center. This technique is commonly employed in New England fresh water bodies impacted by invasive weeds. This approach will likely become a mainstay of our committee's approach to weed management.

Over the course of the 2017, there were 4 beach closings at the community center which were prompted by the Sharon Board of Health's water testing program.

In 2016, the Lake Management Study Committee, along with Board of Selectmen, sponsored an article at Town Meeting which would name the Flume House after Cliff Towner. This article passed at the December 12, 2016 Town Meeting. After clearing plaque design with the Sharon Historical Commission, a plaque was placed over the door of the Flume House in honor of Cliff Towner who worked tirelessly for many years to preserve and protect Lake Massapoag.

Our committee would like to thank Conservation Administrator Greg Meister for his consistent hard work to manage the lake.

We also thank Michael Goldstein for his many years of volunteer work. We welcome Jennifer Brown, an appointee by the Planning Board, to our committee.

Report of the
Personnel Board

Michael Feldman, Chairman
Gloria Rose, Vice Chairman
Valeda Britton
Paul Pietal
Kathleen Kelly

The recommendations of the Board of Selectmen regarding Executive Salaries were considered as required by the Personnel By-law. After consideration, the Board concurred with the recommendations of FY2018, and fulfilled their responsibility stated in sections 1-1 and 1-2 of the Personnel By-laws.

Other examples of Board actions were as follows:

- Reviewed and rated the updated Social Worker Job Description
- Approved a Vacation Carry over for three employees due to extenuating circumstances.
- Reviewed data and methods used for an updated list of comparable towns generated by the Finance Committee to be used in considering Salary Ranges and compensation for the Executive Group.

Report of the **Standing Building Committee**

Permanent members:

Gordon Gladstone, Chairman

Deborah Benjamin, Vice Chair

Robert Atwood, Richard 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

The fire apparatus portion of the Public Safety buildings was completed and the fire department moved in September of 2017.

The entire Public Safety complex was completed on time and over \$1,000,000 under budget.

A new roof was applied to the Heights Elementary School. Subject to cost audit by MSBA it is anticipated that the cost to the Town will be approximately \$869,200 which will be approximately \$462,500 less than projected at Town Meeting.

Town Meeting of May 2016 appropriated \$600,000 for architectural and owner's project manager (OPM) services for a Town Hall feasibility study and recommendations. The building committee engaged both an OPM and architect to conduct the feasibility study and make three recommendations to the Board of Selectmen (BOS). The BOS determined that the Town would be best served by constructing a new facility. Town Meeting of November 2017 appropriated an additional \$12,900,000 to be added to the prior appropriation for the construction of a new Town Hall to be constructed on the site of the old fire station. The OPM and the architect are continuing the design and planning with the intent of beginning construction approximately July 2018.

The School Committee/Town has been invited by the Massachusetts School Building Authority (MSBA) to have a Feasibility Study conducted and present the findings to the School Committee which will then recommend its desired conclusion to the MSBA. Once the direction is decided upon the School Committee will request funding from Town Meeting. It is anticipated that MSBA will reimburse the Town for a portion of the cost. Town Meeting of May 2017 appropriated \$1,900,000 for OPM and architectural services to conduct a Feasibility Study for the renovation/replacement of the High School and the SSBC is currently preparing required documents to interview and engage an

OPM (mandated by state law) and an architectural firm to conduct the study and provide schematic plan alternative solutions.

SHARON

Regional Reports

2017



Report of the
Canoe River Aquifer Advisory Council

Present Membership

Norton

Frances Shirley
Bernie Marshall
Linda Kollett

Foxborough

Robert W. Boette
Joan F. Sozio
Robert Worthley

Sharon

Gregory Meister
Dave Masciarelli

Easton

John H. Fresh, Jr.
Wayne P. Southworth
Janice L. Fowler

Mansfield

John Shannon
Kurt Gaffney
Aaron Roth

The Canoe River Aquifer Advisory Committee (CRAAC) was formally created in October 1987 by the adoption of Massachusetts State Legislation. Its main purpose is to educate the public about the benefits of protecting the Canoe River Aquifer. This regional committee is comprised of 15 members, three from each of the five communities the river passes through. Members are municipal officials, residents or serve on land trust boards. Among other activities, CRAAC advises municipal officials and residents on development impacts, water quality concerns, conservation practices, protective zoning by laws and other issues. It also sponsors many educational conferences and meetings. State environmental officials regard CRAAC as a model for a volunteer, regional entity.

CRAAC held six meetings during the year. The meetings are held on the first Thursday of the even numbered months and are rotated within one of the five communities of Easton, Sharon, Foxborough, Mansfield and Norton.

See the list below of dated activities:

February 2, 2017 – Jack Marsh, Easton Water Operations Manager gave an update on Easton’s Water Supply including a PowerPoint Presentation. Mr. Marsh spoke of Easton’s drought stages over the last few years and spoke of the Massachusetts Department of Environmental Protection (DEP) Restriction for the year 2017. Mr. Marsh also spoke of the town’s SCADA (Supervisory Control and Data Acquisition) program, which the town started using in 1994. Mr. Marsh displayed a film taken of the Canoe River Aquifer by a drone, 150 – 190 feet above the river.

April 6, 2017 – Wayne Walker, Sharon’s Water Division Supervisor, gave an update on Sharon’s water supply. He spoke of the six wells in Sharon and reviewed the current water restrictions.

April 22, 2017 – The Easton Conservation Commission recognized former CRAAC and Conservation Commission Member John Grant for his dedication to the community.

May 3, 2017 – CRAAC held their 30 Year Anniversary Celebration at the Chateau Restaurant in Norton, MA. Over 40 guests attended the event. Bill Naplitano of Southeastern Regional Planning & Economic Development District and Kathy Romero, Massachusetts DEP were Guest Speakers. Certificates of Appreciation were prepared for State Representative Claire Cronin and Louis Kafka for their efforts in passing a recent change to the CRAAC Legislation.

June 1, 2017 – The Committee held the annual Election of Officers. Robert Worthley, Foxborough Water Superintendent provided an update on Foxborough's water supply. He spoke of their emergency declaration and their Water Management Act Permit.

July 11, 2017 – Member Aaron Roth represented the committee with a booth at the Mansfield Family Fun Night, exhibiting maps and photos of the Canoe River.

August 3, 2017 – Kathy Zawasky, President of the Land Preservation Society of Norton was present and spoke of the Society's activities and the properties that they own along the Canoe River.

October 5, 2017 – Lou Andrews, President of the Natural Resources Trust of Mansfield gave a PowerPoint presentation highlighting the CRAAC Greenbelt in Mansfield. Their goals are to maintain their existing properties.

December 7, 2017 – Jack Marsh, Easton Water Operations Manager gave an overview of the Easton Water Division present activities. Andrea Langhauser, Easton Assistant Planning Director/Environmental Planner provided an overview on her department's current activities.

The Committee expresses their appreciation for Eileen Zinni of the Town of Foxborough Water Department and member Jan Fowler for their assistance in producing our meeting minutes. The committee also expresses appreciation for Karen Gallo of the Town of Easton Water Division for her work in posting and distributing agendas and minutes and handling all phone and email inquiries as they relate to the committee.

Notice

The Canoe River Aquifer Advisory Committee will meet the first Thursday of each even numbered month at 1:00 pm in one of the towns of Easton, Mansfield, Norton, Foxborough, or Sharon. The following 2018 schedule is as planned:

Thursday, February 1, 2018	Sharon Community Center
Thursday, April 5, 2018	Foxborough Public Safety Building
Thursday, June 7, 2018	Norton Town Offices
Thursday, August 2, 2018	Mansfield Town Offices
Thursday, October 4, 2018	Easton Town Offices
Thursday, December 6, 2018	Sharon Community Center

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

NCMCD is 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. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town: 3 pools submitted, no isolations in 2017
Requests for service: 363

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. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared 19 culverts
Drainage ditches checked/hand cleaned 4,800 feet

Intensive hand clean/brushing*	2,400 feet
Mechanical water management	0 feet
Tires collected	15

* *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 mosquito control. An intensive monitoring program, aids in our decision to effectively target culprit locations.

Spring aerial larvicide applications (April)	537.1 acres
Summer aerial larvicide applications (May - August)	0 acres
Larval control - briquette & granular applications by hand	32.9 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	474 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	8,718 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 6 million land documents dating back to 1793. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, title examiners, real estate attorneys, genealogists and others with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell who has held the position since 2002. In continuous operation for nearly two hundred and twenty-four years dating back to President George

Washington's administration, 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.

2017 Registry Achievements

Register William P. O'Donnell and his staff continued their direct outreach to town halls, senior centers, businesses, historical commissions and civic groups across Norfolk County. The Register was the guest speaker at the Sharon Men's Club on January 31st and the Sharon Public Library on November 30th. The Register held office hours at Sharon Town Hall on May 2nd.

The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. ***This year alone, the Center handled more than 5,000 requests.*** These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101. Hours of operations are 8:30am to 4:30pm, Monday through Friday.

In calendar year 2017, ***the Registry collected more than \$50 million in revenue.*** The Registries of Deeds had several legislative accomplishments spearheading legislation signed into law in early 2017 that allowed for registered land (Land Court) documents to be recorded electronically.

First Registry in Massachusetts to electronically record Land Court documents. Phased in approach – discharges in April 2017; all documents by July 2017.

This year saw a record number of electronic recording filers, ***approximately 1,400.***

In 2017, we hit a milestone of recording our 35,000 Registry of Deeds book. For the sake of security and redundancy, we store our documents 3 different ways: hard copy, electronically and by microfiche.

So far this year, more than ***12,500 Homesteads applications have been filed at the Registry.*** The law Chapter 188 (M.G.L.) provides limited protection of one's home against unsecured creditor claims.

The Registry in 2017 completed its History Comes Alive Transcription program. The initiative, the first in New England, makes land recorded documents written by scriveners of the 18th and 19th centuries in the old cursive hand writing style much easier to read by converting the words into easy- to- read electronic text. ***The program earned the praise of two-time Pulitzer Prize historian, David McCullough.***

In 2017, the Registry for easier customer research indexed all land documents recorded from 1793-1900.

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, many technology, office and program improvements were implemented, including the redesigning of our Land Court area. We also continued and strengthened our commitment to cyber security protection of our infrastructure as well as the training of our employees. We also updated our computer equipment and added two major television state-of-the-art monitors to instantly update our staff on incoming electronic recording filings. The Registry's website www.norfolkdeeds.org is routinely updated to alert the public on such news as real estate statistics, answers to frequently asked questions, the latest schedule for our community outreach initiatives, along with detailing our consumer programs.

The Registry's free Consumer Notification Service **hit a milestone with its 700th subscriber, a 40% increase from the previous year.** This consumer/public safety program, started last year, 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, public officials, real estate professionals, genealogists on how to access land record information, using the Registry's new website technology. **This year the Registry also designed and marketed a new seminar exclusively for municipals officials.**

The Registry expanded its community outreach commitment by working with the Veterans Administration of Boston on our 'Suits for Success' program and supporting the New Life Furniture Bank of MA in Walpole to assist those who are in need of household items, including furniture. **Our Toys for Tots' Drive has over the years collected 1,650 presents.** Our Annual Holiday Food Drive continues to support Food Pantries in Norfolk County. **This year's food drive was one of the biggest ever.** Finally, the Registry **received from generous donors more than 3,000 articles of clothing** for its "Suits for Success," program this year.

2017 Sharon Real Estate Activity Report

- During 2017, Sharon real estate activity saw decreases in both total sales volume and average sales price.
- There was a 17% decrease in documents recorded at the Norfolk County Registry of Deeds for Sharon in 2017, resulting in a decrease of 712 documents from 4,181 to 3,469.
- The total volume of real estate sales in Sharon during 2017 was \$164,908,624, a 7% decrease from 2016. The average sale price of homes and commercial property was also down 6% in Sharon. The average sale was \$544,252.
- The number of mortgages recorded (733) on Sharon properties in 2017 was down 32% from the previous year. Also, total mortgage indebtedness decreased 43% to \$230,171,316 during the same period.
- There were 3 foreclosure deeds filed in Sharon during 2017, representing a 50% decrease from the previous year when there were 6 foreclosure deeds filed.
- Homestead activity increased 6% in Sharon during 2017 with 379 homesteads filed compared to 357 in 2016.

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.

SHARON

Elections

2017



Annual Town Election

May 16, 2017

Pursuant to the provisions of the Warrant of April 13, 2017, 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 16, 2017. 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 Shelley Kahalas. The wardens for Precincts 1, 2, 3, 4 and 5 were named as follows: Patti Tisdale, Susan Keating, Pat Walker, Ellen Michelson and Susan Slater. Pat Walker did not fulfill her duties due to illness. Clerks and workers were: Marie Martin, Marcia Shapiro, Mary Hall, Karin Hagan, Marie Cuneo, Mildred Worthley, Daron Zenack, Micki Baker, Jeffrey Shapiro, Bobby Hall, Ernie Rotman, Gayle Karp, Audrey Sadler, Brian D’Arcy, Chuck Levine, Joel Alpert, Steve Steckel, Jeff Rose, Hy Lamb, Natalie Braunstein, Marilyn Lamb, Robert Braunstein, Shirley Schofield, Lorraine Forman and David Hagan. The ballot boxes were shown to be empty and registered zero; the ballot boxes were locked and the keys delivered to Officer of the Day, Scott Leonard. All election officers and workers were sworn.

At 8:00 P.M. the polls were declared closed. Total votes were as follows:

PRECINCT	TOTAL
1	203
2	166
3	208
4	183
5	157
TOTAL	917

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 8:12 P.M. as follows.

PRECINCT	1	2	3	4	5	Total
SELECTMEN FOR 3 YEARS						
Walter B. Roach, Jr.	166	133	168	151	126	744
Write-In	3	2	4	2	5	16
Blank	34	31	36	30	26	157
Total	203	166	208	183	157	917

PRECINCT	1	2	3	4	5	Total
ASSESSOR FOR 3 YEARS						
Anne M. Carney	154	125	153	143	118	693
Write-In	2	0	0	0	0	2
Blank	47	41	55	40	39	222
Total	203	166	208	183	157	917

MODERATOR FOR 3 YEARS						Total
Andrew Nebenzahl	128	107	109	112	79	535
Laura Lynn Nelson	72	55	93	66	73	359
Write-In	0	0	0	1	0	1
Blank	3	4	6	4	5	22
Total	203	166	208	183	157	917

TOWN CLERK FOR 3 YEARS						Total
Marlene B. Chused	179	143	181	161	133	797
Write-In	0	0	0	0	0	0
Blank	24	23	27	22	24	120
Total	203	166	208	183	157	917

SCHOOL COMMITTEE FOR 3 YEARS						Total
Jonathan C. Hitter	121	110	132	106	91	560
Amy L. Garcia	122	99	128	131	97	577
Write-In	0	2	0	0	1	3
Blank	163	121	156	129	125	694
Total	406	332	416	366	314	1,834

PLANNING BOARD FOR 5 YEARS						Total
Robert B. Maidman	154	126	153	143	115	691
Write-In	1	0	0	2	0	3
Blank	48	40	55	38	42	223
Total	203	166	208	183	157	917

PRECINCT	1	2	3	4	5	Total
TRUSTEE OF PUBLIC LIBRARY FOR 3 YEARS						
Carolyn L. Weeks	159	138	157	143	123	720
Loretta S. O'Brien	7	17	12	5	6	47
Write-In	5	3	2	6	5	21
Blanks	32	8	37	29	23	129
Total	203	166	208	183	157	917

Total Registered Voters: 12,852

Percent Voting: 7.1%

Absentee: 16

Total Votes Cast: 917

Special State Primary

September 19, 2017

Pursuant to the provisions of the Warrant of August 22, 2017, the inhabitants of the Town of Sharon in Precincts 1, 4 and 5 qualified to vote in elections, met in the Sharon High School Gymnasium at 7:00 A.M., Tuesday, September 19, 2017. The meeting was called to order by Town Clerk Marlene B. Chused who read the return and call of the warrant. The Warden for the election was Shelley Kahalas. The wardens for Precincts 1, 4 and 5 were named as follows: Karin Hagan, Arlene Flatto and Susan Slater. Clerks and workers were: Marie Martin, Marcia Shapiro, Jeff Shapiro, Mildred Worthley, Bobby Hall, Jean Platzman, Mary Hall, Brian D’Arcy, Chuck Levine, Jeff Rose, Shirley Schofield, Micki Baker, Rona Chipman, David Hagan and Assistant Town Clerk, Beth Kourafas. The ballot boxes were shown to be empty and registered zero; the ballot boxes were locked and the keys delivered to Officer of the Day, Brian Mannetta. All election officers and workers were sworn.

At 8:00 P.M. the polls were declared closed. Total votes were as follows:

PRECINCT	DEMOCRATIC	REPUBLICAN	LIBERTARIAN	TOTAL
1	302	38	0	340
4	279	42	1	322
5	188	34	1	223
TOTAL	769	114	2	885

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 8:04 P.M. as follows:

DEMOCRATIC

PRECINCT	1	4	5	TOTAL
SENATOR IN GENERAL COURT BRISTOL & NORFOLK DISTRICT				
PAUL R. FEENEY	42	37	28	107
EDWARD R. PHILIPS	259	242	160	661
Write-In	1	0	0	1
Blank	0	0	0	0
TOTAL	302	279	188	769

REPUBLICAN

PRECINCT	1	4	5	TOTAL
SENATOR IN GENERAL COURT BRISTOL & NORFOLK DISTRICT				
MICHAEL C. BERRY	12	9	12	33
HARRY C. BROUSAIDES	1	4	4	9
TIM HEMPTON	9	9	6	24
JACOB J. VENTURA	14	18	11	43
Write-In	2	2	0	4
Blank	0	0	1	1
TOTAL	38	42	34	114

LIBERTARIAN

SENATOR IN GENERAL COURT BRISTOL & NORFOLK DISTRICT				TOTAL
Write-In	0	1	1	2
Blank	0	0	0	0
TOTAL	0	1	1	2

Registered Voters: 7,592

(Precincts 1, 4 & 5)

Percent Voting: 11%

Absentee: 20

Total Votes Cast: 885

Special State Election

October 17, 2017

Pursuant to the provisions of the Warrant of October 4, 2017, the inhabitants of the Town of Sharon in Precincts 1, 4 and 5 qualified to vote in elections, met in the Sharon High School Gymnasium at 7:00 A.M., Tuesday, October 17, 2017. 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 Shelley Kahalas. The wardens for Precincts 1, 4 and 5 were named as follows: Marie Martin, Susan Keating and Susan Slater. Clerks and workers were: Marcia Shapiro, Bobby Hall, Jeff Shapiro, Mildred Worthley, Micki Baker, Rona Chipman, Mary Hall, Jean Platzman, Brian D’Arcy, Chuck Levine, Jeff Rose, Arlene Flatto, Shirley Schofield, Natalie Braunstein, Bob Braunstein and Assistant Town Clerk Beth A. Kourafas.

At 8:00 P.M. the polls were declared closed. Total votes were as follows:

PRECINCT	1	4	5	TOTAL
	380	324	251	955

The ballots were canvassed according to the law by an Accuvote OS tabulating system. Results were transcribed on summary sheets and declaration was made by Town Clerk Marlene B. Chused at 8:04 P.M.

SENATOR IN GENERAL COURT BRISTOL & NORFOLK DISTRICT

PRECINCT	1	4	5	TOTAL
PAUL R. FEENEY	291	226	192	709
JACOB J. VENTURA	73	68	49	190
JOSEPH M. SHORTSLEEVE	14	27	10	51
Write-In	2	3	0	5
Blank	0	0	0	0
TOTAL	380	324	251	955

Registered Voters: 7,636

(Precincts 1, 4 & 5)

Percent Voting: 13%

Absentee: 17

Total Votes Cast: 955

SHARON

Town Meetings

2017



Annual Town Meeting

May 1, 2017

Pursuant to the provisions of the warrant of April 13, 2017, 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: Frederic Turkington, Town Administrator, Tilden Kaufman, Chief of Police, Lauren Barnes, Assistant to the Town Administrator, Dick Gelerman, Town Counsel, Lisa Whelan, Town Counsel, Eric Hooper, Superintendent of DPW, Peter O'Cain, Town Engineer, Lance Delpriore, Assistant Engineer, Mark Mazur, Administrative Assessor, Kathleen Medeiros, COA Director, Greg Meister, Conservation Agent, Christine Kasparian, Assistant Recreation Director, Diane Malcolmson, Animal Control Officer, Lee Ann Amend, Library Director, Richard Murphy, Deputy Fire Chief, Timothy Farmer, Superintendent of Schools, Ken Wertz, Interim Director of Maintenance and Operations Schools, David Spiegel and Carl Chudnofsky.

VOTED UNANIMOUSLY: To reconvene the December 12, 2016 Special Town Meeting and to adjourn and reconvene the December 12, 2016 Special Town Meeting at this auditorium upon the adjournment or dissolution of the 2017 Annual Town Meeting.

VOTED UNANIMOUSLY: To convene the May 1, 2017 Annual Town Meeting.

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.

MOTION TO ADJOURN: 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 2, 2017 at the Arthur E. Collins Auditorium at 7:00 P.M. And further, that Article 18 and 19 be the first articles considered when the meeting reconvenes on Tuesday evening, May 2, 2017.

MOTION TO AMEND: To take Article 18 and 19 out of order immediately to consider first this evening. **NOT CARRIED.**

VOTED: 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 2, 2017 at the Arthur E. Collins Auditorium at 7:00 P.M. And further, that Article 18 and 19 be the first articles considered when the meeting reconvenes on Tuesday evening, May 2, 2017. **CARRIED. A STANDING VOTE. VOTES IN THE AFFIRMATIVE 98. VOTES IN THE NEGATIVE 80.**

ARTICLE 1.

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

- Arnold Cohen, 6 Tall Tree Road – 3 year term
- Alexander Korin, 18 Robin Road – 3 year term
- Hanna Switekowski, 10 Barefoot Hill Road – 3 year term
- Daniel Lewenberg, 18 Quincy Street – 3 year term
- Anja Bernier, 120 Pond Street, #B – 2 year term

POINT OF ORDER: To list names of Finance Committee Nominating Committee. (Laura Nelson)

ARTICLE 2.

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

ARTICLE 3.

VOTED UNANIMOUSLY: That the Town accept the provisions of MGL Chapter 59, Section 5K, as amended by 218 Section 127 of the Acts of 2016. Modify the Property Tax Work Off Program (125 hours volunteer for maximum \$1,500)

ARTICLE 4.

VOTED: That the Town amend the Personnel By-law of the Town of Sharon exactly as printed on pages 4 through 13 of the warrant for this Annual Town Meeting.

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:

That the position of Secretary to the Conservation Commission be classified as an OC-3b within the Office Occupational Category, effective July 14, 2016.

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, 2017, except as other dates are specified.

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, 2017 - JUNE 30, 2018

SECTION 1.100
2.100
CLASSIFICATION SCHEDULE
SCHEDULE/ANNUALLY

SECTION
BASE PAY

Group	Position	Minimum	Actual	Maximum
E-0	Town Administrator	156,000	182,200	187,200
E-1	Police Chief	146,250	175,500	175,500
E-2	Fire Chief	117,000	140,400	140,400
	Superintendent of Public Works	117,000	132,960	140,400
E-3	Director of Information Technology	91,650	105,600	111,150
	Finance Director	91,650	105,160	111,150
	Town Engineer	91,650	108,860	111,150
E-4	Recreation Director	68,250	78,080	89,700
	Council on Aging Executive Director	68,250	72,150	89,700
	Treasurer/Collector	68,250	73,000	89,700
	Administrative Assessor	68,250	89,700	89,700
	Assistant to the Town Administrator	68,250	87,410	89,700
	Library Director	68,250	85,924	89,700

SECTION 1.200
CLASSIFICATION SCHEDULE

SECTION 2.200
PAY

SCHEDULE

ADMINISTRATIVE ASSISTANT TO THE BOARD OF SELECTMEN

Board of Selectmen (hourly)

Effective 7/1/17 – 6/30/18

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25.36	25.86	26.38	26.91	27.45	28.00	28.55	29.12	29.70	30.30

MISCELLANEOUS

Effective 7/1/17

Veterans' Agent (yearly)	19,967			
Sealer of Weights & Measures	4,366			
Animal Control Officer				
Assistant Animal Control/Senior Fill-In Officer	2,500 annually			
Fill-In (Weekend/Sick/Holiday/Vacation Coverage)	48.01			
Fill-In (Night Pager Coverage)	13.72/night			
Fill-In (After Hour Coverage)	13.72/call			
Animal Inspector (yearly)	4,118			
Custodian/Maintenance (hourly)	8.51	8.80	9.03	9.31
DPW Temp/Summer Labor (hourly)	10.63	11.65	12.75	
Per Diem Public Health Nurse	30.00/hour			
Adult Center Receptionist/Aide	17.35/hour			
Recreational Basketball League Coordinator	8,300 yearly			

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>
21.17	21.57	22.00	22.44	22.91	23.34	23.84	24.31	24.79	25.30	25.81

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, 2017 (hourly)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Waterfront Director	19.00	19.50	20.00
Waterfront Supervisor	15.50	15.75	16.00
Asst. Waterfront Supervisor	14.00	14.50	15.00
Lifeguard (no experience)	12.00	n/a	n/a

Lifeguard	12.50	12.75	13.00
Lifeguard & WSI	13.75	14.00	14.25
Private Lessons WSI	25.00	25.00	25.00
Sailing Supervisor	18.00	18.50	19.00
Sailing Assistant Supervisor	13.25	13.50	13.75
Sailing Instructor	11.50	12.00	12.50
Sports Program Supervisor	18.00	18.50	19.00
Program Counselor	11.00	11.50	12.00
Gate Attendant	11.00	11.25	11.50

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-0	Building Inspector
	Water Systems Supervisor
MP-1	Operation Supervisor
	Public Health Nurse*
	Forestry & Grounds Supervisor
	Health Agent for Engineering
	Conservation Administrator
	Health Administrator*
	GIS Coordinator
	Facilities Supervisor
MP-2	Animal Control Officer*
	Assistant Recreation Director*
	Business Manager
	Info Services/Assistant Library Director*
	Assistant Operations Supervisor
	Assistant Supervisor-Water
	Water Construction Supervisor
	Water Pump Station Operator

MP-3 Recreation Athletic Supervisor
 Case Manager/Coordinator of Volunteer Services*
 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, 2016 - June 30, 2017

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	36.2602	37.0726	37.9096	38.7588	39.6326	40.5310	41.4419	42.3774	43.3251	44.2975	45.2943	46.2002
MP-0	34.3891	35.1647	35.9648	36.7648	37.6018	38.4385	39.3125	40.1866	41.0974	42.0327	42.9804	43.8401
MP-1	32.1615	32.8876	33.6261	34.3647	35.1402	35.9526	36.7526	37.5650	38.4142	39.3003	40.1866	40.9903
MP-2	29.1708	29.8598	30.4998	31.2014	31.8784	32.6046	33.3432	34.0937	34.8694	35.6448	36.4448	37.1736
MP-3	26.8128	27.3736	27.9644	28.6045	29.2445	29.9215	30.5738	31.2879	31.9767	32.6908	33.4293	34.0979
MP-4	24.3457	24.8872	25.4414	26.0072	26.5981	27.2136	27.8044	28.4198	29.0845	29.7122	30.3892	30.9970

140 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

LIBRARY CATEGORY

LMP-3	Head of Youth Services	July 1, 2016 to June 30, 2017										
LMP-4	Head of Adult and Technology Services											
	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	26.76	27.40	28.00	28.62	29.25	29.92	30.60	31.30	31.98	32.70		

LMP-4	24.34	24.89	25.45	26.02	26.60	27.19	27.80	28.47	29.10	29.74
L4	22.26	22.70	23.15	23.62	24.09	24.57	25.05	25.54	26.06	26.59

LOC-3a Circulation Supervisor
 LOC-3b Technical Services Supervisor

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

Grade	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Max
LOC-3a	23.10	23.57	24.02	24.52	25.00	25.50	26.01	26.54	27.07	27.60
LOC-3b	21.88	22.32	22.76	23.22	23.69	24.17	24.64	25.13	25.63	26.14
LOC-4a	20.75	21.15	21.57	22.00	22.46	22.88	23.37	23.83	24.30	24.80
LOC-4b	19.67	20.07	20.45	20.87	21.30	21.72	22.15	22.60	23.04	23.51

Library Page 10.83

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 (F&G, Water, Operations), Senior Water Systems Technician
Grade B – Master Mechanic
Grade C – Aerial Lift Oper., Heavy Equip. Oper., Water Sys. Tech., Working Foreman/Facilities Maint-Comm Ctr
Grade D – Night Custodian
Grade E – Auto Equipment Operator, Recreation Custodian, Maint Man/Custodian DPW

SECTION 2.500
PAY SCHEDULE/HOURLY
July 1, 2016 - June 30, 2017

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	26.43	27.14	27.82	28.55	29.25	29.96	30.70	31.40	32.09	32.80	33.46	34.13
B	25.29	25.86	26.41	26.97	27.51	28.10	28.64	29.22	29.78	30.34	30.95	31.57
C	23.10	23.72	24.33	24.95	25.55	26.18	26.82	27.43	28.05	28.66	29.23	29.82
D	23.33	23.80	24.28	24.78	25.27	25.77	26.29	26.81	27.35	27.89	28.45	29.02
E	22.14	22.59	23.03	23.51	23.95	24.42	24.93	25.42	25.93	26.44	26.97	27.51

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

OFFICE OCCUPATION CATEGORY

SECTION 1.600
CLASSIFICATION SCHEDULE

OC-1	Assistant Accountant Assistant Treasurer/Collector
OC-2a	Administrative Asst.-Assessor Office Manager/Transportation Coordinator Administrative Fire Secretary/Ambulance Records Supervisor Assistant Town Clerk Confidential Secretary to the Police Chief Financial Assistant - Payroll/Revenue
OC-2b	Collections Supervisor Payroll/Benefits Administrator
OC-3a	Election & Registration Secretary Financial Asst-Accounting /Veterans
OC-3b	Activities/Program Coordinator COA Secretary - Building & Engineering Secretary - DPW Operations Division Secretary - Water Secretary - Recreation Senior Assessor Clerk Secretary-Conservation Commission Financial Assistant – Treasurer/Collector
OC-4a	Administrative Asst to the Planning Board Administrative Asst to the Board of Health Secretary – Fire Department

OC-4b	Bus/Van Driver										
	Police Clerk										
	Secretary-Community Preservation										
	Secretary-Zoning Board of Appeals										
OC-5	Secretary-Finance Committee										
	Secretary-Personnel Board										
	Secretary to a Board or Committee										
SECTION 1.600		SECTION 2.600									
CLASSIFICATION SCHEDULE		PAY SCHEDULE/HOURLY									
July 1, 2017 - June 30, 2018											
Step	Min	2	3	4	5	6	7	8	9	10	11
OC-1	29.11	29.69	30.28	30.89	31.52	32.14	32.78	33.44	34.11	34.79	35.49
OC-2a	26.21	26.73	27.27	27.82	28.39	28.95	29.53	30.12	30.72	31.33	31.96
OC-2b	25.07	25.57	26.08	26.61	27.14	27.68	28.23	28.79	29.38	29.97	30.57
OC-3a	23.56	24.03	24.52	25.01	25.51	26.02	26.54	27.07	27.61	28.16	28.72
OC-3b	22.32	22.77	23.23	23.68	24.15	24.63	25.13	25.63	26.14	26.66	27.20
OC-4a	21.17	21.57	22.00	22.44	22.91	23.34	23.84	24.31	24.79	25.30	25.81
OC-4b	20.07	20.47	20.88	21.30	21.73	22.16	22.59	23.05	23.51	23.98	24.46
OC-5	18.05	18.41	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.56	22.00

PUBLIC SAFETY CATEGORY

SECTION 1.700 CLASSIFICATION SCHEDULE SECTION 2.700 PAY SCHEDULE/WEEKLY

POLICE DEPARTMENT

<u>Sergeant</u>	<u>PD-80</u>				
Effective Date	PD-80A Step 1	PD-80B Step 2	PD-80C Step 3	PD-80D Step 4	PD-80E Step 5
July 1, 2017 – June 30, 2018	1,332.97	1,359.66	1,386.82	1,414.56	1,442.85

<u>Patrolman</u>	<u>PD60</u>						
Effective Date	PD-60A Recruit	PD-60B Step 1	PD-60C Step 2	PD-60D Step 3	PD-60E Step 4	PD-60F Step 5	PD-60H Step 7
July 1, 2017 – June 30, 2018	883.50	943.02	1005.23	1,056.96	1,112.15	1,134.43	1,157.13
							1,186.06
							1,224.89

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)
ACCREDITATION MANAGER, COMPUTER MANAGER

\$32.54 PER WEEK
\$32.54 PER WEEK

LEAPS REPRESENTATIVE

CRIME PREVENTION OFFICER
SPECIAL ASSIGNMENT OFFICER
PROSECUTOR
DETECTIVE PATROL OFFICER

\$10.00 PER WEEK
\$32.54 PER WEEK
\$32.54 PER WEEK
\$50.00 PER WEEK
\$50.00 PER WEEK

Any patrol officer, 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 appointment, and, upon the expiration of said six-month period, shall be paid the base pay rate provided for by step 2 unless the officer shall have previously been employed full time as a police officer, in which case the officer shall be paid the base pay rate under the step the officer would have been paid if the prior employment had been in the Sharon Police Department, but not greater than Step 4. Notwithstanding the step increase or increases provided herein, a patrol officer'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.

Dispatchers Effective Dates	Steps	<u>Relief 1</u>	<u>Relief 2</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
July 1, 2017 - June 30, 2018	Hourly	22.10	22.55	23.00	23.46	23.93	24.41	24.90	25.40	25.91	26.43

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

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, 2016- JUNE 30, 2017
FIRE DEPARTMENT

SECTION 1.410
CLASSIFICATION SCHEDULE

SECTION 2.410
PAY SCHEDULE/WEEKLY

Effective JULY 1, 2016 – JUNE 30, 2017

TITLE	CODE	Step 1	Step 2	Step 3	Step 4
CAPT./EMT	FD-90			1301.69	1399.11
CAPT./Medic	FD-92			1346.60	1444.05
LT./EMT	FD-80			1385.40	
LT./Medic	FD-82			1430.33	
FF./EMT	FD-60	1030.65	1078.44	1203.78	
FF./Medic	FD-62	1075.58	1123.37	1248.71	

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	1,650 ANNUALLY
FOR A BACHELOR'S DEGREE CERTIFIED	2,825 ANNUALLY
FOR A MASTER'S DEGREE CERTIFIED	3,125 ANNUALLY

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

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.

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, EFFECTIVE JULY 1, 2017 TO JUNE 30, 2018.

Deputy Police Chief	3,076.03/week
Deputy Fire Chief	2,015.38/week

ARTICLE 5.

VOTED UNANIMOUSLY - OMNIBUS MOTION EXCEPT FOR SEPARATELY LISTED ITEMS: 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, 2017, through June 30, 2018, the various sums stated “Fiscal Year 2018” as shown on pages 16 to 17 of the Warrant except the following:

Board of Selectmen	Town Clerk
Board of Assessors	Debt: Principal
Fire/Ambulance	Debt: Interest
Schools	Water Department
Police	Voc. Tech School
Board of Health – Services & Admin	Voc. /Norfolk Aggie Tuition
Board of Health – Waste Removal	

Moderator	\$ 50.00
Finance Committee	18,550.00
Personnel Board	3,177.00
Conservation Commission	120,185.00
Lake Management	6,500.00
Planning Board	13,600.00
Board of Appeals	22,563.00
Accountant	254,823.00
Treasurer	340,931.00
Law	136,000.00
Information Technology	313,437.00
Elections & Registrations	100,803.00
Town Report	13,375.00
Weights & Measures	5,059.00
Animal Inspector	4,243.00
Civil Defense	9,772.00
Animal Control Officer	78,403.00
Dept of Public Works	3,495,681.00
Council on Aging	296,304.00
Veterans Agent	68,002.00
Veterans Graves	5,000.00
Commission on Disability	500.00
Library	1,000,305.00
Recreation	232,436.00

Historical Commission	650.00
Community Celebrations	4,800.00
ARC of South Norfolk	9,916.00
Reserve Fund	500,000.00
Street Lighting	192,552.00
FICA: Medicare	725,000.00
FICA: Social Security	10,449.00
Benefits Accrual	0
Insurance	9,672,575.00
Water Department	4,386,431.00
Water Dept. – Reserve	200,000.003

SELECTMEN

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$382,003 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 \$380,703 shall be for other salaries, wages and expenses.

ASSESSORS

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$237,132 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 \$230,332 shall be for the other salaries, wages and expenses.

FIRE/AMBULANCE

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$3,307,856 for the Fire/Ambulance budget, of which \$650,000 shall be transferred from the Ambulance Reserve Account, with the balance of \$2,657,856 raised on the tax levy.

SCHOOLS

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$42,414,939 for the purpose of operating the Public Schools for the fiscal year beginning July 1, 2017, and in order to meet this appropriation \$125,000 shall be transferred from the Overlay Reserve Account, with the balance of \$42,289,939 raised on the tax levy.

TOWN CLERK

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$159,380 for the Town Clerk’s budget, of which \$86,384 shall be for the salary of the Town Clerk, and \$72,996 shall be for other salaries, wages and expenses.

DEBT

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$8,884,456 for the Debt: Principal budget (\$6,808,327) and Debt interest (\$2,076,129), 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 \$8,829,948 raised on the tax levy.

WATER

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$4,386,431 with \$586,431 from Retained Earnings and \$3,800,000 raised from user fees and \$200,000 from Retained Earnings for a Reserve Fund.

BOARD OF HEALTH - SERVICES & ADMIN

VOTED: That the Town raise and appropriate the sum of \$206,146 for the Board of Health Services and Administration budget.

BOARD OF HEALTH - WASTE REMOVAL

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$119,500 for the Board of Health – Waste Removal budget.

VOC TECH SCHOOL

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$239,410 for the Voc Tech School budget.

VOC TUITION/NORFOLK AG. TUITION

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$12,000 for the Voc Tuition/Norfolk Ag. Tuition budget.

POLICE

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$3,613,097 for the Police budget.

ARTICLE 1 – ADDITION:

VOTED UNANIMOUSLY: That the Town approve the following persons nominated by the Moderator to be members of the Finance Committee Nominating Committee:

Charles Goodman
Gloria Rose
Deena Segal
Cheryl Weinstein

ARTICLE 6.

VOTED: An Omnibus Motion.

That the Town appropriate the sum of: \$1,141,761 for Public Works; \$835,500 for Schools, of which \$91,000 shall be raised from taxation and the balance from borrowing as hereinafter provided; \$196,100 for Fire, of which \$61,100 shall be transferred from the Ambulance Reserve Account and the balance from borrowing as hereinafter provided; \$153,000 for Police, all of which shall be raised from taxation; \$57,000 for the Council on Aging; \$14,800 for the Recreation Department, all of which shall be raised from taxation; and, as set forth in items 6A – 6J under Article 6 on page 18 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 \$2,078,261 under Massachusetts General Law Chapter 44, S7 and Massachusetts General Law Chapter 44, S8. **2/3 VOTE DECLARED BY MODERATOR**

That the Town vote to consider the following items A through J, which will be voted as a block, or singly, or in any combination, but however voted will be treated as a separate article and to raise and appropriate a sum of money for each of the capital outlay purposes herein mentioned, and to determine whether the money shall be raised by borrowing or otherwise; or act in any way relative thereto.

DEPARTMENT OF PUBLIC WORKS

- 6A. Resurfacing of public ways and for the reconstruction of sidewalks by the Department of Public Works
- 6B. Purchase of additional departmental equipment by the Department of Public Works

SCHOOL DEPARTMENT

- 6C. Purchase of additional departmental technology equipment by the School Department
- 6D. Purchase of additional furniture for the School Department
- 6E. Remodeling, reconstruction, and making extraordinary repairs to public buildings by the School Department
- 6F. Purchase of additional departmental equipment by the School Department

FIRE DEPARTMENT

- 6G. Purchase of additional departmental equipment by the Fire Department

POLICE DEPARTMENT

- 6H. Purchase of additional departmental equipment by the Police Department

COUNCIL ON AGING

- 6I. Purchase of additional departmental equipment by the Council on Aging Department

RECREATION DEPARTMENT

- 6J. Purchase of additional departmental equipment by the Recreation Department

ARTICLE 6A.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$736,145 for the resurfacing of public ways and for the reconstruction and construction 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 \$736,145 under Massachusetts General Law Chapter 44, Section 7.

ARTICLE 6B.

VOTED: That the Town appropriate the sum of \$405,616 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 \$405,616 under Massachusetts General Law Chapter 44, Section 7. **2/3 DECLARED BY MODERATOR.**

ARTICLE 7A.

VOTED UNANIMOUSLY: That the Town hear and act upon the recommendation of the Community Preservation Committee as follows: By raising and appropriating the sum of \$20,000 of the Town’s portion of the expected Fiscal Year 2018 Community Preservation Fund revenues, to permit the Community Preservation Committee to expend funds as it deems necessary for its administrative and operating expenses, in accordance with the provisions of M.G.L. ch. 44B, § 6 and amendments thereof; and authorize the Community Preservation reserve from Fiscal Year 2018 Community Preservation Fund Estimated Revenues the following:

\$56,350	for Open Space	From FY18 Estimated Revenues
\$56,350	for Historic Preservation	From FY18 Estimated Revenues
\$56,350	for Community Housing	From FY18 Estimated Revenues
\$374,450	for Undesignated Fund Balance	From FY18 Estimated Revenues

ARTICLE 7B.

VOTED UNANIMOUSLY: That the Town hear and act upon the recommendation of the Community Preservation Committee as follows: That the following amounts be appropriated or reserved from Fiscal Year 2018 Community Preservation Fund Revenues, unless otherwise specified, for Fiscal Year 2018 Community Preservation purposes with each item considered a separate appropriation:

- \$54,165 for Historic for the Community Center exterior painting project from Undesignated General Fund Balance
- \$255,000 for Historic for the repair and rehabilitation of Mann’s Pond Dam from Historic Undesignated Fund Balance
- \$1,500 for Recreation for Ames Street Playground enhancements from Undesignated General Fund Balance
- \$37,000 for Recreation for the rehabilitation of the Ames Street basketball courts from Undesignated General Fund Balance

\$42,225 for Recreation for the Community Center outdoor recreation area from Undesignated General Fund Balance

ARTICLE 8.

VOTED UNANIMOUSLY: That the Town raise and appropriate \$3,399,280 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 \$200,000 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.

ARTICLE 12.

VOTED UNANIMOUSLY: That the Town vote the various revolving funds under M.G.L. c.44 sec. 53E½ for the fiscal year commencing July 1, 2017 listed as items A – M as printed on pages 28–33 under Article 12 of the Warrant for this Annual Meeting.

That the Town vote to consider the following items A through M, which will be voted as a block, or singly, or in any combination but however voted will be treated for accounting purposes as if each item were voted as a separate article.

A. Cable TV Licensing and Re-licensing Fund

Sponsor: Board of Selectmen

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 FY 2018 shall not exceed the balance in the fund carried forward from FY 2017 plus receipts deposited into the fund during FY 2018 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.

B. Library Public-Use Supplies Replacement Fund

Sponsor: Library Board of Trustees

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 FY 2018 shall not exceed the balance in the fund carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed seven thousand (\$7,000.00) dollars.

C. Street Opening Fund

Sponsor: Board of Selectmen

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 FY 2018 shall not exceed the balance in the fund carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed Twenty-Five Thousand (\$25,000.00) dollars.

D. Recycling Fund

Sponsor: Board of Selectmen

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 FY 2018 shall not exceed the balance in the fund carried forward from FY 2017 plus monies deposited into the fund during FY 2018, and in any event shall not exceed One Hundred Fifty Thousand (\$150,000.00) dollars.

E. Conservation Commission Advertising Revolving Fund

Sponsor: Conservation Commission

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 FY 2018 shall not exceed the balance in the fund carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed Four Thousand (\$4,000.00) dollars.

F. Library Materials Replacement Fund

Sponsor: Library Board of Trustees

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 FY 2018 shall not exceed the balance in the fund carried forward from FY 2017 plus receipts deposited into the fund during FY 2018 and in any case shall not exceed Three Thousand Five Hundred (\$3,500.00) dollars.

G. Recreation Programs Revolving Fund

Sponsor: Recreation Department

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 FY 2018 shall not exceed the balance carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed Three Hundred Thousand (\$300,000.00) dollars.

H. Parking Lot Fund

Sponsor: Board of Selectmen

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 FY 2018 shall not exceed the balance carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed Sixty-five Thousand (\$65,000.00) dollars.

I. Board of Health Fund for Monitoring Compliance with Septic Variance

Sponsor: Board of Health

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 FY 2018 shall not exceed the balance carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed Twenty Thousand (\$20,000.00) dollars.

J. Health Department Revolving Fund

Sponsor: Board of Health

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 FY 2018 shall not exceed the balance carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed Forty Thousand (\$40,000.00) dollars.

K. Waterfront Recreation Programs Revolving Fund

Sponsor: Recreation Department

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 FY 2018 shall not exceed the balance carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed One Hundred Fifty Thousand (\$150,000.00) dollars.

L. Community Center Building Maintenance Fund

Sponsor: Department of Public Works

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 FY 2018 shall not exceed the balance carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed One Hundred Thousand (\$100,000.00) dollars.

M. Council on Aging Program Revolving Fund

Sponsor: Council on Aging

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 FY 2018 shall not exceed the balance carried forward from FY 2017 plus monies deposited into the fund during FY 2018 and in any event shall not exceed Twenty-Five Thousand (\$25,000.00) dollars;

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, 2017 and ending June 30, 2018.

ARTICLE 14.

VOTED UNANIMOUSLY:

A. That the Town Clerk cast one ballot for the Trustees of the Dorchester and Surplus Revenue School Fund as follows:

Bettye Outlaw, Patricia MacDougall and Elizabeth Siemiakaska

B. That the Town Clerk cast one ballot for the Trustees of the Edmund H. Talbot Fund as follows:

Shirley Schofield, Marie Cuneo and Paul Bergeron

C. To accept the report of the donors of the funds.

ARTICLE 15.

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$59,300 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 2017 in accordance with Chapter 44, Section 40 of the General Laws of the Commonwealth.

ARTICLE 16.

VOTED: That the Town of Sharon appropriate from the undesignated general fund balance the amount of Two Million Three Hundred Twenty-Four Thousand Six Hundred and Sixty-Three Dollars (\$2,324,663.00) Dollars for the purpose of paying costs of the replacement of the roof at the Sharon Heights Elementary School, 454 South Main Street, Sharon, MA 02067 which will include the complete replacement of the existing EPDM roofing system with a new .090 EPDM roof and associated re-flashing of masonry walls and repairs to soffits, including the payment of all costs incidental or related thereto (the “Project”), which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program, and for which the Town of Sharon may be eligible

for a grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended under the direction of Town of Sharon Standing Building Committee. The Town of Sharon acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town of Sharon incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town of Sharon; provided further that any grant that Town of Sharon may receive from the MSBA for the Project shall not exceed the lesser of (1) 44.68 percent (%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; provided that any appropriation authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town of Sharon and the MSBA.

ARTICLE 17.

MOTION: That the Town appropriate from Undesignated General Fund Balance the sum of \$150,000 for the purpose of enabling the Planning Board to engage a consultant, or consultants, to develop and write a comprehensive Master Plan, lead a public engagement and visioning process, and to review previously completed planning studies. Said processes to be conducted under the general supervision of the Planning Board, with the advice and assistance of the Master Plan Steering Committee, and who shall serve for the duration of the process to review the work and provide guidance to the Planning Board, said Planning Board to conduct frequent public forums to permit the public to comment on the work of the consultant(s) before the work is concluded.

MOTIN TO AMEND: Addition to Article 17 (Master Plan), The Master Plan shall include a decision framework. This decision framework shall aid in performing tradeoffs among the multiple long term objectives. Long term objectives shall include, but not limited to:

Appreciation of Real Estate values,

Affordability, and

Quality of Life.

The organization of the master plan shall be consistent with the framework.

NOT CARRIED.

VOTED: That the Town appropriate from Undesignated General Fund Balance the sum of \$150,000 for the purpose of enabling the Planning Board to engage a consultant, or consultants, to develop and write a comprehensive Master Plan, lead a public engagement and visioning process, and to review previously completed planning studies. Said processes to be conducted under the general

supervision of the Planning Board, with the advice and assistance of the Master Plan Steering Committee, and who shall serve for the duration of the process to review the work and provide guidance to the Planning Board, said Planning Board to conduct frequent public forums to permit the public to comment on the work of the consultant(s) before the work is concluded.

ARTICLE 20.

VOTED: That the Town accept the preliminary design for the proposed Sharon Public Library building. **A STANDING VOTE. VOTES IN THE AFFIRMATIVE 123. VOTES IN THE NEGATIVE 92.**

ARTICLE 21.

VOTED UNANIMOUSLY: That the Town renumber and recaption the General Bylaws of the Town as follows: to assign a new number to each chapter of the General Bylaws; to renumber each section accordingly; to insert chapter and section titles; to update internal references to reflect the new numbering system; to reorganize defined terms to be indented and capitalized in the definitions sections of various chapters; and to enact certain global changes to the text of the General Bylaws of the Town as follows:

To cite statutory references to the Massachusetts General Laws in a consistent manner, to read in the following form: MGL c.____, § ____.

To impose a standard system of capitalization and citation of numbers throughout the General Bylaws.

all as incorporated in the document entitled "FINAL DRAFT (RED-LINE VERSION) — 1-19-2017," on file in the office of the Town Clerk; and

That the Town enact certain changes to the text of the General Bylaws of the Town, as noted by strikethroughs (indicating deletion) and underlines (indicating additions), all as set forth in the document entitled "FINAL DRAFT (RED-LINE VERSION) — 1-19-2017," on file in the office of the Town Clerk.

ARTICLE 22.

VOTED UNANIMOUSLY: That the Town number and caption the Zoning Bylaw of the Town as Chapter 275, Zoning, of the "Bylaws and Regulations of the Town of Sharon," as set forth in the document entitled

"FINAL DRAFT (RED-LINE VERSION) — 1-19-2017," on file in the office of the Town Clerk.

That the Town enact certain changes to the text of the Zoning Bylaw of the Town, as noted by strikethroughs (indicating deletion) and underlines (indicating additions), all as set forth in the document entitled "FINAL DRAFT (RED-LINE VERSION) — 1-19-2017," on file in the office of the Town Clerk.

ARTICLE 23.

VOTED: That the Town amend Article 1 of the Town of Sharon General Bylaws, by adopting a new Section 8, as follows:

Section 8. The Town Clerk, or an agent designated by the Town Clerk, shall be authorized to assign appropriate numbers to sections, subsections, paragraphs and subparagraphs of Town general bylaws and zoning bylaws, where none are approved by Town Meeting.

Where Town Meeting has approved numbering of sections, subsections, paragraphs and subparagraphs of Town general bylaws and zoning bylaws, the Town Clerk or an agent designated by the Town Clerk, after consultation with the Town Administrator, shall be authorized to make non-substantive editorial revisions to the numbering to ensure consistent and appropriate sequencing, organization and numbering of the bylaws.

ARTICLE 24.

VOTED UNANIMOUSLY: That the Town amend the Zoning By-Law, exactly as printed on pages 82 through 84 of this Annual Town Meeting Warrant.

That the Town vote to amend the Zoning Bylaw by adding a new subsection f, to Section 2332, Other Permitted Principal Uses, within the Light Industrial Zoning District, as follows:

2332. Other Permitted Principal Uses

f. *Large-Scale Ground-Mounted Solar Photovoltaic Installation:* A solar photovoltaic system that is structurally mounted on the ground and is not roof-mounted, and has a minimum nameplate capacity of 250 kW DC, not constructed on a lot containing a habitable building.

Construction, operation, and/or repair of the above uses shall be subject to following requirements.

(1) **As-of-Right Siting:** Large-scale ground mounted solar photovoltaic installations shall be subject to as of right Site Plan review pursuant to Section 6320 and shall not be subject to special permit, variance, amendment, waiver, or other discretionary approval.

(2) **Compliance with Laws, Ordinances and Regulations:** The construction and operation of all large scale solar photovoltaic installations shall be consistent with all applicable local, state and federal requirements, including but not limited to all applicable safety, construction, electrical, and communications requirements. All buildings and fixtures forming part of a solar photovoltaic installation shall be constructed in accordance with the State Building Code.

(3) **Building Permit and Building Inspection:** No large scale ground mounted solar photovoltaic installation shall be constructed, installed or modified as provided in this section without first obtaining a building permit.

(4) **Site Control:** The project proponent shall submit documentation of actual or prospective access and control of the project site sufficient to allow for construction and operation of the proposed solar photovoltaic installation.

(5) **Operation & Maintenance Plan:** The project proponent shall submit a plan for the operation and maintenance of the large- scale ground-mounted solar photovoltaic installation, which shall include measures for maintaining safe access to the installation, storm water controls, as well as general procedures for operational maintenance of the installation.

(6) **Utility Notification:** No large-scale ground-mounted solar photovoltaic installation shall be constructed until evidence has been given to the Site Plan Review Authority that the utility company that operates the electrical grid where the installation is to be located has been informed of the solar photovoltaic installation owner or operator's intent to install an

interconnected customer-owned generator. Off-grid systems shall be exempt from this requirement.

(7) **Land Clearing, Soil Erosion and Habitat Impacts:** Clearing of natural vegetation shall be limited to what is necessary for the construction, operation and maintenance of the large-scale ground-mounted solar photovoltaic installation or otherwise prescribed by applicable laws, regulations, and bylaws.

(8) **Abandonment:** Any facility which permanently ceases operation or that has been abandoned shall be demolished and removed and the site shall be restored, revegetated, and stabilized within six months following discontinuance of operations. The Site Plan Review Authority shall require posting of permanent security in an amount adequate to ensure demolition and removal of the facility and restoration, revegetation, and stabilization of the site. The amount of the security shall be updated from time to time throughout operation of the facility as required by the Site Plan Review Authority.

And further, to amend Zoning By-Law Section 4535 to exclude Large-Scale Ground-Mounted Solar Photovoltaic Installations from impervious area limitations.

ARTICLE 25.

VOTED UNANIMOUSLY: That the Town amend the General By-Law, exactly as printed on page 85 of this Annual Town Meeting Warrant, except for the words “to see if the Town will vote to amend the Town of Sharon General Bylaws”

That the Town vote to amend the Town of Sharon General Bylaws, by adopting a new Article 41 entitled “Stretch Energy Code” for the purpose of regulating the design and construction of buildings for the effective use of energy, pursuant to Appendix 115.AA of the Massachusetts Building Code, 780 CMR, the Stretch Energy Code, including future editions, amendments or modifications thereto, with an effective date as of January 2, 2017, as follows:

Article 41 – Stretch Energy Code

Section 1 - Definitions

Internal Energy Conservation Code (IECC) – The International Energy Conservation Code (IECC) is a building energy code created by the International Code Council. It is a model code adopted by many state and municipal governments in the United States for the establishment of minimum design and construction requirements of the MA State Building Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards.

Stretch Energy Code – Codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115.AA of the 9th edition Massachusetts building code, the Stretch Energy Code is an appendix to the Massachusetts building code, based on further amendments to the International Energy Conservation Code (IECC) to improve the energy efficiency of buildings built to this code.

Section 2 - Purpose

The purpose of 780 CMR 115.AA is to provide a more energy efficient alternative to the Base Energy Code applicable to the relevant sections of the building code for new buildings.

Section 3 - Applicability

This code applies to residential and commercial buildings. Buildings not included in this scope shall comply with 780 CMR 13, 34, 51, as applicable.

Section 4 - Stretch Code

The Stretch Code, as codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115.AA, including any future editions, amendments or modifications, is herein incorporated by reference into the Town of Sharon General Bylaws, Article 41.

The Stretch Code is enforceable by the building inspector.

ARTICLE 26.

VOTED: That the Town accept the provisions of Massachusetts General Laws Chapter 40, Section 13E, which allows the establishment of, and appropriation or transfer of money to, a reserve fund to be utilized in the upcoming fiscal years, to pay, without further appropriation, unanticipated or unbudgeted costs of special education, out-of-district tuition or transportation.

ARTICLE 27.

VOTED: That the Town, pursuant to G.L. c. 41, § 2, increase the number of members of the School Committee from six members to seven members.

ARTICLE 28.

VOTED: That the Town, pursuant to G.L. c. 40, §§ 3 and 15A, transfer care, custody, management, and control from the Board of Selectmen to the Conservation Commission for conservation purposes, for the protection and management of natural resources, and for the protection of the watershed resources of the Town of Sharon, allowing passive recreation thereon only, under G.L. c. 40, § 8C and Amended Article 97 of the Massachusetts Constitution, of the land shown as the green areas on the map entitled "Proposed New Parcels by Owner," dated 4/28/2017, prepared by Sharon GIS and filed with the Sharon Town Clerk ("the Map"), and comprising the following parcels:

Parcel F-1, containing approximately 7.78 acres

Parcel F-a, containing approximately 11.62 acres

Parcel F-b, containing approximately 7.6 acres

And further, that the Board of Selectmen retain care, custody, management, and control of town well no. 7, its zone 1, and all of the water body known as Gavin's Pond to the high water mark, shown as the blue area on the Map, containing approximately 28.23 acres; and for recreation purposes, the land containing the existing soccer fields, shown as the brown area on the Map and containing approximately 8.5 acres.

The land shown on the Map is a portion of the land described in a deed to the Town recorded in the Norfolk Registry of Deeds in Book 7840, Page 560 on December 23, 1987, and shown on Plan 1549-1987, Plan Bk 363, recorded at the Norfolk Registry of Deeds on December 23, 1987.

And further, to authorize the Board of Selectmen and the Conservation Commission, or their agents, to approve by joint agreement the metes and bounds of the conservation and recreation parcels resulting from surveys to be performed.

And further, to authorize the Board of Selectmen and the Conservation Commission to execute and record at the Registry of Deeds all documents that

are determined to be necessary or appropriate by Town Counsel to effectuate this transfer.

THE MEETING ADJOURNED AT 11:05 P.M.

Attendance: 292

**ANNUAL TOWN MEETING
MAY 1, 2017**

The Annual Town Meeting of May 1, 2017 was adjourned to reconvene at the Sharon High School Arthur E. Collins Auditorium on Pond Street on Tuesday, May 2, 2017 at 7:00 P.M. then and there to act on all unfinished business in the May 1, 2017 Annual Town Meeting Warrant.

Attest:
Marlene B. Chused
Sharon Town Clerk

MAY 2, 2017

This is to certify that I have posted a copy of the above notice in accordance with Town By-Laws.

Tilden M. Kaufman
Constable
Sharon, Massachusetts

ADJOURNED ANNUAL TOWN MEETING

MAY 2, 2017

The Moderator asked the Town Meeting to allow the following late addition non-voters to address Town Meeting.

Greg Walsh
Daniel Seigenberg, Council for 25 Tiot Holdings

ARTICLE 18.

**FOR COMPLETE MOTION AND RESULTS FROM TOWN MEETING,
REFER TO:**

<https://www.townofsharon.net/town-clerk/pages/election-and-town-meeting-results>

ARTICLE 6. MOTION FOR RECONSIDERATION

VOTED UNANIMOUSLY: That the Town reconsider Article 6 to correct a significant error in the process used, specifically by including in the omnibus motion items previously voted (items 6A and 6B for the DPW) and in failing to identify the source of funding for the Council on Aging as “borrowing”, and consequently to correct the total amount to be borrowed.

ARTICLE 6.

VOTED UNANIMOUSLY: That the Town amend the vote taken at the May 1, 2017 Annual Town Meeting under Article 6 to specify the funding source for the purchase of the Council on Aging van (item 6.I.) by adding the words “from borrowing”; delete “ \$1,141,761 for Public Works”; and change the amount to be borrowed to “\$936,500”.

VOTED UNANIMOUSLY: To dissolve the May 1, 2017 Annual Town Meeting @ 8:29 P.M.

VOTED UNANIMOUSLY: To reconvene the December 12, 2016 Special Town Meeting.

VOTED UNANIMOUSLY: To indefinitely postpone action on Article 1. (Zoning By-Law Change – Recreation and Residential Overlay District – Spring Valley Country Club)

VOTED UNANIMOUSLY: To dissolve the December 12, 2016 Special Town Meeting @ 8:30 P.M.

Attendance: 203

Special Town Meeting

November 6, 2017

Pursuant to the provisions of the warrant of October 19, 2017, 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 Andrew Nebenzahl. 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: Frederic Turkington, Town Administrator, Krishan Gupta, Finance Director, Tilden Kaufman, Chief of Police, Lauren Barnes, Assistant to the Town Administrator, Dick Gelerman, Town Counsel, Lisa Whelan, Town Counsel, Eric Hooper, Superintendent of Public Works, Peter O'Cain, Town Engineer, Lance DelPriore, Assistant Engineer, Mark Mazur, Administrative Assessor, Kathleen Medeiros, Council of Aging Director, Greg Meister, Conservation Agent, Diane Malcolmson, Animal Control Officer, Lee Ann Amend, Library Director, Richard Murphy, Deputy Fire Chief, Dr. Victoria Greer, Superintendent of Schools, John Marcus, Asst. Superintendent of Schools, Liz Murphy, Asst. Superintendent of Schools, Jose Libano, High School Principal, Ken Wertz, Interim Dir. Maintenance & Operations – Schools, Mark Parrish, Robert Gingras, Richard Marks, Steven Rafsky, Nancy Hall, David Spiegel and Craig Seymour.

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: 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, November 7, 2017, at the Arthur E. Collins Auditorium at 7:00 P.M.

ARTICLE 1.

VOTED UNANIMOUSLY: That the Town of Sharon appropriate the amount of One Million Nine Hundred Thousand (\$1,900,000) Dollars for the purpose of paying costs of a Feasibility Study for the Sharon High School to understand the extent of facility and programming deficiencies at the Sharon High School located at 181 Pond Street, Sharon, Massachusetts and to recommend the most cost effective and educationally appropriate solution to those deficiencies to the MSBA Board of Directors. This study will take into consideration the “Sharon High School Existing Condition Study” performed in 2013, which found the existing structure suffers from overcrowding of students, non-compliance of accessibility regulations, required update of outdated mechanical, electrical, and plumbing systems, majority of educational spaces are currently undersized based off of the Massachusetts School Building Authority standards, all of which are critical needs to allow for appropriate delivery of educational services for the students attending the Sharon High School, located at 181 Pond Street, Sharon, Massachusetts , including the payment of all costs incidental or related thereto, and for which the Town of Sharon may be eligible for a grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended under the direction of the Sharon Standing Building Committee and to meet this appropriation, to transfer the following amounts:

From:		Amount:
Heights Roof Project Surplus		\$700,000.00
Heights Roof MSBA Refund		\$525,000.00
Free Cash - FY17		\$675,000.00
	Total	\$1,900,000.00

The Town of Sharon acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town of Sharon incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town of Sharon, and that the amount of the appropriation authorized pursuant to this vote shall be reduced by any grant amount set forth in the Feasibility Study Agreement that may be executed between the Town of Sharon and the MSBA.

ARTICLE 2.

Moderator Andrew Nebenzahl recused himself. Moderator David Yas presided for Article 2.

MOTION: That the Town amend the Zoning By-laws of the Town of Sharon exactly as printed on pages 4 – 22 of the Warrant for this Special Town Meeting, except for the deletion of the words “or take any other action relative thereto.”

FOR COMPLETE MOTION, REFER TO:
<https://www.townofsharon.net/town-clerk/pages/election-and-town-meeting-results>

ARTICLE 3.

MOTION: That the Town raise and appropriate, transfer from available funds or borrow the sum of \$12,900,000.00 as follows:

From:	Article:	Amount:
Bond Premium (from 2017 May borrowing)		\$ 244,829.52
Unexpended Town Capital Projects:		
32002220-621401	5/13 ATM 10H Fire - Bldg Reno.	\$ 32,124.25
32002220-621501	5/14 ATM 10F Fire Bldg Reno	\$ 50,000.00
32004400-621602	5/15 ATM #6C Town Hall ADA	\$ 14,731.25
32002220-621600	5/15 ATM 6H Fire - Dept Equip.	\$ 29.86
32002210-621203	5/11 ATM ART 14F Police - Dept Equip.	\$ 6,926.60
Public Safety Building Project Surplus		\$ 750,000.00
Borrowing		\$10,800,000.00
FY17 Free Cash		\$ 1,001,358.52
	Total:	\$12,900,000.00

The purpose of the above funding is for the demolition of the existing Town Hall and Fire Station at 90 South Main Street, and the construction of a new Town Hall building at the location of the to-be demolished Fire Station at 90 South Main Street, including the original equipping, furnishing and any other costs incidental thereto, of the new Town Hall, such funds shall be expended under the direction of the Sharon Standing Building Committee; and to determine whether this appropriation shall be raised by borrowing or otherwise.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General

Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

MOTION TO AMEND: To substitute the following: That the Town raise and appropriate, transfer from available funds or borrow the sum of \$9,628,000.00 as follows:

<u>From:</u>	<u>Article:</u>	<u>Amount:</u>
Bond Premium (from 2017 May borrowing)		\$ 244,829.52
Unexpended Town Capital Projects:		
32002220-621401	5/13 ATM 10H Fire - Bldg Reno.	\$ 32,124.25
32002220-621501	5/14 ATM 10F Fire Bldg Reno	\$ 50,000.00
32004400-621602	5/15 ATM #6C Town Hall ADA	\$ 14,731.25
32002220-621600	5/15 ATM 6H Fire - Dept Equip.	\$ 29.86
32002210-621203	5/11 ATM ART 14F Police - Dept Equip.	\$ 6,926.60
Public Safety Building Project Surplus		\$ 750,000.00
Borrowing		\$ 7,528,000.00
FY17 Free Cash		\$ 1,001,358.52
	Total:	\$ 9,628,000.00

The purpose of the above funding is for renovation of the existing Town Hall as per option 2 of the BKA Architects report dated September 13, 2017 with the following changes; Do not demolish the old Fire Station; Prepare secure storage “lockers” for each Department in the bay area of the old Fire Station; Minimally modify the old Fire Station by replacing the garage doors facing South Main Street and wall off non utility area; Utilize the lower level of the Town Hall for offices and/or meeting rooms; Utilize the existing equipment to the maximum extent possible. Such funds shall be expended under the direction of the Sharon Standing Building Committee; and to determine whether this appropriation shall be raised by borrowing or otherwise.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. **NOT CARRIED.**

MOTION: To call the question. **CARRIED.**

VOTED: That the Town raise and appropriate, transfer from available funds or borrow the sum of \$12,900,000.00 as follows:

From:	Article:	Amount:
Bond Premium (from 2017 May borrowing)		\$ 244,829.52
Unexpended Town Capital Projects:		
32002220-621401	5/13 ATM 10H Fire - Bldg Reno.	\$ 32,124.25
32002220-621501	5/14 ATM 10F Fire Bldg Reno	\$ 50,000.00
32004400-621602	5/15 ATM #6C Town Hall ADA	\$ 14,731.25
32002220-621600	5/15 ATM 6H Fire - Dept Equip.	\$ 29.86
32002210-621203	5/11 ATM ART 14F Police - Dept Equip.	\$ 6,926.60
Public Safety Building Project Surplus		\$ 750,000.00
Borrowing		\$10,800,000.00
FY17 Free Cash		\$ 1,001,358.52
	Total:	\$12,900,000.00

The purpose of the above funding is for the demolition of the existing Town Hall and Fire Station at 90 South Main Street, and the construction of a new Town Hall building at the location of the to-be demolished Fire Station at 90 South Main Street, including the original equipping, furnishing and any other costs incidental thereto, of the new Town Hall, such funds shall be expended under the direction of the Sharon Standing Building Committee; and to determine whether this appropriation shall be raised by borrowing or otherwise.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. **A STANDING VOTE. VOTES IN THE AFFIRMATIVE 227; VOTES IN THE NEGATIVE 84. 2/3 VOTE DECLARED BY MODERATOR.**

THE MEETING ADJOURNED AT 11:18 P.M.

Attendance: 993

**SPECIAL TOWN MEETING
NOVEMBER 6, 2017**

The Special Town meeting of November 6, 2017 was adjourned at 11:18 P.M. to reconvene at the Sharon High School, Arthur E. Collins Auditorium on Pond Street on Tuesday, November 7, 2017 at 7:00 P.M. then and there to act on all unfinished business in the November 6, 2017 Special Town Meeting Warrant.

Attest:
Marlene B. Chused
Sharon Town Clerk

NOVEMBER 7, 2017

This is to certify that I have posted a copy of the above notice in accordance with Town By-Laws.

Tilden M. Kaufman
Constable
Sharon, Massachusetts

**ADJOURNED SPECIAL TOWN MEETING
NOVEMBER 7, 2017**

ARTICLE 4.

MOTION: That the Town amend the Zoning By-laws of the Town of Sharon exactly as printed on pages 28 – 30 of the Warrant for this Special Town Meeting, except for the deletion of the words “or take any other action relative thereto.”

That the Town vote to amend the Town’s Zoning Bylaws by adding the following new section:

“Section 3700. TEMPORARY MORATORIA.” and further to amend the Table of Contents to add Section 3700. “Temporary Moratoria” and the ensuing parts as proposed herein.

“Section 3700 . Temporary Moratorium on the Retail Sale and Distribution of Recreational Marijuana”

3710. Purpose: By vote at the State election on November 8, 2016, the voters of the Commonwealth approved a law regulating the cultivation, distribution, possession and use of marijuana for recreational purposes. The law provides that it is effective on December 15, 2016 and the Cannabis Control Commission is required to issue regulations regarding implementation by March 15, 2018.

Currently under the Zoning Bylaw, Recreational Marijuana Establishments and Marijuana Retailers are not a permitted use in the Town and any regulations promulgated by the State Cannabis Control Commission are expected to provide guidance to the Town in regulating Recreational Marijuana Establishments and Marijuana Retailers. Further, the state law clarifying the ballot measure establishes a process for the town to either ban or restrict the issuance of licenses for such facilities.

The regulation of Recreational Marijuana Establishments and Marijuana Retailers raise novel and complex legal, planning, and public safety issues and the Town needs time to study and consider the regulation of Recreational Marijuana Establishments and Marijuana Retailers and address such novel and complex issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning Bylaw regarding regulation of Recreational Marijuana Establishments and Marijuana Retailers and other uses related to the regulation of recreational marijuana. The Town intends to adopt a temporary moratorium on the use of land and structures in the Town for Marijuana Retailers so as to allow the Town sufficient time to engage in a planning process to address the effects of such structures and uses in the Town and to adopt provisions of the Zoning Bylaw in a manner consistent with sound land use planning goals and objectives. The temporary moratorium is not intended to be a comprehensive moratorium on all recreational marijuana activities but rather a temporary prohibition only on recreational marijuana retail sales.

3720. Definitions

"Manufacture", to compound, blend, extract, infuse or otherwise make or prepare a marijuana product.

"Marijuana accessories", equipment, products, devices or materials of any kind that are intended or designed for use in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, ingesting, inhaling or otherwise introducing marijuana into the human body.

"Marijuana cultivator", an entity licensed to cultivate process and package marijuana, to deliver marijuana to marijuana establishments and to transfer marijuana to other marijuana establishments, but not to consumers.

"Marijuana establishment", a marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business.

"Marijuana product manufacturer", an entity licensed to obtain, manufacture, process and package marijuana and marijuana products, to deliver marijuana and marijuana products to marijuana establishments and to transfer marijuana and marijuana products to other marijuana establishments, but not to consumers.

"Marijuana products", products that have been manufactured and contain marijuana or an extract from marijuana, including concentrated forms of marijuana and products composed of marijuana and other ingredients that are intended for use or consumption, including edible products, beverages, topical products, ointments, oils and tinctures.

"Marijuana testing facility", an entity licensed to test marijuana and marijuana products, including certification for potency and the presence of contaminants.

"Marijuana retailer", an entity licensed to purchase and deliver marijuana and marijuana products from marijuana establishments and to deliver, sell or otherwise transfer marijuana and marijuana products to marijuana establishments and to consumers.

3730. Temporary Moratorium.

For the reasons set forth above and notwithstanding any other provision of the Zoning Bylaw to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for Marijuana Retailers. The moratorium shall be in effect through June 30, 2018. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of recreational marijuana in the Town, consider the Cannabis Control Commission regulations regarding Recreational Marijuana Establishments and Marijuana Retailers and related uses, determine whether the town shall restrict any, or all, licenses for Recreational Marijuana Establishments and Marijuana Retailers, determine whether the town will prohibit on-site consumption at Recreational Marijuana Establishments and Marijuana Retailers and shall consider adopting new provisions of the Zoning Bylaw to address the impact and operation of Recreational Marijuana Establishments and Marijuana Retailers and related uses.

3740. Severability. The provisions of this Section 3700 of the Zoning Bylaw are severable. If any provision, paragraph, sentence, or clause of this Section 3700 or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this Section 3700.

MOTION TO AMEND: By replacing the date in Section 3730 “June 30, 2017” with the date “December 31, 2017” **NOT CARRIED. A**
STANDING VOTE. VOTES IN THE AFFIRMATIVE 79; VOTES IN THE
NEGATIVE 80. 2/3 VOTE DECLARED BY MODERATOR.

MOTION: To call the question. **CARRIED.**

VOTED: That the Town vote to amend the Town’s Zoning Bylaws by adding the following new section:

“Section 3700. TEMPORARY MORATORIA.” and further to amend the Table of Contents to add Section 3700. “Temporary Moratoria” and the ensuing parts as proposed herein.

“Section 3700 . Temporary Moratorium on the Retail Sale and Distribution of Recreational Marijuana

3710. Purpose: By vote at the State election on November 8, 2016, the voters of the Commonwealth approved a law regulating the cultivation, distribution, possession and use of marijuana for recreational purposes. The law provides that it is effective on December 15, 2016 and the Cannabis Control Commission is required to issue regulations regarding implementation by March 15, 2018.

Currently under the Zoning Bylaw, Recreational Marijuana Establishments and Marijuana Retailers are not a permitted use in the Town and any regulations promulgated by the State Cannabis Control Commission are expected to provide guidance to the Town in regulating Recreational Marijuana Establishments and Marijuana Retailers. Further, the state law clarifying the ballot measure establishes a process for the town to either ban or restrict the issuance of licenses for such facilities.

The regulation of Recreational Marijuana Establishments and Marijuana Retailers raise novel and complex legal, planning, and public safety issues and the Town needs time to study and consider the regulation of Recreational Marijuana Establishments and Marijuana Retailers and address such novel and

complex issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning Bylaw regarding regulation of Recreational Marijuana Establishments and Marijuana Retailers and other uses related to the regulation of recreational marijuana. The Town intends to adopt a temporary moratorium on the use of land and structures in the Town for Marijuana Retailers so as to allow the Town sufficient time to engage in a planning process to address the effects of such structures and uses in the Town and to adopt provisions of the Zoning Bylaw in a manner consistent with sound land use planning goals and objectives. The temporary moratorium is not intended to be a comprehensive moratorium on all recreational marijuana activities but rather a temporary prohibition only on recreational marijuana retail sales.

3720. Definitions

"Manufacture", to compound, blend, extract, infuse or otherwise make or prepare a marijuana product.

"Marijuana accessories", equipment, products, devices or materials of any kind that are intended or designed for use in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, ingesting, inhaling or otherwise introducing marijuana into the human body.

"Marijuana cultivator", an entity licensed to cultivate process and package marijuana, to deliver marijuana to marijuana establishments and to transfer marijuana to other marijuana establishments, but not to consumers.

"Marijuana establishment", a marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business.

"Marijuana product manufacturer", an entity licensed to obtain, manufacture, process and package marijuana and marijuana products, to deliver marijuana and marijuana products to marijuana establishments and to transfer marijuana and marijuana products to other marijuana establishments, but not to consumers.

"Marijuana products", products that have been manufactured and contain marijuana or an extract from marijuana, including concentrated forms of marijuana and products composed of marijuana and other ingredients that are

intended for use or consumption, including edible products, beverages, topical products, ointments, oils and tinctures.

“Marijuana testing facility”, an entity licensed to test marijuana and marijuana products, including certification for potency and the presence of contaminants.

"Marijuana retailer", an entity licensed to purchase and deliver marijuana and marijuana products from marijuana establishments and to deliver, sell or otherwise transfer marijuana and marijuana products to marijuana establishments and to consumers.

3730. Temporary Moratorium.

For the reasons set forth above and notwithstanding any other provision of the Zoning Bylaw to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for Marijuana Retailers. The moratorium shall be in effect through June 30, 2018. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of recreational marijuana in the Town, consider the Cannabis Control Commission regulations regarding Recreational Marijuana Establishments and Marijuana Retailers and related uses, determine whether the town shall restrict any, or all, licenses for Recreational Marijuana Establishments and Marijuana Retailers, determine whether the town will prohibit on-site consumption at Recreational Marijuana Establishments and Marijuana Retailers and shall consider adopting new provisions of the Zoning Bylaw to address the impact and operation of Recreational Marijuana Establishments and Marijuana Retailers and related uses.

3740. Severability. The provisions of this Section 3700 of the Zoning Bylaw are severable. If any provision, paragraph, sentence, or clause of this Section 3700 or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this Section 3700. **2/3 VOTE DECLARED BY MODERATOR**

ARTICLE 5.

VOTED UNANIMOUSLY: That the Town amend the General By-laws of the Town of Sharon exactly as printed on pages 32 – 41 of the Warrant for this Special Town Meeting, except to designate the new section as “Section 210” and for the deletion of the words “or take any other action relative thereto.”

That the Town vote to amend the Town of Sharon General By-laws by adding a new section, as stated below, to establish and authorize revolving funds for use

by town departments, boards, committees, agencies or officers under Massachusetts General Laws Chapter 44, § 53E½, or take any other action relative thereto.

DEPARTMENT REVOLVING FUNDS

Purpose. This by-law establishes and authorizes revolving funds for use by town departments, boards, committees, agencies or officers in connection with the operation of programs or activities that generate fees, charges or other receipts to support all or some of the expenses of those programs or activities. These revolving funds are established under and governed by General Laws Chapter 44, § 53E½.

Expenditure Limitations. A department or agency head, board, committee or officer may incur liabilities against and spend monies from a revolving fund established and authorized by this by-law without appropriation subject to the following limitations:

Fringe benefits of full-time employees whose salaries or wages are paid from the fund shall also be paid from the fund [except for those employed as school bus drivers].

No liability shall be incurred in excess of the available balance of the fund.

The total amount spent during a fiscal year shall not exceed the amount authorized by town meeting on or before July 1 of that fiscal year, or any increased amount of that authorization that is later approved during that fiscal year by the Board of Selectmen and the Finance Committee.

Interest. Interest earned on monies credited to a revolving fund established by this by-law shall be credited to the general fund.

Procedures and Reports. Except as provided in General Laws Chapter 44, § 53E½ and this by-law, the laws, charter provisions, by-laws/ordinance, rules, regulations, policies or procedures that govern the receipt and custody of town/city monies and the expenditure and payment of town funds shall apply to the use of a revolving fund established and authorized by this by-law. The town accountant shall include a statement on the collections credited to each fund, the encumbrances and expenditures charged to the fund and the balance available for expenditure in the regular report the town accountant provides the department, board, committee, agency or officer on appropriations made for its use.

Authorized Revolving Funds. The Table establishes:

Each revolving fund authorized for use by a town/city department, board, committee, agency or officer;

The department or agency head, board, committee or officer authorized to spend from each fund;

The fees, charges and other monies charged and received by the department, board, committee, agency or officer in connection with the program or activity for which the fund is established that shall be credited to each fund by the Town Accountant/Finance Director;

The expenses of the program or activity for which each fund may be used;

Any restrictions or conditions on expenditures from each fund;

Any reporting or other requirements that apply to each fund, and

The fiscal years each fund shall operate under this by-law/ordinance.

A	B	C	D	E	F	G
Revolving Fund	Department, Board, Committee, Agency or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund	Other Requirements/ Reports	Fiscal Years
Cable TV Licensing and Re-licensing Fund	Board of Selectmen	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.	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.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year 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.	Fiscal Year 2018 and subsequent years

Library Public-Use Supplies Replacement Fund	Library Director, with the approval of the Library Board of Trustees	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 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.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed seven thousand (\$7,000.00) dollars.	Fiscal Year 2018 and subsequent years
Library Materials Replacement Fund	Library Director, with the approval of the Library Board of Trustees	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 purpose of this fund is to acquire equivalent Public Library materials to replace items lost by those who borrow such materials.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed	Fiscal Year 2018 and subsequent years

Street Opening Fund	Superintendent of Public Works, with the approval of the Board of Selectmen	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 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.	three thousand five hundred (\$3,500.00) dollars.		Fiscal Year 2018 and subsequent years
				Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed twenty-five thousand (\$25,000.00) dollars.		

Recycling Fund	Superintendent of Public Works, with the approval of the Board of Selectmen	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 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.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed one hundred-fifty thousand (\$150,000.00) dollars.		Fiscal Year 2018 and subsequent years
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Community Center Building Maintenance Fund	Superintendent of Public Works, with the approval of the Board of Selectmen	Receipts to be deposited into the fund shall be monies collected from users and lessees of the Community Center.	The purpose of this fund is to provide and pay for the maintenance, repair, improvement, monitoring, and operation of the Community Center.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed one hundred thousand dollars. (\$100,000.00)	Fiscal Year 2018 and subsequent years
Parking Lot Fund	Superintendent of Public Works, with the approval of the Board of Selectmen	Receipts to be deposited to this fund shall be solely derived from the receipt of parking fees and charges.	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	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year	Fiscal Year 2018 and subsequent years

				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.	and in any case shall not exceed sixty-five thousand (\$65,000.00) dollars.		
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Railroad Parking Fund	Superintendent of Public Works, with the approval of the Board of Selectmen	Receipts to be deposited to this fund shall be solely derived from the receipt of MBTA parking fees and charges.	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 the MBTA parking lot and in general for any traffic control or traffic safety purposes related thereto.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed five hundred thousand (\$500,000) dollars.	Fiscal Year 2018 and subsequent years
Recreation Programs Revolving Fund	Recreation Director, with the approval of the Board of Selectmen	Receipts to be deposited into this fund shall be monies collected from users of the Recreation Department programs and facilities.	The purpose of this fund is to support the fee-based Recreation Department programs.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year	Fiscal Year 2018 and subsequent years

					and in any case shall not exceed three hundred thousand (\$300,000.00) dollars.			
Waterfront Recreation Programs Revolving Fund	Recreation Director, with the approval of the Board of Selectmen			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.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed one hundred-fifty thousand (\$150,000.00) dollars.		Fiscal Year 2018 and subsequent years	
Conservation Commission Advertising Revolving Fund	Conservation Commission	Receipts to be deposited in this fund shall be monies paid by persons requesting hearings before the	The purpose of this fund shall be to defray the cost of advertising for hearings and		Expenditures in the current fiscal year shall not exceed the balance in the fund carried		Fiscal Year 2018 and subsequent years	

		Sharon Conservation Commission.	meetings before the Sharon Conservation Commission.	forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed four thousand (\$4,000.00) dollars.		
Board of Health Fund for Monitoring Compliance with Septic Variance	Board of Health	<p>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,</p>	<p>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</p>	<p>Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed twenty thousand (\$20,000.00) dollars.</p>		Fiscal Year 2018 and subsequent years

		annual, or more frequent pumping, testing, or other actions by the owner, as required by their variance from Title V or Article 7.	installation requiring mandated variances.			
Health Department Revolving Fund	Board of Health	Receipts to be deposited into this fund shall be monies collected through reimbursements for immunizations.	The purpose of this fund is to support health promotion clinics for Sharon residents including, but not limited to, influenza and pneumococcal vaccination clinics.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed forty thousand (\$40,000.00) dollars.		Fiscal Year 2018 and subsequent years

Council on Aging Program Revolving Fund	Council on Aging Director, with the approval of the Board of Selectmen	Receipts to be deposited into the fund shall be monies collected from programming at the Council on Aging.	The purpose of this fund is to support fee based Council on Aging programs.	Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed twenty-five thousand (\$25,000.00) dollars.	Fiscal Year 2018 and subsequent years
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ARTICLE 6.

VOTED UNANIMOUSLY: That the Town reaccept Massachusetts General Law Chapter 32B Section 20 regarding the “Governance of local other post-employment benefit (OPEB) funds,” which makes technical corrections to the prior statute which will make the fund IRS compliant, add new state reporting requirements, clarify investment options, custody and appropriation rules.

ARTICLE 7.

VOTED UNANIMOUSLY: That the Town transfer the care, custody, management and control of such portions of land from the Board of Selectmen, as Road Commissioners, to the Board of Selectmen, for the purpose of granting nonexclusive permanent and/or temporary easement(s) to Crescent Ridge Dairy, Inc., or its assignee(s), and/or others as deemed necessary, as shown in the approximate area of the proposed 8” CLDI sewer crossing Bay Road on the plan entitled "Sewer Connection Plan, Crescent Ridge Dairy, Inc.," dated May 24, 2017, revised June 13, 2017, as may be further revised, a copy of which is on file with the Town Clerk and the Department of Public Works, as may be necessary for to allow Crescent Ridge Dairy, Inc., to connect its property in Sharon to the Stoughton municipal sewer by crossing Bay Road from Sharon to Stoughton;

and, if necessary, to seek approval for such easement(s) from the Norfolk County Commissioners;

and to authorize the Board of Selectmen to enter into such agreements, execute such documents and take such other actions as may be necessary to accomplish the foregoing.

ARTICLE 8.

VOTED UNANIMOUSLY: That action under 8 be indefinitely postponed. (Borrowing Article – Not needed as Article 3 passed.)

VOTED: To dissolve the November 6, 2017 Special Town Meeting @ 8:19 P.M.

Attendance: 158

SHARON

Town Salaries

2017



Department	Name	Salary	Other	Detail Work	Total
Animal Control	Malcolmson, Diane A	\$48,604.56	\$2,716.31		\$51,320.87
Animal Control	Ripley, Richard W	\$130.33	\$48.01		\$178.34
Animal Inspector	Little, Edwin S	\$4,077.50			\$4,077.50
Assessors	Abelson, Ellen W	\$2,199.96			\$2,199.96
Assessors	Carney, Anne M	\$2,299.98			\$2,299.98
Assessors	De Gregorio, Jennifer M	\$51,501.61	\$2,471.24		\$53,972.85
Assessors	Farretta, Karan J	\$16,307.16	\$714.24		\$17,021.40
Assessors	Gorden, Richard B	\$2,299.98			\$2,299.98
Assessors	Kavanagh, Kathryn L	\$6,831.04			\$6,831.04
Assessors	Mazur, Mark J	\$88,233.09	\$3,091.26		\$91,324.35
Assessors	Tarchara, Susan M	\$9,769.42	\$1,941.85		\$11,711.27
Call Fire	Hughes, Gordon H	\$960.00	\$2,850.00		\$3,810.00
Conservation	Callan, Linda W	\$13,676.68	\$354.83		\$14,031.51
Conservation	Meister, Gregory E	\$85,095.72	\$5,118.57		\$90,214.29
Council on Aging	Books, Marsha	\$35,138.25	\$1,341.00		\$36,479.25
Council on Aging	Edinger, Susan	\$50,399.96	\$2,076.41		\$52,476.37
Council on Aging	Mcduff, Bruce	\$24,281.92	\$1,457.60		\$25,739.52
Council on Aging	Medeiros, Kathleen M	\$71,143.71	\$1,665.00		\$72,808.71
Council on Aging	Pierce, Michael D	\$27,437.77	\$473.71		\$27,911.48
Council on Aging	Sutton, Clinton E	\$6,947.84			\$6,947.84
Council on Aging	Weiner, Nancy E	\$58,957.65	\$5,094.88		\$64,052.53
Council on Aging	Wright, Eileen M	\$17,633.92			\$17,633.92
DPW	Allen, Terrence	\$49,233.60	\$14,379.64		\$63,613.24
DPW	Anderson, Douglas H	\$19,507.20	\$3,625.78		\$23,132.98
DPW	Andrews, James R	\$84,590.71	\$7,711.71		\$92,302.42
DPW	Baldassari, Matthew R	\$67,765.34	\$12,263.74		\$80,029.08
DPW	Bennett, Edwin A	\$62,503.92	\$15,511.61		\$78,015.53
DPW	Bonito, Eric J	\$54,238.64	\$14,696.17		\$68,934.81
DPW	Bucaria, Eric R	\$53,457.60	\$12,485.71		\$65,943.31
DPW	Callan, Brian M	\$20,483.28	\$2,213.96		\$22,697.24
DPW	Ceruti, Steven J	\$70,851.28	\$14,265.59		\$85,116.87
DPW	Connolly, Francis J	\$63,522.32	\$12,829.69		\$76,352.01
DPW	Connors, Paul W	\$287.63			\$287.63
DPW	Curley, Elizabeth A	\$73,732.04	\$5,832.27		\$79,564.31
DPW	Curley, James M	\$51,061.54	\$8,009.09		\$59,070.63
DPW	Curley, Jayden W	\$3,682.52	\$81.55		\$3,764.07
DPW	Curry, Bobbie Lee	\$21,600.30	\$482.16		\$22,082.46
DPW	Cushing, Kevin J	\$45,536.80	\$9,288.82		\$54,825.62
DPW	Daggett, Gregory A	\$29,574.48	\$2,237.68		\$31,812.16
DPW	Del Priore, Lance E	\$77,232.86	\$11,570.48		\$88,803.34
DPW	Delaney, James B	\$19,935.25			\$19,935.25
DPW	Di Natale, Kathleen A	\$4,687.20	\$167.40		\$4,854.60
DPW	Duchaney, Christopher W		\$2,725.00		\$2,725.00

Department	Name	Salary	Other	Detail Work	Total
DPW	Estate Of Jordan Giggey, J	\$7,085.92	\$506.97		\$7,592.89
DPW	Flynn, Kevin J	\$33,256.55	\$3,161.67		\$36,418.22
DPW	Hooper, Eric R	\$130,787.04	\$3,766.31		\$134,553.35
DPW	Hughes, Daniel D	\$13,562.28	\$89.25		\$13,651.53
DPW	Iverson, George E	\$31,150.96	\$2,528.21		\$33,679.17
DPW	Jackson, Richard S	\$21,217.36	\$3,208.83		\$24,426.19
DPW	Jacobs Jr, Joseph C	\$308.81			\$308.81
DPW	Jacobs, Joseph C	\$3,101.14			\$3,101.14
DPW	Kamp, Gary	\$53,619.86	\$7,537.06		\$61,156.92
DPW	Kent, Joseph X	\$91,706.43	\$7,192.42		\$98,898.85
DPW	Madden, Charles R	\$46,494.36	\$9,425.63		\$55,919.99
DPW	O'cain, Peter M	\$105,854.93	\$2,819.83		\$108,674.76
DPW	O'reilly, Evelyn R	\$11,601.51	\$12,968.58		\$24,570.09
DPW	Orzelek, Pawel R	\$46,109.52	\$7,922.10		\$54,031.62
DPW	Peck, Glenn H	\$24,841.53	\$7,222.28		\$32,063.81
DPW	Poch, David M	\$53,791.00	\$15,212.67		\$69,003.67
DPW	Rhodes, Cynthia E	\$52,503.51	\$3,349.93		\$55,853.44
DPW	Richardson, Jonathan A	\$17,160.80	\$2,424.90		\$19,585.70
DPW	Seggers, Christopher K	\$68,579.76	\$18,980.21		\$87,559.97
DPW	Spender, Paul A	\$58,557.32	\$34,817.94		\$93,375.26
DPW	Spender, Travis A		\$3,407.47		\$3,407.47
DPW	Staruski, Gerald J	\$49,674.48	\$19,522.31		\$69,196.79
DPW	Sullivan, Kevin M	\$51,815.84	\$13,029.16		\$64,845.00
DPW	Sullivan, Michael D	\$50,448.36	\$13,680.44		\$64,128.80
DPW	Teixeira, Michael J	\$84,072.63	\$15,868.25		\$99,940.88
DPW	Walker, Andrew N	\$60,941.60	\$16,847.28		\$77,788.88
DPW	Watterson, Jeffrey A	\$58,744.12	\$21,842.26		\$80,586.38
DPW	Weber, Joseph R	\$2,192.24	\$81.55		\$2,273.79
DPW	Weber, Kevin M	\$85,751.55	\$11,358.07		\$97,109.62
DPW	Weiss, Adam H	\$3,459.61			\$3,459.61
DPW	Wilcox, James W	\$61,790.64	\$6,826.20		\$68,616.84
DPW	Wolf, James C	\$71,397.39	\$6,615.28		\$78,012.67
Fire	Armstrong, Brian	\$61,641.63	\$23,991.16	\$222.98	\$85,855.77
Fire	Berg, Erick	\$7,080.51	\$4,501.88		\$11,582.39
Fire	Cirillo, Christopher	\$65,302.52	\$9,705.24		\$75,007.76
Fire	Cummings, Berton C	\$67,675.29	\$40,621.66		\$108,296.95
Fire	Curalov, Peterson L	\$57,950.72	\$16,538.62		\$74,489.34
Fire	Earley, Timothy P	\$54,040.54	\$33,518.97		\$87,559.51
Fire	Gray, Brian T	\$26,989.77	\$1,206.53		\$28,196.30
Fire	Greenfield, Daniel M	\$59,942.77	\$32,277.93		\$92,220.70
Fire	Guiod, John M	\$63,693.74	\$47,603.64		\$111,297.38
Fire	Herman, Marlene D	\$65,359.48	\$18,347.82	\$233.46	\$83,940.76
Fire	Keach, Jeffrey R	\$64,257.76	\$20,240.62		\$84,498.38

Department	Name	Salary	Other	Detail Work	Total
Fire	Kenvin, Thomas C	\$67,057.34	\$16,974.15	\$238.53	\$84,270.02
Fire	Koch, James J	\$16,865.07	\$1,268.26		\$18,133.33
Fire	Lachapelle, Ann T	\$47,382.16	\$14,634.17		\$62,016.33
Fire	Lambert, Ted J	\$61,744.51	\$36,976.75		\$98,721.26
Fire	Laracy, Matthew	\$59,877.32	\$31,598.49	\$181.00	\$91,656.81
Fire	Madden, Michael A	\$77,946.92	\$34,432.85	\$278.28	\$112,658.05
Fire	Martin, David A	\$63,673.49	\$58,750.97		\$122,424.46
Fire	McGovern, Patrick J	\$58,689.82	\$32,028.50		\$90,718.32
Fire	McGuire, Sean J	\$61,298.11	\$57,965.12		\$119,263.23
Fire	McClean, John P	\$68,601.70	\$49,694.41		\$118,296.11
Fire	Morrissey, William M	\$49,876.78	\$54,951.67		\$104,828.45
Fire	Murphy, Richard G	\$102,922.50	\$25,223.52		\$128,146.02
Fire	O'Rourke, Theodore H		\$70,844.91		\$70,844.91
Fire	Ricker, Jeffrey M	\$72,874.28	\$37,531.95		\$110,406.23
Fire	Rychlik, Michael F	\$53,851.47	\$44,205.37		\$98,056.84
Fire	Sargent, Patrick	\$56,689.19	\$25,092.80		\$81,781.99
Fire	Simpson, Kurt W	\$73,529.90	\$47,158.16		\$120,688.06
Fire	Solden, Andrew J	\$65,250.55	\$58,489.21	\$233.63	\$123,973.39
Fire	Sorafine, Derek	\$58,128.82	\$18,264.23		\$76,393.05
Fire	Troy, Kelly A	\$7,485.65			\$7,485.65
Fire	Wright, James W	\$141,986.65	\$9,608.43		\$151,595.08
Health	Alper, Elyse N	\$240.00			\$240.00
Health	Anderson, Beverly	\$79,051.00	\$1,649.55		\$80,700.55
Health	Auerbach, Andrea	\$264.00			\$264.00
Health	Beadle, Linda	\$3,003.44			\$3,003.44
Health	Callan, Linda W	\$26,535.00	\$619.44		\$27,154.44
Health	Cook, Judith S	\$1,377.00			\$1,377.00
Health	Gilmore, Jane L	\$1,425.00			\$1,425.00
Health	Miller, Sheila A	\$64,559.66	\$2,555.16		\$67,114.82
Health	O'dwyer, Mary	\$255.00			\$255.00
Library	Amend, Lee Ann B	\$83,544.46	\$2,644.95		\$86,189.41
Library	Biggie, Sharon L	\$41,392.91	\$2,736.95		\$44,129.86
Library	Branschofsky, Margret G	\$3,405.63			\$3,405.63
Library	Cohen, Susan	\$5,491.22	\$54.00		\$5,545.22
Library	Cordell, Evelyn D	\$212.04			\$212.04
Library	Davis, Mary C	\$2,549.54			\$2,549.54
Library	Henderson, Jessica N	\$39,629.28	\$779.81		\$40,409.09
Library	Jones, Christopher M	\$41,341.68	\$568.48		\$41,910.16
Library	Mafera, Karen	\$54,129.44	\$1,523.86		\$55,653.30
Library	Minsk, Hannele K	\$518.67			\$518.67
Library	Molloy, Susan C	\$137.48			\$137.48
Library	Papineau, Josephine A	\$32,474.37	\$735.42		\$33,209.79
Library	Pedersen, Megan C	\$27,362.42	\$1,185.55		\$28,547.97

Department	Name	Salary	Other	Detail Work	Total
Library	Quinn-Perciavalle, Jennifer	\$46,970.40	\$836.70		\$47,807.10
Library	Rishel, Hannah M	\$42,526.93	\$1,283.10		\$43,810.03
Library	Ross, Deanne J	\$3,115.52			\$3,115.52
Library	Rotman, Leslee K	\$8,737.73	\$37.61		\$8,775.34
Library	Ruvich, Catherine E	\$33,624.72	\$1,358.81		\$34,983.53
Library	Silverstein, Ashley M	\$29,609.96	\$783.84		\$30,393.80
Library	Smiley, Jonah E	\$53,558.40	\$1,430.68		\$54,989.08
Library	Souza, Kristin J	\$48,408.57	\$1,670.42		\$50,078.99
Library	Umbreit, Hilary D	\$40,498.69	\$552.20		\$41,050.89
Library	Wolfe, Mikaela	\$59,182.30			\$59,182.30
Library	Worthley, Mildred	\$4,303.36	\$41.18		\$4,344.54
Personnel Board	Weiss, Rebecca	\$1,412.37			\$1,412.37
Police	Allman, Daniel J	\$68,194.70	\$28,230.21	\$6,025.98	\$102,450.89
Police	Anderson, Jesse E	\$1,754.24	\$857.84		\$2,612.08
Police	Balestra, Michael J	\$50,237.77	\$21,333.52	\$2,772.15	\$74,343.44
Police	Bishop, Kevin C	\$70,670.46	\$40,124.81	\$18,199.84	\$128,995.11
Police	Brewer, Donald B	\$103,700.83	\$20,897.44		\$124,598.27
Police	Canavan, Laura J	\$46,841.45	\$20,978.94	\$3,472.31	\$71,292.70
Police	Coffey, Stephen M	\$75,335.88	\$49,739.63	\$17,948.94	\$143,024.45
Police	Deberadinis, Joseph P	\$53,612.01	\$17,171.17		\$70,783.18
Police	Demeris, George K	\$54,456.37	\$27,694.77	\$12,096.55	\$94,247.69
Police	Demeris, Kristopher	\$1,060.80	\$1,237.60	\$3,076.54	\$5,374.94
Police	Dempsey, Deborah A	\$53,804.18	\$16,384.68		\$70,188.86
Police	Derry, Richard W	\$53,265.00	\$20,871.39	\$10,018.96	\$84,155.35
Police	Fitzhenry, Bradley S	\$47,229.26	\$73,257.59	\$13,296.26	\$133,783.11
Police	Ford, John E	\$141,808.34	\$34,628.15		\$176,436.49
Police	Ganz, Karen	\$49,211.41	\$10,472.62		\$59,684.03
Police	Greenfield, Allan W	\$62,606.17	\$25,335.34	\$43,884.97	\$131,826.48
Police	Gurevich, Lawrence J	\$22,719.64	\$6,708.10		\$29,427.74
Police	Hertzberg, Paul A	\$66,923.51	\$30,294.21	\$16,900.45	\$114,118.17
Police	Hixson, Irene	\$8,746.82	\$330.89		\$9,077.71
Police	Hocking, Michael J	\$61,872.87	\$24,589.94	\$3,120.26	\$89,583.07
Police	Kahaly, Sheila P	\$8,631.11	\$349.24		\$8,980.35
Police	Kaufman, Tilden M	\$151,018.53	\$29,273.84		\$180,292.37
Police	Koblick, Kalman D	\$19,737.14	\$19,418.78	\$23,686.04	\$62,841.96
Police	Kraus, Steven D	\$53,330.19	\$48,728.09	\$863.36	\$102,921.64
Police	Leavitt, Adam S	\$63,900.10	\$34,500.01	\$6,033.45	\$104,433.56
Police	Leavitt, Jennifer L	\$57,370.40	\$5,654.47		\$63,024.87
Police	Leonard, Leo Scott	\$69,653.52	\$33,129.43	\$23,805.98	\$126,588.93
Police	Lucie, Anthony J	\$56,405.58	\$33,079.89		\$89,485.47
Police	Malcolmson, Tricia L	\$526.96	\$1,116.31		\$1,643.27
Police	Mannetta, Brian J	\$58,707.53	\$46,636.70	\$33,936.85	\$139,281.08
Police	Mcenany, Philip	\$10,900.97	\$25,926.20	\$37,523.94	\$74,351.11

Department	Name	Salary	Other	Detail Work	Total
Police	Mcgrath, Neil			\$13,506.18	\$13,506.18
Police	Mcgrath, Ryan P	\$44,279.57	\$16,418.67	\$13,945.24	\$74,643.48
Police	Mcisaac, Erin L	\$45,914.56	\$18,411.86	\$12,942.23	\$77,268.65
Police	Mcneill, Kyle J	\$47,050.50	\$14,771.11	\$4,852.30	\$66,673.91
Police	Mullen, Bridget V	\$5,431.83	\$5,717.44		\$11,149.27
Police	Patino, Augusto	\$51,841.96	\$25,030.14	\$15,997.23	\$92,869.33
Police	Patino, Margaret M	\$52,863.10	\$12,444.26		\$65,307.36
Police	Penders, Jeffrey D	\$76,308.24	\$67,421.90	\$30,138.81	\$173,868.95
Police	Quigley, John P			\$675.20	\$675.20
Police	Raynor, Mario V	\$2,005.71	\$36.19		\$2,041.90
Police	Reichert, Harriet C	\$71,345.46	\$15,745.04		\$87,090.50
Police	Rovaldi, Matthew B	\$56,855.43	\$28,697.11	\$1,645.92	\$87,198.46
Police	Santoli, Dean F	\$57,974.37	\$30,954.40	\$839.52	\$89,768.29
Police	Serwo, Gregory A	\$47,781.98	\$20,750.98	\$9,583.02	\$78,115.98
Police	Shulsk, Jenna L	\$10,304.07	\$10,965.96	\$5,412.22	\$26,682.25
Police	Simon, Maximilian	\$3,114.60	\$3,618.13		\$6,732.73
Police	Simpson, Gale A			\$11,152.50	\$11,152.50
Police	Somers, Sean M			\$3,006.92	\$3,006.92
Police	Stella, Leah A	\$3,914.27	\$143.01		\$4,057.28
Police	Sullivan, Andrea	\$15,245.32	\$3,982.98		\$19,228.30
Police	Troy, Kelly A	\$11,544.14	\$1,414.74	\$352.36	\$13,311.24
Police	Tsinman, Valeriy I	\$7,613.80	\$197.19		\$7,810.99
Police	Vachon, Julianne L	\$5,344.81	\$209.48		\$5,554.29
Police	Williams, Donald D	\$86,510.78	\$59,974.32	\$35,064.76	\$181,549.86
Recreation	Adkins, Kyle M	\$3,659.08			\$3,659.08
Recreation	Anchan, Michael G	\$1,702.00			\$1,702.00
Recreation	Archer, Jacob S	\$2,967.20			\$2,967.20
Recreation	Barth, Eric M	\$1,868.76			\$1,868.76
Recreation	Berger, Linda G	\$76,230.88	\$1,640.13		\$77,871.01
Recreation	Brandes, Rachel C	\$1,944.00			\$1,944.00
Recreation	Brown, Katherine	\$987.25			\$987.25
Recreation	Callan, Matthew E	\$1,144.33			\$1,144.33
Recreation	Chase, Lydia M	\$927.00			\$927.00
Recreation	Chen, Alissa	\$2,088.00			\$2,088.00
Recreation	Cittadino, Nicholas A	\$7,800.00	\$3,634.32		\$11,434.32
Recreation	Conneely, Andrew C	\$385.69			\$385.69
Recreation	Coughlin, Jake R	\$1,638.39			\$1,638.39
Recreation	Cyr, Joseph D	\$1,949.75			\$1,949.75
Recreation	Dunlea, Emma N	\$2,301.00			\$2,301.00
Recreation	Eberhardt, John H	\$2,687.08			\$2,687.08
Recreation	Gorden, Richard B	\$1,050.00			\$1,050.00
Recreation	Griffin, Daniel F	\$764.00			\$764.00
Recreation	Griffin, Mary G	\$4,305.76	\$304.69		\$4,610.45

Department	Name	Salary	Other	Detail Work	Total
Recreation	Hershman, Samuel B	\$1,830.00			\$1,830.00
Recreation	Izzo, Paul A	\$6,916.60			\$6,916.60
Recreation	Jaeger, Emma E	\$1,929.00	\$18.00		\$1,947.00
Recreation	Kantor, Dean S	\$2,186.25			\$2,186.25
Recreation	Kasparian, Christine M	\$46,723.92	\$6,052.76		\$52,776.68
Recreation	Kerber, Alice M	\$2,995.75			\$2,995.75
Recreation	Kim, Taylor J	\$816.75			\$816.75
Recreation	Kravets, Karen	\$1,020.50			\$1,020.50
Recreation	Kutana, Saratu L	\$1,061.44			\$1,061.44
Recreation	Levine, Joshua D	\$2,970.00			\$2,970.00
Recreation	Lewitus, Jonathan	\$5,710.70			\$5,710.70
Recreation	Mcclain, Isabel H	\$2,354.08			\$2,354.08
Recreation	Mcgrath, Shane R	\$4,303.77	\$448.60		\$4,752.37
Recreation	Mcgrath, Thomas G	\$6,098.28	\$1,439.62		\$7,537.90
Recreation	Narang, Aashna	\$2,103.14	\$121.88		\$2,225.02
Recreation	Oneill, Jennifer L	\$2,891.07			\$2,891.07
Recreation	Palm, Maura J	\$52,503.51	\$3,577.50		\$56,081.01
Recreation	Pirrello, Tyler J	\$5,719.50	\$783.00		\$6,502.50
Recreation	Prager, Diane C	\$168.94			\$168.94
Recreation	Rosenfeld, Anna T	\$3,340.51	\$28.69		\$3,369.20
Recreation	Rutley, Hannah E	\$3,643.25	\$73.13		\$3,716.38
Recreation	Shapiro, Jordan A	\$2,811.40	\$38.25		\$2,849.65
Recreation	Sharov, Mikail A	\$3,024.50			\$3,024.50
Recreation	Solomon, Paul J	\$3,866.50			\$3,866.50
Recreation	Stollman, Tamar B	\$1,553.75			\$1,553.75
Recreation	Weiss, Julia B	\$1,626.00			\$1,626.00
Recreation	Welch, Catherine R	\$924.00			\$924.00
Recreation	Xu, Benjamin	\$2,737.50	\$65.63		\$2,803.13
Recreation	Zambello, Victoria A	\$1,626.00			\$1,626.00
Sealer of Weights & Measures	Coyne, Mark P	\$4,323.00			\$4,323.00
Selectmen	Austrino, Jennifer M	\$42,539.63	\$919.36		\$43,458.99
Selectmen	Barnes, Lauren J	\$85,665.53	\$1,849.06		\$87,514.59
Selectmen	Heitin, William A	\$400.00			\$400.00
Selectmen	Roach, Walter B	\$450.00			\$450.00
Selectmen	Savickis, Jennifer A	\$6,811.00	\$202.13		\$7,013.13
Selectmen	Turkington, Frederic E	\$177,358.09	\$9,754.62		\$187,112.71
Standing Building	Levitts, Rachelle	\$232.29			\$232.29
Town Accountant	Doherty, Cynthia J	\$24,620.00			\$24,620.00
Town Accountant	Macdougall, Patricia A	\$65,473.36	\$4,914.72		\$70,388.08
Town Accountant	Miller, Dawn K	\$55,553.83	\$2,760.63		\$58,314.46
Town Accountant	Walker, Patricia A	\$43,579.20	\$1,670.40		\$45,249.60
Town Clerk	Callanan, Lynne M	\$3,168.00	\$3,709.80		\$6,877.80
Town Clerk	Chused, Marlene B	\$85,711.06	\$994.24		\$86,705.30

Department	Name	Salary	Other	Detail Work	Total
Town Clerk	Kahalas, Rachelle	\$47,616.87	\$2,789.04		\$50,405.91
Town Clerk	Kourafas, Beth A	\$59,071.52	\$1,245.38		\$60,316.90
Town Hall	Levitts, Rachelle	\$7,765.31	\$5,597.69		\$13,363.00
Town Hall	Ripley, Richard W	\$82.32	\$144.03		\$226.35
Town Hall	Sawelsky, Christina M	\$204.72	\$2,233.91		\$2,438.63
Town Hall	Spender, Paul A	\$2,672.33	\$6,522.59		\$9,194.92
Town Hall	Staruski, Michael K	\$2,468.02	\$47.07		\$2,515.09
Treasurer/Collector	Berry, Frances A	\$46,182.05	\$271.69		\$46,453.74
Treasurer/Collector	Clark, Lisa C	\$69,886.72	\$6,650.52		\$76,537.24
Treasurer/Collector	Collins, Sharon W	\$44,918.02	\$14,353.14		\$59,271.16
Treasurer/Collector	Curry, Bobbie Lee	\$8,438.14			\$8,438.14
Treasurer/Collector	Gupta, Krishan M	\$39,750.00			\$39,750.00
Treasurer/Collector	Healey, Melissa A	\$24,605.34	\$496.86		\$25,102.20
Treasurer/Collector	Hillegass, Donald P	\$104,042.14	\$4,956.43		\$108,998.57
Treasurer/Collector	Lambert, Diana B	\$55,056.66	\$6,807.95		\$61,864.61
Treasurer/Collector	Messer, Jessica L	\$47,840.10	\$1,404.16		\$49,244.26
Treasurer/Collector	Rose, Jeff G	\$48,581.57	\$3,655.39		\$52,236.96
Treasurer/Collector	Thai, Anthony	\$17,789.62			\$17,789.62
Veterans Admin	Bergeron, Paul R	\$19,724.54			\$19,724.54
Warrant Committee	Giszczyński, Felicia A	\$3,062.27			\$3,062.27
Water	Ackerman, Antonetta M	\$51,730.07	\$2,386.16		\$54,116.23
Water	Callan, Brian M	\$26,660.92	\$3,781.57		\$30,442.49
Water	Duchaney, Christopher W	\$54,012.84	\$21,458.99		\$75,471.83
Water	Fisher, Robert E	\$70,508.67	\$25,624.19		\$96,132.86
Water	Forsman, April D	\$85,577.77	\$1,477.15		\$87,054.92
Water	Spender, Travis A	\$54,593.52	\$18,557.41		\$73,150.93
Water	Staruski, Michael K	\$55,484.40	\$20,035.36		\$75,519.76
Water	Sullivan, Michael D	\$3,822.61	\$8.74		\$3,831.35
Water	Terpstra, Robert L	\$67,226.23	\$22,972.88		\$90,199.11
Water	Walker, Wayne D	\$81,161.20	\$25,464.72		\$106,625.92
Zoning Board	Kaufmann, Irena	\$2,980.21			\$2,980.21

SHARON

School Salaries

2017



Location Description	Name	Salary	Other	Total
Community Education	Albrecht, Ashley A	\$8,270.16	\$3,209.51	\$11,479.67
Community Education	Albrecht, Tina M		\$5,406.32	\$5,406.32
Community Education	Alisandratos, Natasha A	\$7,965.54	\$2,871.78	\$10,837.32
Community Education	Allahyarian, Kaylyn S	\$3,167.38	\$2,241.69	\$5,409.07
Community Education	Alves, Samantha R	\$961.88	\$6,539.04	\$7,500.92
Community Education	Auerbach, Emily H	\$1,875.00		\$1,875.00
Community Education	Auld, Maryanne	\$1,459.43	\$17,463.60	\$18,923.03
Community Education	Bailey, Mallory	\$14,908.55	\$4,301.14	\$19,209.69
Community Education	Barnett, Alex	\$72.00		\$72.00
Community Education	Bazile, Anthony J	\$5,649.66		\$5,649.66
Community Education	Beatty, Shannon G		\$2,108.95	\$2,108.95
Community Education	Bernstein, Jane A	\$555.30		\$555.30
Community Education	Bowen, Kimberly	\$302.25		\$302.25
Community Education	Brown, Mackenzie B	\$2,854.63	\$46.09	\$2,900.72
Community Education	Brown, Stuart	\$399.76		\$399.76
Community Education	Bruha, Stacey L		\$3,083.84	\$3,083.84
Community Education	Bunis, Samuel L	\$1,359.96		\$1,359.96
Community Education	Burr, Kara		\$6,521.93	\$6,521.93
Community Education	Capar, Emily M	\$1,793.23		\$1,793.23
Community Education	Castonguay, Paula A		\$3,571.24	\$3,571.24
Community Education	Chattopadhyay, Mayura		\$2,355.54	\$2,355.54
Community Education	Cittadino, Nicholas		\$10,159.53	\$10,159.53
Community Education	Collins, Lisa A	\$1,165.54		\$1,165.54
Community Education	Cosgrove, Jill A	\$14,225.68	\$3,612.10	\$17,837.78
Community Education	Cox, Emily P	\$3,183.06	\$4,149.76	\$7,332.82
Community Education	Coyne, Barbara J	\$58,294.01	\$1,956.65	\$60,250.66
Community Education	Croke, Caitlyn B		\$1,879.49	\$1,879.49
Community Education	Denneno, Steven F		\$30,274.57	\$30,274.57
Community Education	Derochea, Trevor J	\$847.87		\$847.87
Community Education	Desrochers, Nancy		\$4,814.75	\$4,814.75
Community Education	Doherty, Denis B	\$15,225.14	\$5,465.78	\$20,690.92
Community Education	Dou, Anni	\$612.00		\$612.00
Community Education	Dowd, Margaret E	\$3,500.01	\$125.00	\$3,625.01
Community Education	Drougen-Keith, Betsy	\$1,186.88	\$8,057.96	\$9,244.84
Community Education	Dumais, Madeline A		\$10,665.28	\$10,665.28
Community Education	Dussault, Meagan A	\$90,121.64	\$609.96	\$90,731.60
Community Education	England, Maureen T	\$6,048.82	\$143.52	\$6,192.34
Community Education	Flippin, Caitlin K	\$337.45		\$337.45
Community Education	Flynn, Catherine R	\$1,432.98		\$1,432.98
Community Education	Ford, Emily N	\$9,097.69	\$2,172.44	\$11,270.13
Community Education	Ford, Gillian S	\$3,292.01	\$27.00	\$3,319.01
Community Education	Galford, Judy L		\$11,227.56	\$11,227.56
Community Education	Germaine, Kelly M	\$2,370.52		\$2,370.52
Community Education	Goodman, Olivia R	\$576.00		\$576.00
Community Education	Gorman, Phyllis		\$5,362.16	\$5,362.16
Community Education	Greene, Rachel I	\$2,700.00		\$2,700.00

Location Description	Name	Salary	Other	Total
Community Education	Grossmann, Lisa	\$8,063.88	\$1,360.95	\$9,424.83
Community Education	Hamilton, Alison V	\$2,311.32	\$72.00	\$2,383.32
Community Education	Hamilton, Benjamin L	\$2,335.32	\$60.00	\$2,395.32
Community Education	Hannah, Alison N	\$3,857.28	\$183.68	\$4,040.96
Community Education	Hasson, Noreen F		\$12,838.24	\$12,838.24
Community Education	Healey, Cornelius J	\$5,805.84	\$6,551.70	\$12,357.54
Community Education	Hirsch, Marjorie M		\$10,056.14	\$10,056.14
Community Education	Hirschorn, Mona	\$3,223.64		\$3,223.64
Community Education	Holleran, Shannon A	\$2,025.00	\$675.00	\$2,700.00
Community Education	Holzinger, Donna	\$2,031.76		\$2,031.76
Community Education	Jensen, Kraig M		\$3,949.26	\$3,949.26
Community Education	Jensen, Linda	\$4,028.96	\$49.17	\$4,078.13
Community Education	Joven, Alexandra	\$1,443.00		\$1,443.00
Community Education	Kates, Hannah A	\$2,595.60		\$2,595.60
Community Education	Kaye, Kari	\$1,210.50	\$9,492.23	\$10,702.73
Community Education	Kendall, Erica		\$8,519.94	\$8,519.94
Community Education	Kuhn, Emily E	\$3,050.59	\$2,733.75	\$5,784.34
Community Education	Lacivita, Danielle	\$5,343.21		\$5,343.21
Community Education	Leavitt, Grace I	\$480.00		\$480.00
Community Education	Levison, Elaine N	\$2,784.90	\$4,488.98	\$7,273.88
Community Education	Lieteau, Hallene M	\$1,694.48	\$3,012.59	\$4,707.07
Community Education	Limon, Christina I	\$2,070.41		\$2,070.41
Community Education	Lopata, Abigail N	\$1,033.88	\$2,762.25	\$3,796.13
Community Education	Maddalena, Bridget E	\$27,414.47	\$1,612.57	\$29,027.04
Community Education	Maddalena, Colin T	\$1,332.00		\$1,332.00
Community Education	Magier, Helayne S		\$16,061.61	\$16,061.61
Community Education	Mariano, Julianne H	\$4,989.60	\$486.00	\$5,475.60
Community Education	Mccabe, Erin F	\$51,327.87		\$51,327.87
Community Education	Mcdonough, Brianne Q	\$2,493.15		\$2,493.15
Community Education	Mcnamara, Casey E		\$4,913.51	\$4,913.51
Community Education	Milbier, Brenna	\$4,979.40	\$6,991.47	\$11,970.87
Community Education	Miller, Faye L	\$11,589.86	\$24.74	\$11,614.60
Community Education	Moore, Angela K	\$7,846.32	\$48.74	\$7,895.06
Community Education	Nadeau, Daniel R	\$4,324.14		\$4,324.14
Community Education	Narcotta, Alexander J	\$10,718.24	\$3,478.74	\$14,196.98
Community Education	Nathan, Carleen M		\$3,543.79	\$3,543.79
Community Education	Nelson, Ashley E	\$5,126.37		\$5,126.37
Community Education	Norton, Sara E	\$41,297.48		\$41,297.48
Community Education	O'connell, Kelsey C		\$3,791.80	\$3,791.80
Community Education	Perry, Daniel	\$5,669.28	\$201.73	\$5,871.01
Community Education	Perry, Emily A	\$3,154.95	\$4,485.60	\$7,640.55
Community Education	Pimentel, Justin D		\$18,059.03	\$18,059.03
Community Education	Quintero, Daniel M	\$1,318.30		\$1,318.30
Community Education	Reardon, Elizabeth M	\$1,285.76	\$2,991.36	\$4,277.12
Community Education	Reardon, Kaitlyn J	\$1,186.88	\$13,120.15	\$14,307.03
Community Education	Reingold, Benjamin H	\$1,260.00	\$420.00	\$1,680.00

Location Description	Name	Salary	Other	Total
Community Education	Reingold, Zachary B	\$5,452.17	\$1,446.00	\$6,898.17
Community Education	Reis, Nicholas M	\$252.00		\$252.00
Community Education	Rich, Susan J	\$10,210.66	\$126.01	\$10,336.67
Community Education	Ripley, Ricardo M	\$455.04		\$455.04
Community Education	Ripley, Richard W		\$1,905.16	\$1,905.16
Community Education	Ripley, Sergio H	\$342.00		\$342.00
Community Education	Rivard, Noah D	\$1,176.00	\$120.00	\$1,296.00
Community Education	Robbie, Mary-Threse	\$7,622.08	\$463.43	\$8,085.51
Community Education	Rochleau, Jaclyn E		\$2,823.39	\$2,823.39
Community Education	Sacco, Denise T		\$5,402.43	\$5,402.43
Community Education	Santangelo, Daniel J	\$4,074.87		\$4,074.87
Community Education	Schlittler, Christine		\$5.24	\$5.24
Community Education	Schmidt, Janet C	\$2,765.44		\$2,765.44
Community Education	Scott, Glen	\$587.88		\$587.88
Community Education	Sellers, Sarah L		\$6,892.25	\$6,892.25
Community Education	Sexton, Joseph G		\$4,135.30	\$4,135.30
Community Education	Shulman, Victoria A	\$1,899.00	\$94.95	\$1,993.95
Community Education	Silbert, Andrea P	\$9,723.24	\$24.08	\$9,747.32
Community Education	Silk, Wendy	\$5,279.92	\$6,722.45	\$12,002.37
Community Education	Skolnik, Kara M	\$9,622.63	\$14.08	\$9,636.71
Community Education	Springer, Alice E	\$9,090.42	\$63.30	\$9,153.72
Community Education	Srinivasa, Shaila	\$736.32		\$736.32
Community Education	Srivastava, Tripti	\$3,226.69	\$17.10	\$3,243.79
Community Education	Staula, Roberta	\$911.25	\$12,466.59	\$13,377.84
Community Education	Sullivan, Julia H		\$2,825.00	\$2,825.00
Community Education	Sullivan, Samantha N	\$755.24		\$755.24
Community Education	Townsend, James	\$7,660.80		\$7,660.80
Community Education	Van Dam, Caryn B		\$6,877.28	\$6,877.28
Community Education	Vieira, Samantha P	\$9,721.57	\$2,153.84	\$11,875.41
Community Education	Vigorito, Timothy L		\$4,801.75	\$4,801.75
Community Education	Violanto, Judith E	\$10,733.58	\$1,109.57	\$11,843.15
Community Education	Waite, Aaron L		\$4,459.84	\$4,459.84
Community Education	Wallen, Joyce		\$3,665.25	\$3,665.25
Community Education	Walsh, Kimberly M		\$14,379.97	\$14,379.97
Community Education	Warriner, Jon D		\$11,740.46	\$11,740.46
Community Education	Widberg, Sarah A	\$4,156.71	\$3,997.99	\$8,154.70
Community Education	Wolff, Jeffrey	\$434.49		\$434.49
Community Education	Wright, Gail M		\$8,788.79	\$8,788.79
Community Education	Wright, Jason M	\$2,061.48		\$2,061.48
Community Education	Wright, William R	\$8,114.52	\$911.25	\$9,025.77
Community Education	Yuan, Mariel	\$1,068.00		\$1,068.00
Community Education	Zeng, David L	\$1,680.00	\$84.00	\$1,764.00
Cottage Street School	Ahern, Joseph W	\$88,158.02	\$2,231.58	\$90,389.60
Cottage Street School	Alambara, Preethi	\$99.00		\$99.00
Cottage Street School	Allard, Noelle D	\$59,040.60	\$1,063.54	\$60,104.14
Cottage Street School	Alves, Lisa M	\$4,235.00		\$4,235.00

Location Description	Name	Salary	Other	Total
Cottage Street School	Arenz, Rebecca K	\$9,410.85		\$9,410.85
Cottage Street School	Barzegar, Nazy	\$6,435.24	\$114.40	\$6,549.64
Cottage Street School	Beaudoin, Leah K	\$58,808.85	\$1,802.96	\$60,611.81
Cottage Street School	Berger, Cyndi	\$2,633.24		\$2,633.24
Cottage Street School	Berry, Roberta	\$16,234.49	\$1,189.00	\$17,423.49
Cottage Street School	Biddle, Jennifer C	\$68,470.36	\$1,275.05	\$69,745.41
Cottage Street School	Billings, Pamela J	\$40,882.47	\$1,373.99	\$42,256.46
Cottage Street School	Bodian, Ann H	\$56,318.38	\$1,683.49	\$58,001.87
Cottage Street School	Bolgen, Patricia A	\$11,744.95	\$300.00	\$12,044.95
Cottage Street School	Bordman, Ellen E	\$31,386.91	\$362.33	\$31,749.24
Cottage Street School	Boss, John W	\$8,888.40	\$493.49	\$9,381.89
Cottage Street School	Boyaj, Jennifer L	\$21,013.91		\$21,013.91
Cottage Street School	Brown, Harold W	\$44,834.80	\$7,848.95	\$52,683.75
Cottage Street School	Brown, Mackenzie B	\$8,524.26		\$8,524.26
Cottage Street School	Callan, John M	\$56,322.00	\$7,991.35	\$64,313.35
Cottage Street School	Castonguay, Mark T	\$2,112.00		\$2,112.00
Cottage Street School	Closson, Roseann	\$5,523.98	\$225.00	\$5,748.98
Cottage Street School	Coombs, Amy R	\$11,809.21	\$193.08	\$12,002.29
Cottage Street School	Cunningham, Heather E	\$85,587.87	\$2,107.32	\$87,695.19
Cottage Street School	Denneno, Steven F	\$85,587.87	\$2,493.76	\$88,081.63
Cottage Street School	Desrochers, Nancy	\$25,531.80	\$437.50	\$25,969.30
Cottage Street School	Dumais, Madeline A	\$8,703.21		\$8,703.21
Cottage Street School	Enright-Pirrello, Patricia E	\$65,064.33	\$833.45	\$65,897.78
Cottage Street School	Fine, Stephanie R	\$53,211.75	\$8,293.75	\$61,505.50
Cottage Street School	Fortier, Wendy E	\$10,803.47	\$1,521.56	\$12,325.03
Cottage Street School	Fowler, Linda E	\$93,525.59	\$3,541.37	\$97,066.96
Cottage Street School	Freedlund, Mary C	\$23,411.59	\$198.00	\$23,609.59
Cottage Street School	Frers, Laura G	\$53,125.46	\$3,059.00	\$56,184.46
Cottage Street School	Gaydar, Elsie	\$88,408.02	\$1,013.08	\$89,421.10
Cottage Street School	Gilman, Lisa K	\$88,158.02	\$2,013.04	\$90,171.06
Cottage Street School	Goldberg, Ellen M	\$93,525.59	\$1,945.15	\$95,470.74
Cottage Street School	Gregory, Heather M	\$81,746.35	\$1,814.60	\$83,560.95
Cottage Street School	Hefner, Gina M	\$61,256.81	\$823.87	\$62,080.68
Cottage Street School	Hichens, Catherine A	\$24,941.66	\$400.00	\$25,341.66
Cottage Street School	Hurwitz, Gloriann C	\$90,801.94	\$1,633.20	\$92,435.14
Cottage Street School	Izydorczak, Andrea M	\$59,220.46	\$792.35	\$60,012.81
Cottage Street School	Jensen, Kraig M	\$30,186.28	\$612.50	\$30,798.78
Cottage Street School	Kaminsky, Rebecca B	\$120.00		\$120.00
Cottage Street School	Kauffman, Jean M	\$85,587.87	\$1,837.90	\$87,425.77
Cottage Street School	Keimach, Dierdre L	\$22,088.65	\$350.00	\$22,438.65
Cottage Street School	Kelley, John J	\$43,140.24	\$7,849.22	\$50,989.46
Cottage Street School	Kinney, Diana S	\$94,025.59	\$3,043.39	\$97,068.98
Cottage Street School	Krasofski, Elizabeth A	\$82,011.71	\$750.00	\$82,761.71
Cottage Street School	Kuppersmith, Diane	\$88,567.70	\$3,533.14	\$92,100.84
Cottage Street School	Langlois, Darlene M	\$9,167.00	\$404.22	\$9,571.22
Cottage Street School	Leblanc, Sophilia M	\$5,685.88	\$210.00	\$5,895.88

Location Description	Name	Salary	Other	Total
Cottage Street School	Liberfarb, Jane C	\$86,087.87	\$2,157.90	\$88,245.77
Cottage Street School	Lyons, Nicole D	\$58,440.66	\$2,311.15	\$60,751.81
Cottage Street School	MacLellan, Katelyn A	\$63,783.54	\$1,831.87	\$65,615.41
Cottage Street School	Madden, Kevin	\$118,268.32	\$999.96	\$119,268.28
Cottage Street School	Marangos, Stella	\$85,587.87	\$3,441.82	\$89,029.69
Cottage Street School	Matton, Amber L	\$53,765.51	\$749.62	\$54,515.13
Cottage Street School	Meisner, Eileen	\$76,418.31	\$1,663.11	\$78,081.42
Cottage Street School	Molinda, Susan A	\$76,418.31	\$924.61	\$77,342.92
Cottage Street School	Morris, Deborah	\$68,470.36	\$795.09	\$69,265.45
Cottage Street School	Munise, Linda A	\$94,534.82	\$605.28	\$95,140.10
Cottage Street School	Murphy, Michaela E	\$26,065.35	\$410.00	\$26,475.35
Cottage Street School	O'brien, Rita M	\$18,500.76	\$1,331.38	\$19,832.14
Cottage Street School	O'connell Hunter, Julia C	\$38,209.23	\$462.35	\$38,671.58
Cottage Street School	O'connell, Kelsey C	\$12,883.11	\$56.88	\$12,939.99
Cottage Street School	Pai, Sonal	\$66.00		\$66.00
Cottage Street School	Parker, Sara E	\$93,525.59	\$600.08	\$94,125.67
Cottage Street School	Pelkey, Kelly A	\$56,575.83	\$2,676.04	\$59,251.87
Cottage Street School	Rabkin, Marcus A	\$2,024.00		\$2,024.00
Cottage Street School	Ramsay, Nadeen L	\$62,764.21	\$673.45	\$63,437.66
Cottage Street School	Reardon, Kaitlyn J	\$11,365.68		\$11,365.68
Cottage Street School	Rocha, Kathryn A	\$61,134.57	\$739.85	\$61,874.42
Cottage Street School	Ruth-Armas, Brenda E	\$23,440.93	\$811.61	\$24,252.54
Cottage Street School	Ryder, Olga M	\$93,525.59	\$1,261.15	\$94,786.74
Cottage Street School	Sacco, Denise T	\$17,126.52	\$629.25	\$17,755.77
Cottage Street School	Sakamuri, Supriya R	\$2,029.04		\$2,029.04
Cottage Street School	Schlittler, Christine	\$18,714.05	\$192.50	\$18,906.55
Cottage Street School	Sellers, Sarah L	\$14,894.88	\$3,101.88	\$17,996.76
Cottage Street School	Shea, Patricia L	\$79,020.89	\$1,588.83	\$80,609.72
Cottage Street School	Simpson, Megan T	\$75,010.94	\$207.72	\$75,218.66
Cottage Street School	Sinclair, Theresa M	\$74,939.33	\$1,386.96	\$76,326.29
Cottage Street School	Sivakumar, Revathi	\$44.00		\$44.00
Cottage Street School	Smith, Anna Maria A	\$56,318.38	\$1,203.49	\$57,521.87
Cottage Street School	Smith, Florence M	\$86,087.87	\$2,023.78	\$88,111.65
Cottage Street School	Sullivan, Cheryl A	\$85,587.87	\$1,593.90	\$87,181.77
Cottage Street School	Sullivan, Julia H	\$2,130.94	\$105.02	\$2,235.96
Cottage Street School	Tremblay, Sandra R	\$6,356.46	\$270.20	\$6,626.66
Cottage Street School	Tsao, Yafang	\$6,247.56		\$6,247.56
Cottage Street School	Vallely, Carol E	\$59,142.01	\$7,335.48	\$66,477.49
Cottage Street School	Wallen, Joyce	\$22,986.46	\$450.00	\$23,436.46
Cottage Street School	Wedge, Sharyn	\$85,587.87	\$993.82	\$86,581.69
Cottage Street School	White, Donna J	\$6,400.23	\$114.40	\$6,514.63
Cottage Street School	Wolf, Cathee	\$85,587.87	\$1,617.90	\$87,205.77
Cottage Street School	Zabita, Rania	\$3,330.00	\$20.00	\$3,350.00
District Wide	Alberico, Eileen A		\$1,350.00	\$1,350.00
District Wide	Alves, Lisa B		\$1,560.00	\$1,560.00
District Wide	Angelos, Mary M		\$2,704.80	\$2,704.80

Location Description	Name	Salary	Other	Total
District Wide	Anselm, Shania M	\$286.00		\$286.00
District Wide	Armando, Gina N	\$16,517.12		\$16,517.12
District Wide	Barber, Rachael	\$2,092.96	\$2,279.00	\$4,371.96
District Wide	Bommhardt, Richard J	\$26,623.33	\$49.74	\$26,673.07
District Wide	Bordman, Ellen E		\$1,365.00	\$1,365.00
District Wide	Bosworth, Donald A	\$21,996.73		\$21,996.73
District Wide	Botaish, Michele	\$20,194.59	\$250.00	\$20,444.59
District Wide	Bridges-Daley, Lavern K	\$6,416.77		\$6,416.77
District Wide	Burke, Colleen M		\$1,681.88	\$1,681.88
District Wide	Carr, Jodi M		\$2,228.30	\$2,228.30
District Wide	Castonguay, Paula A	\$14,683.65	\$250.00	\$14,933.65
District Wide	Chase, Kenneth B	\$25,542.30	\$250.00	\$25,792.30
District Wide	Cho, Tae		\$270.00	\$270.00
District Wide	Cloherly, Ryan	\$511.50		\$511.50
District Wide	Cogswell, David A	\$56,322.00	\$1,037.11	\$57,359.11
District Wide	Crehan, Sean C		\$2,003.39	\$2,003.39
District Wide	Crockett, Heather D		\$1,903.36	\$1,903.36
District Wide	Curra, Evelyn M	\$7,318.66		\$7,318.66
District Wide	Desrochers, Nancy		\$2,511.60	\$2,511.60
District Wide	Dilibero, Laurie A	\$53,945.07	\$1,553.12	\$55,498.19
District Wide	Dill, Marvin H	\$7,936.72	\$175.00	\$8,111.72
District Wide	Doherty, Denis B	\$6,555.60	\$3,003.45	\$9,559.05
District Wide	Eames, Richard E	\$58,694.88	\$561.70	\$59,256.58
District Wide	Farrer, Andrew	\$81,366.92	\$3,499.86	\$84,866.78
District Wide	Fischella, Susan M	\$130,620.76	\$1,499.94	\$132,120.70
District Wide	Foley, Timothy R	\$8,842.40	\$252.64	\$9,095.04
District Wide	Fortes, Aryana S	\$920.62		\$920.62
District Wide	Fox, Michelle J		\$1,770.00	\$1,770.00
District Wide	Fuller, Susanne M		\$1,815.00	\$1,815.00
District Wide	Gagne, Teresa M	\$6,189.72		\$6,189.72
District Wide	Gorman, Phyllis		\$2,276.16	\$2,276.16
District Wide	Gozman, Simon M	\$2,964.22		\$2,964.22
District Wide	Graff, Byron	\$6,620.44		\$6,620.44
District Wide	Green, Tedra S		\$540.00	\$540.00
District Wide	Jones, Claire L	\$3,183.03	\$318.30	\$3,501.33
District Wide	Kaplan, Joshua P	\$748.00		\$748.00
District Wide	Kaye, Kari		\$150.00	\$150.00
District Wide	Kerner, Roberta C	\$19,305.35	\$100.00	\$19,405.35
District Wide	Khandelwal, Shweta	\$6,195.32		\$6,195.32
District Wide	Kiley, Catherine E		\$420.00	\$420.00
District Wide	Koury, Christopher N		\$369.63	\$369.63
District Wide	Laurie, Maureen A		\$2,335.00	\$2,335.00
District Wide	Leeds, Donna G	\$18,439.12		\$18,439.12
District Wide	Licciardi, Barbara A		\$2,026.08	\$2,026.08
District Wide	Lury, Andrea	\$4,881.90		\$4,881.90
District Wide	Lynch, Taylor G	\$12,787.50	\$375.00	\$13,162.50

Location Description	Name	Salary	Other	Total
District Wide	Macone, Anthony	\$18,452.19	\$100.00	\$18,552.19
District Wide	Macone, Barbara	\$3,619.89		\$3,619.89
District Wide	Mann, Timothy M		\$542.27	\$542.27
District Wide	Marcus, John M	\$136,451.88	\$5,499.80	\$141,951.68
District Wide	Mazur, Martin	\$18,758.67		\$18,758.67
District Wide	Mcdonnell, David P	\$18,363.49	\$100.00	\$18,463.49
District Wide	Mcgillicuddy, Devon B		\$180.00	\$180.00
District Wide	Mcnamara, Casey E		\$1,689.92	\$1,689.92
District Wide	Modiste, Alex F	\$18,796.23	\$100.00	\$18,896.23
District Wide	Moore, Angela K		\$2,206.64	\$2,206.64
District Wide	Morris, Arielle	\$4,829.76	\$2,683.20	\$7,512.96
District Wide	Morris, Kayla	\$6,180.00		\$6,180.00
District Wide	Moscaritolo, Linda D	\$35,506.99	\$4,150.00	\$39,656.99
District Wide	Mowery-Holman, Robyn C	\$10,658.34	\$847.50	\$11,505.84
District Wide	Mulherin, Arlene R	\$326.40		\$326.40
District Wide	Murphy, Elizabeth A	\$73,141.60	\$3,230.78	\$76,372.38
District Wide	Murray, Linda J	\$24,501.75	\$5,800.00	\$30,301.75
District Wide	Nagamatsu, Regina A	\$54,947.76	\$4,668.08	\$59,615.84
District Wide	Nathan, Maryalice		\$10,664.15	\$10,664.15
District Wide	O'brien, Nicole M	\$60,623.09	\$1,302.72	\$61,925.81
District Wide	O'connell, Kelsey C		\$2,011.72	\$2,011.72
District Wide	Parker, Robert M	\$22,885.98	\$175.00	\$23,060.98
District Wide	Parker, Sara E		\$1,430.00	\$1,430.00
District Wide	Pasley, Germaine L		\$60.00	\$60.00
District Wide	Pedersen, David H	\$56,322.00	\$2,999.06	\$59,321.06
District Wide	Pimentel, Justin D		\$104.96	\$104.96
District Wide	Pomar, Alexander D	\$1,357.20		\$1,357.20
District Wide	Pruell, Deborah E		\$1,560.00	\$1,560.00
District Wide	Reingold, Charles A	\$14,517.38		\$14,517.38
District Wide	Robbie, Mary-Threse		\$1,976.16	\$1,976.16
District Wide	Robinson, Daniel E	\$23,611.30	\$100.00	\$23,711.30
District Wide	Roche, Kimberly D	\$23,480.75	\$3,284.60	\$26,765.35
District Wide	Rodrigues, Alfreda	\$805.75		\$805.75
District Wide	Ryan, Chad J	\$99,137.76		\$99,137.76
District Wide	Sabelli, Mary L		\$225.00	\$225.00
District Wide	Samperi, Cecelia K		\$964.60	\$964.60
District Wide	Schertz, Scott J	\$70,780.80	\$3,794.91	\$74,575.71
District Wide	Schlittler, Christine		\$751.92	\$751.92
District Wide	Shterenberg, Mikhail	\$13,653.18		\$13,653.18
District Wide	Sigman, Michael J	\$47,239.50	\$5,449.03	\$52,688.53
District Wide	Silbert, Andrea P		\$2,558.40	\$2,558.40
District Wide	Smith, Jean F	\$14,600.95		\$14,600.95
District Wide	Smith, Kevin J	\$495.00		\$495.00
District Wide	Snow, Zachary L		\$708.00	\$708.00
District Wide	Solomon, Leslie A	\$56.84		\$56.84
District Wide	Stewart, Deborah A	\$14,512.84		\$14,512.84

Location Description	Name	Salary	Other	Total
District Wide	Stollman, Anat M	\$51,385.67		\$51,385.67
District Wide	Sullivan, Megan B	\$8,400.00		\$8,400.00
District Wide	Taylor, Karen	\$9,626.39	\$175.00	\$9,801.39
District Wide	Van Dam, Caryn B		\$2,074.80	\$2,074.80
District Wide	Van Dam, Lauren M		\$2,268.60	\$2,268.60
District Wide	Vanvoorhis, Elizabeth J	\$1,311.24		\$1,311.24
District Wide	Wallen, Joyce		\$2,262.88	\$2,262.88
District Wide	Wigandt, Douglas E	\$5,071.55		\$5,071.55
District Wide	Wolfert, Melissa A	\$19,387.27	\$100.00	\$19,487.27
District Wide	Ytkin, Hannah G		\$2,153.33	\$2,153.33
District Wide	Zaniewski, Kenneth F	\$13,602.42	\$175.00	\$13,777.42
Early Childhood	Albrecht, Tina M	\$18,909.15	\$40.76	\$18,949.91
Early Childhood	Berlingo, Sheryl R	\$35,363.60	\$4,880.69	\$40,244.29
Early Childhood	Brine, Rita	\$1,223.13		\$1,223.13
Early Childhood	Brown, Mackenzie B	\$1,107.90	\$553.95	\$1,661.85
Early Childhood	Burke, Colleen M	\$21,204.72	\$16.25	\$21,220.97
Early Childhood	Callaway, Pamela F		\$6,461.12	\$6,461.12
Early Childhood	Carroll, Erin L	\$58,310.76	\$6,596.04	\$64,906.80
Early Childhood	Carroll, Lori A	\$85,587.87	\$2,802.17	\$88,390.04
Early Childhood	Cohen, Donna B	\$91,301.94	\$1,633.20	\$92,935.14
Early Childhood	Conti, Bonnie H	\$18,869.75	\$315.76	\$19,185.51
Early Childhood	Crockett, Heather D	\$20,919.06	\$2,015.84	\$22,934.90
Early Childhood	Dubuc, Angela K	\$2,149.87		\$2,149.87
Early Childhood	Emmi, Venera R	\$93,525.59	\$1,053.43	\$94,579.02
Early Childhood	Gilbert-Hall, Elise	\$1,137.80		\$1,137.80
Early Childhood	Goverman, Shelley P	\$61,945.95	\$3,851.27	\$65,797.22
Early Childhood	Heitin, Suzanne B	\$2,954.98		\$2,954.98
Early Childhood	Keough, Sarah E	\$85,587.87	\$2,365.97	\$87,953.84
Early Childhood	Mcnamara, Casey E	\$12,623.52		\$12,623.52
Early Childhood	Mercado, Linda M	\$7,791.66	\$146.55	\$7,938.21
Early Childhood	Molloy, Stephanie E		\$3,906.84	\$3,906.84
Early Childhood	Moore, Angela K	\$26,308.92	\$733.82	\$27,042.74
Early Childhood	Robbie, Mary-Threse	\$24,450.42	\$402.62	\$24,853.04
Early Childhood	Ryan, Chad J		\$7,211.12	\$7,211.12
Early Childhood	Samperi, Cecelia K	\$26,584.74	\$2,910.80	\$29,495.54
Early Childhood	Silbert, Andrea P	\$25,665.00	\$420.80	\$26,085.80
Early Childhood	Steinberg, Amy S	\$104,129.28	\$2,605.20	\$106,734.48
Early Childhood	Stollman, Anat M		\$4,970.24	\$4,970.24
Early Childhood	Symes, Janine C	\$42,793.89	\$2,116.95	\$44,910.84
Early Childhood	Waitekus, Karen S	\$78,520.89	\$2,580.75	\$81,101.64
Early Childhood	Weisheit, Amanda L	\$60,114.42	\$2,142.40	\$62,256.82
Early Childhood	Wolff, Lisa	\$5,612.90		\$5,612.90
East Elementary School	Allaire, Katherine J	\$34,560.39	\$698.99	\$35,259.38
East Elementary School	Asirwatham, Christine	\$6,513.15	\$134.59	\$6,647.74
East Elementary School	Auld, Maryanne	\$56,318.38	\$763.49	\$57,081.87
East Elementary School	Baker, Deborah L	\$21,340.69		\$21,340.69

Location Description	Name	Salary	Other	Total
East Elementary School	Berger, Cyndi	\$1,316.62		\$1,316.62
East Elementary School	Blaquiere, Katherine J	\$85,587.87	\$1,223.54	\$86,811.41
East Elementary School	Blumenthal, June	\$42,425.28	\$1,881.58	\$44,306.86
East Elementary School	Boss, John W	\$35,373.20	\$12,173.98	\$47,547.18
East Elementary School	Bouyer, Tailor J	\$13,328.32		\$13,328.32
East Elementary School	Bratt, Erek T	\$93,525.59	\$1,173.43	\$94,699.02
East Elementary School	Brooks, Donald M	\$90,398.26	\$1,816.00	\$92,214.26
East Elementary School	Brown, Donna G	\$44,427.72	\$461.52	\$44,889.24
East Elementary School	Bruha, Stacey L	\$23,348.46	\$462.50	\$23,810.96
East Elementary School	Brule, Keri A	\$69,317.80	\$2,033.38	\$71,351.18
East Elementary School	Buckley, Nancy E	\$85,587.87	\$1,993.78	\$87,581.65
East Elementary School	Burke, Suzanne M	\$88,158.02	\$1,013.08	\$89,171.10
East Elementary School	Burr, Kara	\$65,337.03	\$1,697.66	\$67,034.69
East Elementary School	Butler, Julia M	\$51,947.53	\$1,136.17	\$53,083.70
East Elementary School	Cante, Eladia	\$15,342.88	\$1,572.09	\$16,914.97
East Elementary School	Carlson, Cheryl A	\$58,240.00	\$257.13	\$58,497.13
East Elementary School	Carr, Jodi M	\$12,923.74		\$12,923.74
East Elementary School	Carroll, Dayle T	\$88,158.02	\$1,473.08	\$89,631.10
East Elementary School	Castonguay, Mark T	\$88.00		\$88.00
East Elementary School	Chaisson, Maureen H	\$59,542.80	\$816.35	\$60,359.15
East Elementary School	Conway, Katie A	\$72,641.62	\$826.49	\$73,468.11
East Elementary School	Conway, Meghan P	\$77,453.61	\$1,164.61	\$78,618.22
East Elementary School	Coombs, Amy R	\$7,918.48	\$105.00	\$8,023.48
East Elementary School	Coughlin, Melissa M	\$51,364.97	\$1,450.04	\$52,815.01
East Elementary School	Crehan, Sean C	\$12,842.48		\$12,842.48
East Elementary School	Croke, Caitlyn B	\$5,606.25		\$5,606.25
East Elementary School	Davis, Kirsten L	\$69,569.66	\$2,343.38	\$71,913.04
East Elementary School	Diamond, Rachel G	\$91,801.94	\$2,100.84	\$93,902.78
East Elementary School	Doherty, Meaghan M	\$53,933.79	\$1,608.88	\$55,542.67
East Elementary School	Dowd, Jacqueline N	\$59,542.80	\$1,432.35	\$60,975.15
East Elementary School	Downs, Crystal J	\$66,812.55	\$888.81	\$67,701.36
East Elementary School	Drougen-Keith, Betsy	\$22,037.93	\$25.00	\$22,062.93
East Elementary School	Dutta, Soma	\$6,337.44	\$80.00	\$6,417.44
East Elementary School	Fitzgerald, Heather W	\$58,310.76	\$1,333.80	\$59,644.56
East Elementary School	Freedberg, Judith W	\$56,437.04		\$56,437.04
East Elementary School	Fuller, Rebecca A	\$93,775.59	\$2,061.51	\$95,837.10
East Elementary School	Gallagher, Amy N	\$85,587.87	\$1,593.90	\$87,181.77
East Elementary School	Gelineau-Smith, Varla L	\$1,000.00		\$1,000.00
East Elementary School	Grossman, Jennifer	\$70,526.38	\$810.51	\$71,336.89
East Elementary School	Harrington, Rachel A	\$63,783.54	\$823.87	\$64,607.41
East Elementary School	Henry, Beth A	\$89,158.02	\$1,153.08	\$90,311.10
East Elementary School	Jeans, Mary E	\$85,587.87	\$1,053.82	\$86,641.69
East Elementary School	Kaminsky, Rebecca B	\$1,290.00		\$1,290.00
East Elementary School	Kelley, John J	\$8,974.80	\$3,827.04	\$12,801.84
East Elementary School	Khandelwal, Shweta	\$1,530.00		\$1,530.00
East Elementary School	Koury, Christopher N	\$53,156.04	\$250.12	\$53,406.16

Location Description	Name	Salary	Other	Total
East Elementary School	Laurie, Maureen A	\$93,525.59	\$738.50	\$94,264.09
East Elementary School	Leblanc, Sophila M	\$5,685.88		\$5,685.88
East Elementary School	Lee, Katherine C	\$61,627.13	\$1,247.65	\$62,874.78
East Elementary School	Lieteau, Hallene M	\$14,407.07		\$14,407.07
East Elementary School	Magee, Anna L	\$5,105.43	\$260.80	\$5,366.23
East Elementary School	Markman, Janis N	\$94,025.59	\$1,053.43	\$95,079.02
East Elementary School	Martin, Daniel B	\$4,958.40	\$791.70	\$5,750.10
East Elementary School	Martin, Jaime E	\$54,435.81	\$990.96	\$55,426.77
East Elementary School	Mayer, Bette S	\$94,525.59	\$2,181.51	\$96,707.10
East Elementary School	Mcdermott, Susan M	\$26,927.27	\$3,220.40	\$30,147.67
East Elementary School	McLaughlin-Spence, Jennifer M	\$86,087.87	\$1,201.54	\$87,289.41
East Elementary School	Milbier, Brenna	\$14,354.28		\$14,354.28
East Elementary School	Modest, Alyssa D	\$56,318.38	\$1,123.49	\$57,441.87
East Elementary School	Moldoff, Marilyn B	\$3,213.32		\$3,213.32
East Elementary School	Molloy, Stephanie E	\$56,318.38	\$1,203.49	\$57,521.87
East Elementary School	Monahan, Justin K	\$56,941.91	\$736.48	\$57,678.39
East Elementary School	Murphy, Elizabeth A	\$53,437.44	\$1,384.56	\$54,822.00
East Elementary School	Nardone, Susan	\$76,418.31	\$1,404.61	\$77,822.92
East Elementary School	Nurullah, Muhammad A	\$30.00		\$30.00
East Elementary School	O'brien, Judith A	\$51,325.18	\$935.42	\$52,260.60
East Elementary School	O'Neill, Kathryn N	\$24,442.75		\$24,442.75
East Elementary School	Peixinho, Nicholle B	\$56,318.38	\$787.49	\$57,105.87
East Elementary School	Perry, Emily A	\$1,275.75	\$800.00	\$2,075.75
East Elementary School	Phinney, Kristen	\$90,801.94	\$1,093.12	\$91,895.06
East Elementary School	Pruell, Deborah E	\$90,801.94	\$1,033.12	\$91,835.06
East Elementary School	Robichaud, Kaitlyn M	\$47,044.19	\$543.10	\$47,587.29
East Elementary School	Rochleau, Jaclyn E	\$18,520.29	\$350.00	\$18,870.29
East Elementary School	Ross, Deanne J	\$81,494.96	\$2,278.55	\$83,773.51
East Elementary School	Schertz, Scott J	\$806.40	\$235.72	\$1,042.12
East Elementary School	Sevieri, Beth G	\$5,936.04	\$83.20	\$6,019.24
East Elementary School	Shahane, Jayashree D	\$13,986.52	\$12.50	\$13,999.02
East Elementary School	Silke, Martha	\$8,071.72	\$549.24	\$8,620.96
East Elementary School	Simpson, David B	\$56,322.00	\$18,670.45	\$74,992.45
East Elementary School	Small, Stacey H	\$99,637.76	\$1,215.42	\$100,853.18
East Elementary School	Spear, Jody L	\$85,587.87	\$1,033.82	\$86,621.69
East Elementary School	Stanford, Jeffrey A	\$4,879.66		\$4,879.66
East Elementary School	Stark, Lauren C	\$8,911.78	\$75.00	\$8,986.78
East Elementary School	Tremblay, Sandra R	\$5,134.64	\$225.00	\$5,359.64
East Elementary School	Tsao, Yafang	\$8,263.90	\$125.35	\$8,389.25
East Elementary School	Van Dam, Lauren M	\$19,607.52	\$585.00	\$20,192.52
East Elementary School	Van Vaerenewyck, Emily M	\$47,328.14	\$1,217.56	\$48,545.70
East Elementary School	Vitulli, Beth M	\$8,720.00		\$8,720.00
East Elementary School	Wadleigh, Patricia A	\$57,419.87	\$11,055.44	\$68,475.31
East Elementary School	Walsh, Kimberly M	\$20,068.89	\$50.00	\$20,118.89
East Elementary School	Walsh, Sara M	\$38,314.23	\$442.35	\$38,756.58
East Elementary School	Wright, Gail M	\$13,210.92	\$662.02	\$13,872.94

Location Description	Name	Salary	Other	Total
Elementary	Andrade-Deleon, Autumn		\$1,815.00	\$1,815.00
Elementary	Coffey, John		\$1,579.00	\$1,579.00
Elementary	Conway, Katie A		\$526.34	\$526.34
Elementary	Gilman, Lisa K		\$2,242.34	\$2,242.34
Elementary	Sullivan, Julia H		\$1,579.00	\$1,579.00
Heights Elementary School	Alves, Lisa B	\$93,585.75	\$1,478.04	\$95,063.79
Heights Elementary School	Andersen, Meghan K	\$2,355.86		\$2,355.86
Heights Elementary School	Andrade-Deleon, Autumn	\$37,837.02	\$4,601.26	\$42,438.28
Heights Elementary School	Arcand, Anne M	\$86,623.17	\$2,735.76	\$89,358.93
Heights Elementary School	Berger, Cyndi	\$7,228.50	\$90.37	\$7,318.87
Heights Elementary School	Bernstein, Olga B	\$56,311.98	\$1,492.21	\$57,804.19
Heights Elementary School	Bolgen, Patricia A	\$11,594.50		\$11,594.50
Heights Elementary School	Bracey, Laura C	\$61,627.13	\$4,301.04	\$65,928.17
Heights Elementary School	Brandell, Matthew J	\$69,237.09	\$390.00	\$69,627.09
Heights Elementary School	Bratt, Carol A	\$88,158.02	\$1,751.58	\$89,909.60
Heights Elementary School	Broderick, Erin A	\$84,401.46	\$1,869.58	\$86,271.04
Heights Elementary School	Butler, Victoria M	\$35,065.56		\$35,065.56
Heights Elementary School	Callaway, Pamela F	\$90,601.10	\$1,613.16	\$92,214.26
Heights Elementary School	Carr, Jodi M	\$6,933.75		\$6,933.75
Heights Elementary School	Carroll, Cynthia L	\$19,329.81		\$19,329.81
Heights Elementary School	Castonguay, Paula A	\$14,036.37	\$2,429.96	\$16,466.33
Heights Elementary School	Castro, Kirsten D	\$67,190.26	\$350.00	\$67,540.26
Heights Elementary School	Charles, Andrew C	\$34,322.78	\$300.00	\$34,622.78
Heights Elementary School	Coffey, John	\$85,587.87	\$1,593.90	\$87,181.77
Heights Elementary School	Coombs, Amy R	\$5,948.70		\$5,948.70
Heights Elementary School	Crehan, Sean C	\$6,933.75		\$6,933.75
Heights Elementary School	Cummings, Theresa A	\$88,158.02	\$1,613.16	\$89,771.18
Heights Elementary School	Cunningham, Maeci L	\$88,158.02	\$207.72	\$88,365.74
Heights Elementary School	Cuoco, Ericka C	\$17,401.59		\$17,401.59
Heights Elementary School	Daub-Murphy, Anna-Kristin	\$62,850.59	\$1,144.00	\$63,994.59
Heights Elementary School	Demasi, Michelle C	\$46,592.39	\$907.10	\$47,499.49
Heights Elementary School	Dickinson, Elizabeth A	\$67,542.90	\$1,110.81	\$68,653.71
Heights Elementary School	Doppelt, Katherine W	\$59,542.80	\$2,932.35	\$62,475.15
Heights Elementary School	Drew, Erin I	\$79,380.21	\$1,909.27	\$81,289.48
Heights Elementary School	Driscoll, Carolyn M	\$30,064.46		\$30,064.46
Heights Elementary School	Dumais, Madeline A	\$12,863.96		\$12,863.96
Heights Elementary School	Dumican, Nancy A	\$37,033.64	\$1,212.64	\$38,246.28
Heights Elementary School	Egan, Julie A		\$248.13	\$248.13
Heights Elementary School	Emby, Nicole L	\$27,202.68	\$397.00	\$27,599.68
Heights Elementary School	Enos, Samantha M	\$4,387.42		\$4,387.42
Heights Elementary School	Felton, Jessica L	\$24,332.22	\$350.00	\$24,682.22
Heights Elementary School	Fereshetian, Lauren M	\$61,434.71	\$1,108.81	\$62,543.52
Heights Elementary School	Fishman, Lisa F	\$45.00		\$45.00
Heights Elementary School	Folan, Kimberly A	\$89,891.16	\$2,323.10	\$92,214.26
Heights Elementary School	Fox, Ethan	\$9,541.68		\$9,541.68
Heights Elementary School	Freeman, Alison C	\$1,755.00	\$650.00	\$2,405.00

Location Description	Name	Salary	Other	Total
Heights Elementary School	Friedman, Cathryn C	\$85,587.87	\$993.82	\$86,581.69
Heights Elementary School	Fuller, Rachel R	\$30,890.03		\$30,890.03
Heights Elementary School	Fuller, Susan E	\$20,510.64	\$350.00	\$20,860.64
Heights Elementary School	Geiger, Holly R	\$85,587.87	\$1,593.90	\$87,181.77
Heights Elementary School	Gill, Christina N	\$36,320.73	\$653.23	\$36,973.96
Heights Elementary School	Glaser, Deborah M	\$1,040.00		\$1,040.00
Heights Elementary School	Gray, Diane L	\$12,518.38	\$25.00	\$12,543.38
Heights Elementary School	Green, Tedra S	\$32,098.96	\$2,560.00	\$34,658.96
Heights Elementary School	Hanley, Beth	\$85,642.88	\$1,918.61	\$87,561.49
Heights Elementary School	Happnie, Lori B	\$76,580.28	\$1,499.92	\$78,080.20
Heights Elementary School	Harvey, Amy S	\$85,587.87	\$10,701.06	\$96,288.93
Heights Elementary School	Hasson, Noreen F	\$36,487.22	\$300.00	\$36,787.22
Heights Elementary School	Hirsch, Marjorie M	\$28,189.00	\$600.00	\$28,789.00
Heights Elementary School	Hurwitz, Marjorie R	\$25,741.46	\$1,800.00	\$27,541.46
Heights Elementary School	Johnson, Heather C	\$90,801.94	\$2,033.08	\$92,835.02
Heights Elementary School	Johnson, Olivia N	\$6,763.11		\$6,763.11
Heights Elementary School	Jones, Theresa E	\$78,520.89	\$2,488.69	\$81,009.58
Heights Elementary School	Joyce, Kathleen K	\$88,158.02	\$1,493.08	\$89,651.10
Heights Elementary School	Kemp, Christina L	\$71,954.49	\$11,348.00	\$83,302.49
Heights Elementary School	Kendall, Erica	\$28,101.78		\$28,101.78
Heights Elementary School	Khan, Zare G	\$11,162.53		\$11,162.53
Heights Elementary School	Kosinski, Kristen M	\$12,523.74	\$50.00	\$12,573.74
Heights Elementary School	Laithy-Berens, Hebatallah H	\$36,307.74	\$473.49	\$36,781.23
Heights Elementary School	Lamore, Lisa K	\$120,529.32	\$3,500.12	\$124,029.44
Heights Elementary School	Langlois, Darlene M	\$8,638.22	\$405.30	\$9,043.52
Heights Elementary School	Larrimer, Samantha Y	\$29,283.74	\$25.61	\$29,309.35
Heights Elementary School	Leary, Cynthia F	\$93,525.59	\$2,395.51	\$95,921.10
Heights Elementary School	Leblanc, Sophila M	\$1,421.47	\$760.00	\$2,181.47
Heights Elementary School	Leclerc, Tammy M	\$86,142.88	\$2,441.50	\$88,584.38
Heights Elementary School	Lemanski, Kara M	\$85,587.87	\$1,593.90	\$87,181.77
Heights Elementary School	Levis, Kimberly M	\$6,464.52	\$362.00	\$6,826.52
Heights Elementary School	Licciardi, Barbara A	\$30,246.51	\$1,075.00	\$31,321.51
Heights Elementary School	Lizotte, Jane	\$38,172.57	\$300.00	\$38,472.57
Heights Elementary School	Loghry, Sara E	\$18,503.80		\$18,503.80
Heights Elementary School	Lucht, Karen M	\$2,014.20		\$2,014.20
Heights Elementary School	Magnan, Maureen L	\$17,089.56	\$1,190.00	\$18,279.56
Heights Elementary School	Martin, Elaine M	\$90,801.94	\$2,353.08	\$93,155.02
Heights Elementary School	Mazaheri, Anna B	\$61,750.49	\$738.82	\$62,489.31
Heights Elementary School	Mccormick, Melissa M	\$49,164.66	\$571.15	\$49,735.81
Heights Elementary School	Mcgillcuddy, Devon B	\$37,539.53	\$2,520.00	\$40,059.53
Heights Elementary School	Mcneil, Ryan E	\$7,219.36		\$7,219.36
Heights Elementary School	Mellman, Alexandra T	\$93,585.75	\$1,820.88	\$95,406.63
Heights Elementary School	Nalbach, Danielle W	\$82,015.48	\$2,643.20	\$84,658.68
Heights Elementary School	Nathan, Carleen M	\$25,499.32	\$2,717.78	\$28,217.10
Heights Elementary School	Nikopoulos, Theodora A	\$90,801.94	\$2,493.20	\$93,295.14
Heights Elementary School	O'brien, Julia A	\$85,587.87	\$1,623.90	\$87,211.77

Location Description	Name	Salary	Other	Total
Heights Elementary School	O'brien, Katie A	\$10,203.66		\$10,203.66
Heights Elementary School	O'neil, Pamela H	\$33,239.36	\$737.50	\$33,976.86
Heights Elementary School	Pedro, Elizabeth	\$88,158.02	\$1,847.16	\$90,005.18
Heights Elementary School	Pollock, Andrea L	\$56,318.38	\$2,403.49	\$58,721.87
Heights Elementary School	Pombo, Jose	\$37,046.56	\$1,720.08	\$38,766.64
Heights Elementary School	Purcell, Sharon	\$7,624.80	\$657.89	\$8,282.69
Heights Elementary School	Rawcliffe, Kayla M	\$17,904.74		\$17,904.74
Heights Elementary School	Robertson, Janice	\$6,325.00	\$225.00	\$6,550.00
Heights Elementary School	Rochleau, Jaclyn E	\$16,713.62	\$1,537.96	\$18,251.58
Heights Elementary School	Ruggiero, Carrie S	\$92,518.18	\$1,142.16	\$93,660.34
Heights Elementary School	Schertz, Scott J	\$40,626.40	\$12,532.77	\$53,159.17
Heights Elementary School	Sexton, Joseph G	\$44,408.80	\$14,734.15	\$59,142.95
Heights Elementary School	Shafiroff, Joan M	\$37,856.76	\$1,560.13	\$39,416.89
Heights Elementary School	Sharma, Seema	\$66,812.55	\$900.81	\$67,713.36
Heights Elementary School	Silva, Elaine K	\$93,525.59	\$2,293.51	\$95,819.10
Heights Elementary School	Soucy, Margaret	\$1,869.96		\$1,869.96
Heights Elementary School	Starr, Andrea M	\$45,400.93	\$1,016.49	\$46,417.42
Heights Elementary School	Staula, Roberta	\$8,246.76	\$364.02	\$8,610.78
Heights Elementary School	Stewart, Robin	\$93,525.59	\$1,851.93	\$95,377.52
Heights Elementary School	Sullivan, Julia H	\$11,996.44	\$70.00	\$12,066.44
Heights Elementary School	Susi, Kelly J	\$85,642.88	\$1,147.19	\$86,790.07
Heights Elementary School	Tarantino, Scott D	\$85,587.87	\$4,342.78	\$89,930.65
Heights Elementary School	Tracey-Waple, Kathleen	\$17,126.52	\$629.25	\$17,755.77
Heights Elementary School	Tripp, Carolyn	\$24,184.77	\$2,586.20	\$26,770.97
Heights Elementary School	Trykowski, Gail R	\$85,587.87	\$2,993.74	\$88,581.61
Heights Elementary School	Tsao, Yafang	\$7,526.52	\$192.50	\$7,719.02
Heights Elementary School	Vigorito, Timothy L	\$90,801.94	\$2,117.08	\$92,919.02
Heights Elementary School	Vitulli, Beth M	\$14,437.74		\$14,437.74
Heights Elementary School	Ward, Pamela C	\$88,158.02	\$2,013.04	\$90,171.06
Heights Elementary School	Widberg, Sarah A	\$8,739.36		\$8,739.36
Heights Elementary School	Wilson, Lisa	\$4,390.74	\$225.00	\$4,615.74
Heights Elementary School	Woods, Karen C	\$90,801.94	\$10,261.67	\$101,063.61
Sharon Administration	Bryant, Melissa A	\$26,459.20	\$764.40	\$27,223.60
Sharon Administration	Campanario, Helen A	\$77,966.51	\$1,500.20	\$79,466.71
Sharon Administration	Derry, Frances C	\$72,978.80		\$72,978.80
Sharon Administration	Doherty, Denis B		\$223.75	\$223.75
Sharon Administration	Farmer, Timothy J	\$103,185.64	\$14,317.61	\$117,503.25
Sharon Administration	Giorgio, Jeanne T	\$16,471.31		\$16,471.31
Sharon Administration	Gray, Rebecca A	\$49,830.27	\$1,531.69	\$51,361.96
Sharon Administration	Green, Janice E	\$61,061.88	\$4,200.04	\$65,261.92
Sharon Administration	Greer, Victoria L	\$96,720.00	\$3,247.56	\$99,967.56
Sharon Administration	Harwood, Lauren J		\$150.00	\$150.00
Sharon Administration	Kendall, Dawn S	\$67,847.95	\$2,765.57	\$70,613.52
Sharon Administration	Kivlin, Rhonda K	\$2,115.38		\$2,115.38
Sharon Administration	Marty, Rory D	\$32,455.70	\$2,747.22	\$35,202.92
Sharon Administration	Mosley, Jahmal I	\$61,463.52	\$740.88	\$62,204.40

Location Description	Name	Salary	Other	Total
Sharon Administration	Owen, Susan	\$105,800.74	\$3,369.59	\$109,170.33
Sharon Administration	Townsend, Judy	\$55,517.85	\$999.96	\$56,517.81
Sharon Administration	Wertz, Kenneth C	\$39,529.93	\$1,615.32	\$41,145.25
Sharon Administration	Westberg, Robin L	\$60,623.09	\$799.76	\$61,422.85
Sharon High School	Acheson, Stephanie	\$88,658.02	\$1,053.08	\$89,711.10
Sharon High School	Acone, James	\$70,636.98	\$4,735.38	\$75,372.36
Sharon High School	Alberico, Eileen A	\$94,025.59	\$5,852.59	\$99,878.18
Sharon High School	Alson, Meghan E	\$55,615.12	\$1,120.54	\$56,735.66
Sharon High School	Anselm, Shania M	\$3,768.45	\$225.00	\$3,993.45
Sharon High School	Antonell, David J	\$59,542.80	\$4,816.75	\$64,359.55
Sharon High School	Arguimbau, James	\$7,438.00		\$7,438.00
Sharon High School	Armour, Christopher J		\$112.00	\$112.00
Sharon High School	Ayotte, Lori	\$89,193.32	\$3,698.08	\$92,891.40
Sharon High School	Bacigalupi, Nicholas R	\$96,296.52	\$600.08	\$96,896.60
Sharon High School	Baltera, Geoffrey V	\$22,155.03	\$350.00	\$22,505.03
Sharon High School	Banno, Stephen A	\$88,158.02	\$2,393.16	\$90,551.18
Sharon High School	Batchelder, Erica R	\$4,211.00		\$4,211.00
Sharon High School	Beebe, Jean M	\$93,525.59	\$4,250.51	\$97,776.10
Sharon High School	Bourgeois, Matthew M		\$94.00	\$94.00
Sharon High School	Bowen, Tara E	\$9,840.00		\$9,840.00
Sharon High School	Bradford, Dylan A	\$1,716.00		\$1,716.00
Sharon High School	Bridges, Felicia	\$10,518.39	\$225.00	\$10,743.39
Sharon High School	Brillant, Christopher M	\$92,559.57	\$4,225.89	\$96,785.46
Sharon High School	Brodeur, James A	\$13,853.61	\$10,149.90	\$24,003.51
Sharon High School	Brown, Elise M	\$20,994.22	\$908.88	\$21,903.10
Sharon High School	Buck, Dana L	\$15,396.60	\$1,518.19	\$16,914.79
Sharon High School	Buckley, Peter J	\$68,942.19	\$896.12	\$69,838.31
Sharon High School	Burka, Nicholas M	\$48,966.00	\$1,691.32	\$50,657.32
Sharon High School	Byrne, Rachel M	\$81,940.97	\$3,089.92	\$85,030.89
Sharon High School	Campbell, Keri R	\$711.54		\$711.54
Sharon High School	Cannata, April M	\$10,719.62		\$10,719.62
Sharon High School	Carlton, Kevin S	\$5,149.00		\$5,149.00
Sharon High School	Cavallaro, Christine S	\$23,309.64	\$350.00	\$23,659.64
Sharon High School	Chandrasekaran, Niredita D	\$91,110.28	\$2,015.68	\$93,125.96
Sharon High School	Charest, Thomas J	\$65,245.63	\$1,033.05	\$66,278.68
Sharon High School	Chazan, Lisa M	\$21,894.49		\$21,894.49
Sharon High School	Chen, Rachel	\$560.00		\$560.00
Sharon High School	Cho, Tae	\$99,137.76	\$1,726.30	\$100,864.06
Sharon High School	Christiansen, David H	\$85,587.87	\$1,593.90	\$87,181.77
Sharon High School	Cichon, Michael C	\$15,369.03	\$203.00	\$15,572.03
Sharon High School	Cimeno, Timothy J	\$17,287.00		\$17,287.00
Sharon High School	Cioffi, Marie L	\$78,520.89	\$2,925.83	\$81,446.72
Sharon High School	Coffman, Kristen E	\$76,580.28	\$911.92	\$77,492.20
Sharon High School	Cohen, Elise B	\$2,322.50		\$2,322.50
Sharon High School	Cohen, Hannah R	\$33,938.46	\$675.60	\$34,614.06
Sharon High School	Cole, Janet S	\$76,467.41	\$2,275.74	\$78,743.15

Location Description	Name	Salary	Other	Total
Sharon High School	Collins, Cathy E	\$94,025.59	\$15,599.93	\$109,625.52
Sharon High School	Conway, Alan H	\$13,501.90	\$101.99	\$13,603.89
Sharon High School	Copeland, Debra L	\$2,485.14		\$2,485.14
Sharon High School	Corcoran, Brendan M	\$25,833.45	\$7,247.88	\$33,081.33
Sharon High School	Cote, Emilie J	\$31,739.69	\$523.49	\$32,263.18
Sharon High School	Courville, Ashley R	\$4,623.00		\$4,623.00
Sharon High School	Cronin, Terrance S	\$25,310.00	\$6,693.97	\$32,003.97
Sharon High School	Cunningham, Maeci L		\$1,013.08	\$1,013.08
Sharon High School	Cutter, Joan B	\$6,293.00		\$6,293.00
Sharon High School	Dahlen, Kristina M	\$99,887.76	\$11,159.68	\$111,047.44
Sharon High School	Dennis, Sandra L	\$90,801.94	\$22,251.06	\$113,053.00
Sharon High School	D'entremont, Andrea J	\$91,751.80	\$3,258.20	\$95,010.00
Sharon High School	Desisto, Peter J	\$7,438.00		\$7,438.00
Sharon High School	Dewitt, Edward C		\$5,651.00	\$5,651.00
Sharon High School	Dickerson, Ronald	\$46,666.00	\$13,487.60	\$60,153.60
Sharon High School	Dixon, James M	\$93,525.59	\$1,149.43	\$94,675.02
Sharon High School	Dones, Brenda L	\$4,702.64		\$4,702.64
Sharon High School	D'ottavio, Cynthia A	\$11,990.18	\$908.88	\$12,899.06
Sharon High School	Downey, Lisa R	\$4,533.00		\$4,533.00
Sharon High School	Druhan-Albanese, Jill L	\$34,566.57	\$401.80	\$34,968.37
Sharon High School	Duggan, Claire M	\$35,807.74	\$509.49	\$36,317.23
Sharon High School	Dumas, Lisa M	\$5,677.40		\$5,677.40
Sharon High School	Elkertson, Lori A	\$36,046.51	\$1,736.55	\$37,783.06
Sharon High School	Enos, Nancy J	\$27,352.06		\$27,352.06
Sharon High School	Everett, Michael J	\$21,226.73	\$187.50	\$21,414.23
Sharon High School	Fazzio, Charles M	\$85,587.87	\$11,140.80	\$96,728.67
Sharon High School	Feldman, Deborah A	\$68,506.67	\$856.55	\$69,363.22
Sharon High School	Feldman, Jennifer A	\$81,738.21	\$1,461.15	\$83,199.36
Sharon High School	Ferguson, Andrew R	\$8,010.00		\$8,010.00
Sharon High School	Ferrara, Barbara A	\$30,468.94	\$725.00	\$31,193.94
Sharon High School	Fortin, Catherine F	\$86,218.13	\$3,061.88	\$89,280.01
Sharon High School	Fox, Michelle J	\$93,525.59	\$8,034.43	\$101,560.02
Sharon High School	Frye, Laura J	\$32,872.17	\$7,436.64	\$40,308.81
Sharon High School	Furnival, Brad	\$7,658.00		\$7,658.00
Sharon High School	Gabriel, Jessica	\$27,760.33	\$400.00	\$28,160.33
Sharon High School	Gardner, Janine	\$78,520.89	\$940.75	\$79,461.64
Sharon High School	Garr, Emily G	\$65,590.34	\$3,264.50	\$68,854.84
Sharon High School	Gassman, Ronde L	\$78,520.89	\$6,420.25	\$84,941.14
Sharon High School	Gavin, Elizabeth S	\$45,330.07	\$257.13	\$45,587.20
Sharon High School	Georges, Nina J	\$85,587.87	\$1,732.32	\$87,320.19
Sharon High School	Georgi, Mara C	\$71,651.38	\$1,752.90	\$73,404.28
Sharon High School	Gilbert-Sexton, Susan F	\$53,121.00	\$5,475.86	\$58,596.86
Sharon High School	Gingras, Philip R	\$13,223.00		\$13,223.00
Sharon High School	Glover-Roach, Lynne	\$10,829.21	\$900.24	\$11,729.45
Sharon High School	Glynn, Michelle C	\$36,344.14	\$478.25	\$36,822.39
Sharon High School	Goel, Jyotsna	\$25,156.25		\$25,156.25

Location Description	Name	Salary	Other	Total
Sharon High School	Gorman, Jarrod	\$85,587.87	\$1,653.82	\$87,241.69
Sharon High School	Gorsuch, Thomas J	\$99,137.76	\$11,203.68	\$110,341.44
Sharon High School	Graveline, Jennifer J	\$106,211.48		\$106,211.48
Sharon High School	Gundlah, Valerie A	\$56,156.18	\$2,239.19	\$58,395.37
Sharon High School	Harris, Cheryl L	\$93,525.59	\$2,226.46	\$95,752.05
Sharon High School	Haven, Joseph C	\$56,322.00	\$22,045.88	\$78,367.88
Sharon High School	Healy, Kelly M		\$3,461.00	\$3,461.00
Sharon High School	Heller, David P	\$91,301.94	\$2,345.12	\$93,647.06
Sharon High School	Hirsch, Marjorie M		\$125.00	\$125.00
Sharon High School	Hirschorn, Tracey L	\$18,351.72	\$1,157.58	\$19,509.30
Sharon High School	Hoffman, Mark A	\$17,283.33	\$175.00	\$17,458.33
Sharon High School	Holms, Matthew S	\$3,600.00		\$3,600.00
Sharon High School	Hughes, Michelle A	\$54,070.29	\$8,384.04	\$62,454.33
Sharon High School	Isaac, Elizabeth L	\$6,028.40		\$6,028.40
Sharon High School	Jolicoeur, Lisa A	\$93,525.59	\$7,990.91	\$101,516.50
Sharon High School	Jones, Allison	\$18,710.13	\$320.00	\$19,030.13
Sharon High School	Jones, Claire L	\$9,549.09	\$954.90	\$10,503.99
Sharon High School	Kallin, Kelley E	\$90,801.94	\$1,129.12	\$91,931.06
Sharon High School	Kaye, Jacqueline A	\$93,525.59	\$1,363.43	\$94,889.02
Sharon High School	Keenan, Laura R	\$30,782.23	\$355.38	\$31,137.61
Sharon High School	Keeney, Tanya K	\$78,880.21	\$1,029.27	\$79,909.48
Sharon High School	Kelley, Patricia	\$93,525.59	\$1,053.43	\$94,579.02
Sharon High School	Kelly, Bryan C	\$7,652.00		\$7,652.00
Sharon High School	Kelly-Chamoun, Maureen P	\$60,471.09	\$14,219.12	\$74,690.21
Sharon High School	Kemp, Rebecca P	\$26,415.63	\$350.00	\$26,765.63
Sharon High School	Kendall, Erica	\$1,830.48		\$1,830.48
Sharon High School	Kenner, Shawn E	\$99,201.62	\$2,532.85	\$101,734.47
Sharon High School	Kline, Caitlin R	\$56,575.83	\$1,488.04	\$58,063.87
Sharon High School	Konstas, Catherine E	\$45,875.07	\$885.49	\$46,760.56
Sharon High School	Kosmadakis, Kelly M	\$4,124.00		\$4,124.00
Sharon High School	Kupperstein, Ina	\$38,074.20	\$1,370.74	\$39,444.94
Sharon High School	Laurie, Maureen A		\$4,903.43	\$4,903.43
Sharon High School	Leblanc, Jacquelyn G	\$53,406.00	\$890.72	\$54,296.72
Sharon High School	Lengas, Bradley J	\$93,525.59	\$4,634.51	\$98,160.10
Sharon High School	Leveckis, Lori H	\$86,085.77	\$3,601.14	\$89,686.91
Sharon High School	Levitte, Rachelle F	\$35,719.88	\$700.58	\$36,420.46
Sharon High School	Li, Wei	\$61,843.17	\$2,343.49	\$64,186.66
Sharon High School	Libano, Jose A	\$137,149.34	\$4,999.80	\$142,149.14
Sharon High School	Lopresti, Sean P	\$5,779.00	\$112.00	\$5,891.00
Sharon High School	Lovett, Andrea L	\$8,106.00	\$770.00	\$8,876.00
Sharon High School	Luciani, Susan E	\$93,525.59	\$7,110.63	\$100,636.22
Sharon High School	Lucie, Anthony J	\$8,010.00		\$8,010.00
Sharon High School	Luk, Chung	\$1,716.00		\$1,716.00
Sharon High School	Macone, Anthony		\$82.00	\$82.00
Sharon High School	Macoritto, Dorothy B	\$90,801.94	\$1,953.12	\$92,755.06
Sharon High School	Malcolm, Courtney M	\$93,525.59	\$6,774.43	\$100,300.02

Location Description	Name	Salary	Other	Total
Sharon High School	Mann, Timothy M	\$41,479.13	\$3,796.99	\$45,276.12
Sharon High School	Manning, Colleen P	\$7,438.00		\$7,438.00
Sharon High School	Marbenas, Dimitrios S	\$17,949.60	\$190.00	\$18,139.60
Sharon High School	Marshall, Kathleen G	\$28,745.63		\$28,745.63
Sharon High School	Martin, William C	\$43,758.96	\$1,038.48	\$44,797.44
Sharon High School	Mccullough, Jennifer M	\$68,712.13	\$3,064.23	\$71,776.36
Sharon High School	Mcgee, Timothy P	\$85,587.87	\$5,998.78	\$91,586.65
Sharon High School	Mcgonagle, Maureen	\$76,580.28	\$911.92	\$77,492.20
Sharon High School	Mejdi, Zahraa	\$8,947.17	\$205.80	\$9,152.97
Sharon High School	Metcalf, Jordan M	\$47,366.49	\$659.97	\$48,026.46
Sharon High School	Micheroni, Diane M	\$6,293.00		\$6,293.00
Sharon High School	Mitlin, Marjorie D	\$93,525.59	\$2,977.15	\$96,502.74
Sharon High School	Morris, Kyle F	\$5,651.00		\$5,651.00
Sharon High School	Morse, David R	\$62,485.61	\$13,150.75	\$75,636.36
Sharon High School	Morse, David R	\$5,779.00		\$5,779.00
Sharon High School	Munden, Barbara J	\$85,587.87	\$2,753.30	\$88,341.17
Sharon High School	Murphy, Bernadette T	\$93,525.59	\$1,761.15	\$95,286.74
Sharon High School	Murphy, Colin G		\$5,790.00	\$5,790.00
Sharon High School	Murray, Heather L	\$20,908.80	\$451.33	\$21,360.13
Sharon High School	Myerson, Shelley J	\$47,890.54	\$9,412.36	\$57,302.90
Sharon High School	Nason, Wendy Z	\$85,587.87	\$1,993.78	\$87,581.65
Sharon High School	Nathan, Scott E	\$4,713.00		\$4,713.00
Sharon High School	Newman, Stacy L	\$54,683.88	\$885.25	\$55,569.13
Sharon High School	Norton, Shara M	\$37,970.19	\$9,998.45	\$47,968.64
Sharon High School	Novick-Carson, Lori E	\$86,484.09	\$1,681.82	\$88,165.91
Sharon High School	Olsen, Maureen M	\$47,325.38	\$1,050.24	\$48,375.62
Sharon High School	O'reilly, Sean	\$88,158.02	\$2,849.08	\$91,007.10
Sharon High School	Ouellette, Megan E	\$18,431.28	\$1,230.00	\$19,661.28
Sharon High School	Parker, Debra M	\$7,438.00		\$7,438.00
Sharon High School	Parker, Sara E		\$1,428.43	\$1,428.43
Sharon High School	Pasley, Germaine L	\$28,083.76	\$1,412.40	\$29,496.16
Sharon High School	Perkins, Tanya A	\$93,525.59	\$1,053.43	\$94,579.02
Sharon High School	Perron, Michael P	\$93,525.59	\$1,653.51	\$95,179.10
Sharon High School	Phelps, Dawn M	\$39,725.27	\$5,238.88	\$44,964.15
Sharon High School	Phinney, Loren E	\$7,438.00		\$7,438.00
Sharon High School	Piazza, Julie A	\$26,237.21	\$485.00	\$26,722.21
Sharon High School	Pierce, Amanda K	\$102,008.64	\$1,262.10	\$103,270.74
Sharon High School	Pigeon, Adam F	\$76,580.28	\$1,036.92	\$77,617.20
Sharon High School	Pimentel, Justin D	\$21,939.51	\$300.00	\$22,239.51
Sharon High School	Plasko, Ryan	\$6,042.00		\$6,042.00
Sharon High School	Poliferno, Andrew R	\$5,706.00	\$735.00	\$6,441.00
Sharon High School	Poliferno, Heather L	\$4,641.00		\$4,641.00
Sharon High School	Pomer, Robert S	\$116,278.56		\$116,278.56
Sharon High School	Powell, Bradford	\$1,716.00		\$1,716.00
Sharon High School	Quintal, Stephanie	\$27,162.28	\$400.00	\$27,562.28
Sharon High School	Radler, Barbara A	\$60,915.80	\$10,211.79	\$71,127.59

Location Description	Name	Salary	Other	Total
Sharon High School	Ragona, James	\$93,525.59	\$1,887.13	\$95,412.72
Sharon High School	Raubach, Thomas J	\$39,704.68	\$650.03	\$40,354.71
Sharon High School	Reardon, Delaney C	\$3,685.00		\$3,685.00
Sharon High School	Reardon, Elizabeth M	\$6,866.00	\$9,333.00	\$16,199.00
Sharon High School	Reardon, Lesley	\$94,025.59	\$5,253.19	\$99,278.78
Sharon High School	Redquest, Veronika B	\$13,047.27	\$1,013.13	\$14,060.40
Sharon High School	Regan, Erin T	\$93,525.59	\$4,995.93	\$98,521.52
Sharon High School	Romero, Laurie A	\$35,092.59		\$35,092.59
Sharon High School	Rose, Gloria J	\$20,881.68		\$20,881.68
Sharon High School	Rounseville, Anne E	\$48,695.72	\$2,513.03	\$51,208.75
Sharon High School	Roy, David M	\$32,908.33	\$7,499.69	\$40,408.02
Sharon High School	Ryall-Mcavoy, Susan E	\$93,525.59	\$3,153.37	\$96,678.96
Sharon High School	Sabelli, Mary L	\$59,542.80	\$903.75	\$60,446.55
Sharon High School	Sanborn, Thomas W	\$72,757.87	\$890.72	\$73,648.59
Sharon High School	Sanford, James V	\$71,676.39	\$1,253.25	\$72,929.64
Sharon High School	Schifone, Gerald	\$37,518.71	\$1,051.90	\$38,570.61
Sharon High School	Schlierf, Nicholas	\$51,500.04	\$1,125.00	\$52,625.04
Sharon High School	Schoonmaker, Peter M	\$93,525.59	\$4,486.43	\$98,012.02
Sharon High School	Schulte, Jessica M	\$22,521.15	\$350.00	\$22,871.15
Sharon High School	Scruton, Theresa A	\$46,678.95	\$2,120.43	\$48,799.38
Sharon High School	Sefton, Casey S	\$31,319.05	\$3,461.00	\$34,780.05
Sharon High School	Shiebler, Glenn R	\$85,587.87	\$3,898.30	\$89,486.17
Sharon High School	Silipo, Leah C	\$91,301.94	\$2,251.92	\$93,553.86
Sharon High School	Simpson, Megan T		\$4,129.39	\$4,129.39
Sharon High School	Siniscalchi, Sara L	\$83,411.01	\$4,630.85	\$88,041.86
Sharon High School	Smith, Tracey A	\$90,801.94	\$1,953.12	\$92,755.06
Sharon High School	Smoler, Rebecca E	\$79,889.33	\$9,052.12	\$88,941.45
Sharon High School	Snow, Zachary L	\$86,087.87	\$1,089.82	\$87,177.69
Sharon High School	Sonis, Jeffrey S	\$93,525.59	\$11,305.63	\$104,831.22
Sharon High School	Stevens, Jill A	\$85,837.87	\$1,993.82	\$87,831.69
Sharon High School	Straghalis, Elizabeth F	\$90.00		\$90.00
Sharon High School	Strunin, Jeffrey N	\$85,587.87	\$993.82	\$86,581.69
Sharon High School	Stulga, Laura A	\$66,812.55	\$840.81	\$67,653.36
Sharon High School	Tessier, Andrew J	\$65,245.63	\$2,953.05	\$68,198.68
Sharon High School	Thebado, James A	\$4,028.00		\$4,028.00
Sharon High School	Theberge, Abigail E	\$93,525.59	\$4,230.43	\$97,756.02
Sharon High School	Tomassian, Clifford B	\$8,010.00		\$8,010.00
Sharon High School	Torres, Noel G	\$5,149.00		\$5,149.00
Sharon High School	Trahan, Mary T	\$83,299.53	\$1,019.52	\$84,319.05
Sharon High School	Trotta, Michael P	\$4,005.00		\$4,005.00
Sharon High School	Turner, Kathleen M	\$91,646.26	\$3,824.62	\$95,470.88
Sharon High School	Tyrell, Lori M	\$32,699.30		\$32,699.30
Sharon High School	Valverde, Anita M	\$74,033.63	\$790.07	\$74,823.70
Sharon High School	Van Vaerenewyck, Thor V	\$88,158.02	\$8,098.36	\$96,256.38
Sharon High School	Vandette, Andrea K	\$6,215.00		\$6,215.00
Sharon High School	Vasquez, Carlos H	\$4,646.00		\$4,646.00

Location Description	Name	Salary	Other	Total
Sharon High School	Waite, Aaron L	\$19,160.90	\$16,060.00	\$35,220.90
Sharon High School	Walker, Rachel S	\$88,158.02	\$3,320.08	\$91,478.10
Sharon High School	Wasef, Haidy	\$15,072.53	\$1,462.50	\$16,535.03
Sharon High School	Weishaar, Kristine M	\$78,537.65	\$1,730.59	\$80,268.24
Sharon High School	Werden, Gary L	\$3,792.00		\$3,792.00
Sharon High School	Weston, Christina	\$91,751.80	\$1,696.52	\$93,448.32
Sharon High School	Whalen, Alexis V	\$13,708.69	\$504.52	\$14,213.21
Sharon High School	Whall, Elizabeth A	\$93,525.59	\$2,626.46	\$96,152.05
Sharon High School	Wise, Karen L	\$89,079.80	\$1,013.08	\$90,092.88
Sharon High School	Yaffe, Lawrence J	\$3,685.00		\$3,685.00
Sharon High School	Zenga, Dyann E	\$6,293.00		\$6,293.00
Sharon Middle School	Abrams, Amy L	\$31,659.93	\$3,516.02	\$35,175.95
Sharon Middle School	Adams, Elaine G	\$29,573.51	\$593.80	\$30,167.31
Sharon Middle School	Alkalay, Deborah	\$4,868.80		\$4,868.80
Sharon Middle School	Allen, Sherri L	\$81,744.96	\$946.55	\$82,691.51
Sharon Middle School	Angelos, Mary M	\$26,321.89	\$532.58	\$26,854.47
Sharon Middle School	Anselm, Shania M	\$2,946.64		\$2,946.64
Sharon Middle School	Archambault, Angela M	\$57,320.65	\$694.06	\$58,014.71
Sharon Middle School	Arno, John J	\$73,109.54	\$1,093.10	\$74,202.64
Sharon Middle School	Beatrice, Mandy L	\$64,378.75	\$740.51	\$65,119.26
Sharon Middle School	Beatty, Shannon G	\$35,933.37	\$77.67	\$36,011.04
Sharon Middle School	Belcher, Julianne	\$93,525.59	\$4,553.37	\$98,078.96
Sharon Middle School	Bourgeois, Matthew M	\$16,583.30	\$438.81	\$17,022.11
Sharon Middle School	Brandell, Matthew J		\$6,597.84	\$6,597.84
Sharon Middle School	Brayton, Sandra	\$4,291.00		\$4,291.00
Sharon Middle School	Burdett, Meredith B	\$61,866.91	\$540.72	\$62,407.63
Sharon Middle School	Burke, Emily L	\$89,347.65	\$10,267.15	\$99,614.80
Sharon Middle School	Canelli, Rebecca P	\$90,801.94	\$2,113.20	\$92,915.14
Sharon Middle School	Chalfin, Ashley M	\$8,933.12		\$8,933.12
Sharon Middle School	Chen, Ying X	\$10,479.20	\$927.00	\$11,406.20
Sharon Middle School	Chin, Laurie Beth	\$93,525.59	\$2,573.51	\$96,099.10
Sharon Middle School	Cittadino, Nicholas	\$19,569.89		\$19,569.89
Sharon Middle School	Clark, Stephen S	\$52,524.00	\$14,934.84	\$67,458.84
Sharon Middle School	Closson, Roseann	\$7,510.32	\$2,000.54	\$9,510.86
Sharon Middle School	Coco, Dianne	\$88,998.02	\$3,902.16	\$92,900.18
Sharon Middle School	Connors, Jamie L	\$22,412.43	\$350.00	\$22,762.43
Sharon Middle School	Connolly, Joseph J	\$88,158.02	\$1,661.16	\$89,819.18
Sharon Middle School	Conway, Jillian C	\$4,640.00		\$4,640.00
Sharon Middle School	Cormier, Victoria L	\$86,087.87	\$9,735.58	\$95,823.45
Sharon Middle School	Coulibaly, Elise M	\$71,136.98	\$5,423.98	\$76,560.96
Sharon Middle School	Cronin, Terrance S	\$26,714.80	\$10,702.32	\$37,417.12
Sharon Middle School	Davis, Thomas N	\$16,670.55		\$16,670.55
Sharon Middle School	Debrot, Ruth A	\$99,137.76	\$6,867.38	\$106,005.14
Sharon Middle School	Denehy, Julie C	\$20,510.64	\$350.00	\$20,860.64
Sharon Middle School	Desousa, Jorge M	\$17,564.80	\$1,899.35	\$19,464.15
Sharon Middle School	Dewitt, Edward C	\$56,838.01	\$4,473.67	\$61,311.68

Location Description	Name	Salary	Other	Total
Sharon Middle School	Druhan-Albanese, Jill L	\$64,571.19	\$7,277.05	\$71,848.24
Sharon Middle School	Eichelburg, Jessica R	\$59,520.97	\$1,023.67	\$60,544.64
Sharon Middle School	Ellston, Karen M	\$93,525.59	\$1,113.43	\$94,639.02
Sharon Middle School	Engel, Kendra H	\$78,880.21	\$1,169.27	\$80,049.48
Sharon Middle School	Ethier, Linda E	\$58,850.75	\$1,243.85	\$60,094.60
Sharon Middle School	Feeney, Stephanie	\$78,221.94	\$1,500.70	\$79,722.64
Sharon Middle School	Fine, William B	\$93,775.59	\$1,053.43	\$94,829.02
Sharon Middle School	Flaherty, Shawn A	\$86,427.87	\$8,059.82	\$94,487.69
Sharon Middle School	Flynn, Amy	\$11,994.93	\$772.20	\$12,767.13
Sharon Middle School	Fuller, Susanne M	\$93,525.59	\$4,740.29	\$98,265.88
Sharon Middle School	Galford, Judy L	\$16,918.96	\$100.00	\$17,018.96
Sharon Middle School	Glasheen, Joan M	\$57,816.23	\$2,190.00	\$60,006.23
Sharon Middle School	Goldman, Michelle B	\$9,410.85		\$9,410.85
Sharon Middle School	Gorman, Phyllis	\$22,704.18	\$375.00	\$23,079.18
Sharon Middle School	Greely, William T	\$76,418.31	\$7,768.11	\$84,186.42
Sharon Middle School	Green, Sarah E	\$10,157.16	\$130.56	\$10,287.72
Sharon Middle School	Grefe, Nancy E	\$93,525.59	\$3,613.39	\$97,138.98
Sharon Middle School	Guellnitz, Peter J	\$92,680.90		\$92,680.90
Sharon Middle School	Gulley, Karen S	\$94,365.59	\$2,493.39	\$96,858.98
Sharon Middle School	Hagstrom, Kristin M	\$25,087.60	\$1,313.85	\$26,401.45
Sharon Middle School	Hallahan, Brett T	\$6,730.98	\$79.25	\$6,810.23
Sharon Middle School	Hardy, Annmarie	\$22,704.18	\$619.23	\$23,323.41
Sharon Middle School	Healea, Rosemary P	\$25,519.58	\$417.34	\$25,936.92
Sharon Middle School	Healy, Kelly M	\$70,636.98	\$874.98	\$71,511.96
Sharon Middle School	Herbstzuber, Maureen D	\$59,177.04	\$1,010.77	\$60,187.81
Sharon Middle School	Howarth, Keena B	\$34,891.20	\$463.11	\$35,354.31
Sharon Middle School	Jaillet, Mirvett	\$25,131.30	\$62.98	\$25,194.28
Sharon Middle School	Jain, Surekha	\$8,800.00		\$8,800.00
Sharon Middle School	Jardin, Kathleen A	\$51,026.73	\$778.92	\$51,805.65
Sharon Middle School	Johnson, Elizabeth C	\$88,658.02	\$1,853.16	\$90,511.18
Sharon Middle School	Kaplan, Kathleen A	\$76,418.31	\$5,697.61	\$82,115.92
Sharon Middle School	Kaveti, Suma	\$9,478.30		\$9,478.30
Sharon Middle School	Kawa, Caitlin	\$45,067.32	\$632.37	\$45,699.69
Sharon Middle School	Kaye, Kari	\$23,291.88	\$85.00	\$23,376.88
Sharon Middle School	Kiley, Catherine E	\$12,388.06	\$196.82	\$12,584.88
Sharon Middle School	King, Allyson		\$304.65	\$304.65
Sharon Middle School	Kovat, Martha R	\$17,382.33	\$1,630.00	\$19,012.33
Sharon Middle School	Kowalski, Meaghan M	\$6,156.88		\$6,156.88
Sharon Middle School	Kowalski, Richard	\$77,062.74	\$1,125.70	\$78,188.44
Sharon Middle School	Laithy-Berens, Hebatallah H	\$20,510.64	\$350.00	\$20,860.64
Sharon Middle School	Lanzel, Mathilde A	\$85,642.88	\$10,819.60	\$96,462.48
Sharon Middle School	Lehr, Sally E	\$86,142.88	\$2,147.16	\$88,290.04
Sharon Middle School	Li, Mei	\$4,126.94	\$225.00	\$4,351.94
Sharon Middle School	Macks, Shana A	\$36,762.97	\$750.00	\$37,512.97
Sharon Middle School	Magier, Helayne S	\$25,665.00	\$400.00	\$26,065.00
Sharon Middle School	Mann, Timothy M		\$2,289.00	\$2,289.00

Location Description	Name	Salary	Other	Total
Sharon Middle School	Manning, Caitlyn B	\$23,484.78	\$350.00	\$23,834.78
Sharon Middle School	Marrone, Andrew F	\$73,529.54	\$4,980.10	\$78,509.64
Sharon Middle School	Martin, Laura K	\$2,434.37		\$2,434.37
Sharon Middle School	Matunis, Emily S	\$84,779.94	\$2,499.83	\$87,279.77
Sharon Middle School	Mccluskey, Lauren P	\$93,525.59	\$1,173.43	\$94,699.02
Sharon Middle School	Mcgrath, Kathleen	\$7,436.88	\$1,138.60	\$8,575.48
Sharon Middle School	Michaud, Janice M	\$78,520.89	\$2,300.75	\$80,821.64
Sharon Middle School	Miller, Ruth G	\$93,525.59	\$5,908.87	\$99,434.46
Sharon Middle School	Monty, Ashley J	\$93,525.59	\$1,053.43	\$94,579.02
Sharon Middle School	Moore, Christine M	\$86,087.87	\$2,233.78	\$88,321.65
Sharon Middle School	Morrison, Laura	\$6,784.09		\$6,784.09
Sharon Middle School	Nathan, Maryalice	\$71,451.08	\$537.50	\$71,988.58
Sharon Middle School	Naughton, Janet L	\$86,427.87	\$1,201.54	\$87,629.41
Sharon Middle School	Oppenheim, Jake E	\$21,759.93	\$350.00	\$22,109.93
Sharon Middle School	Ordway, Valerie A	\$86,427.87	\$1,225.54	\$87,653.41
Sharon Middle School	O'rourke, Kevin M	\$131,702.76	\$1,999.92	\$133,702.68
Sharon Middle School	Paadre, Taimi H	\$56,398.99	\$651.53	\$57,050.52
Sharon Middle School	Paluzzi, Michele J	\$10,287.72		\$10,287.72
Sharon Middle School	Pearce, Karen E	\$88,686.87	\$1,154.89	\$89,841.76
Sharon Middle School	Pearlstein, Nancy D	\$86,087.87	\$1,593.90	\$87,681.77
Sharon Middle School	Pearson, Carrie A	\$60,549.58	\$614.63	\$61,164.21
Sharon Middle School	Perry, Daniel	\$20,032.24	\$81.45	\$20,113.69
Sharon Middle School	Piaseczny, Carol A	\$46,806.12	\$2,604.15	\$49,410.27
Sharon Middle School	Pigeon, Adam F		\$4,932.72	\$4,932.72
Sharon Middle School	Ramocki, Katie L	\$85,587.87	\$993.82	\$86,581.69
Sharon Middle School	Remy, Elizabeth F	\$59,142.01	\$683.12	\$59,825.13
Sharon Middle School	Richards, Susan	\$11,864.10	\$738.38	\$12,602.48
Sharon Middle School	Ripley, Richard W	\$30,317.25		\$30,317.25
Sharon Middle School	Rohan, Sarah A	\$26,848.08	\$410.00	\$27,258.08
Sharon Middle School	Rose, Elizabeth A	\$79,915.51	\$1,729.27	\$81,644.78
Sharon Middle School	Ruggeri, Celeste	\$12,303.32	\$2,370.71	\$14,674.03
Sharon Middle School	Ruzzo, Victoria A	\$20,007.10		\$20,007.10
Sharon Middle School	Sammons, Esme J	\$88,158.02	\$8,199.08	\$96,357.10
Sharon Middle School	Scarborough, Lisa A	\$93,585.75	\$8,083.91	\$101,669.66
Sharon Middle School	Schechner, Nancy A	\$80,903.87	\$950.00	\$81,853.87
Sharon Middle School	Schmicker, Emily H	\$46,038.58	\$5,498.35	\$51,536.93
Sharon Middle School	Scruton, Theresa A		\$5,035.00	\$5,035.00
Sharon Middle School	Sellers, Sarah L	\$5,985.05	\$225.00	\$6,210.05
Sharon Middle School	Shinney, Marybeth	\$45,650.93	\$1,616.55	\$47,267.48
Sharon Middle School	Shores, Rosemary	\$86,427.87	\$1,041.82	\$87,469.69
Sharon Middle School	Silk, Wendy	\$21,985.68	\$60.87	\$22,046.55
Sharon Middle School	Silver, Erinne K	\$66,812.55	\$1,084.81	\$67,897.36
Sharon Middle School	Sisitsky, Rebecca B	\$35,341.15	\$1,287.87	\$36,629.02
Sharon Middle School	Smith, Abbey V	\$5,533.32		\$5,533.32
Sharon Middle School	Smolcha, Laura C	\$93,257.48	\$1,640.84	\$94,898.32
Sharon Middle School	Strandson, Nicole L	\$63,783.54	\$919.87	\$64,703.41

Location Description	Name	Salary	Other	Total
Sharon Middle School	Sullivan, Brittney J	\$54,353.79	\$2,190.88	\$56,544.67
Sharon Middle School	Szczepanski, Craig J	\$86,087.87	\$12,388.28	\$98,476.15
Sharon Middle School	Talbot, Joyce G	\$86,427.87	\$1,641.90	\$88,069.77
Sharon Middle School	Tarantino, Scott D		\$2,289.00	\$2,289.00
Sharon Middle School	Tatelman, Audrey B	\$33,580.25	\$1,000.00	\$34,580.25
Sharon Middle School	Thibodeau, Michael D	\$56,322.00	\$22,175.87	\$78,497.87
Sharon Middle School	Trail, Laura	\$93,525.59	\$1,053.43	\$94,579.02
Sharon Middle School	Van Cott, Molly	\$73,758.01		\$73,758.01
Sharon Middle School	Van Dam, Caryn B	\$25,468.14	\$400.00	\$25,868.14
Sharon Middle School	Vandenabeele, Robert	\$88,158.02	\$1,013.08	\$89,171.10
Sharon Middle School	Walsh, Christopher M	\$79,889.33	\$2,543.83	\$82,433.16
Sharon Middle School	Warren, Gregory D	\$77,307.41	\$1,661.40	\$78,968.81
Sharon Middle School	Warriner, Jon D	\$37,000.70	\$87.98	\$37,088.68
Sharon Middle School	Watt, Janice E	\$212.50		\$212.50
Sharon Middle School	Whipple, Mark W	\$85,587.87	\$1,273.82	\$86,861.69
Sharon Middle School	Whiteside, Kathleen L	\$85,587.87	\$1,029.82	\$86,617.69
Sharon Middle School	Whitham, Daniel	\$84,978.22	\$1,081.40	\$86,059.62
Sharon Middle School	Ytkin, Hannah G	\$11,243.79		\$11,243.79
Sharon Middle School	Zhan, Yumei	\$71,382.21	\$1,280.38	\$72,662.59
Sharon Middle School	Zide, Julie	\$33,427.24	\$386.17	\$33,813.41
To Be Assigned To Building	Acheson, Stephanie		\$43.40	\$43.40
To Be Assigned To Building	Acone, James		\$89.60	\$89.60
To Be Assigned To Building	Adams, Elaine G		\$25.00	\$25.00
To Be Assigned To Building	Adkoli, Anitha	\$5,539.99		\$5,539.99
To Be Assigned To Building	Agus, Beth	\$80.00		\$80.00
To Be Assigned To Building	Ajmal, Aqsa	\$193.00		\$193.00
To Be Assigned To Building	Alberico, Eileen A		\$43.40	\$43.40
To Be Assigned To Building	Albrecht, Tina M		\$25.00	\$25.00
To Be Assigned To Building	Alkalay, Deborah	\$2,846.32	\$560.00	\$3,406.32
To Be Assigned To Building	Alves, Samantha R	\$6,560.00		\$6,560.00
To Be Assigned To Building	Ames, Anita M	\$8,613.32		\$8,613.32
To Be Assigned To Building	Angelos, Mary M		\$50.00	\$50.00
To Be Assigned To Building	Antonell, David J		\$589.40	\$589.40
To Be Assigned To Building	Aramayo, Gabriela	\$5,032.50		\$5,032.50
To Be Assigned To Building	Baker, Deborah L		\$12.50	\$12.50
To Be Assigned To Building	Beebe, Jean M		\$15.40	\$15.40
To Be Assigned To Building	Berish, Arielle	\$7,960.01		\$7,960.01
To Be Assigned To Building	Berish, Jill D	\$230.00		\$230.00
To Be Assigned To Building	Berry, Roberta		\$25.00	\$25.00
To Be Assigned To Building	Bornstein, Lesley A	\$4,160.00		\$4,160.00
To Be Assigned To Building	Bouyer, Tailor J		\$6.25	\$6.25
To Be Assigned To Building	Boyaj, Jennifer L		\$50.00	\$50.00
To Be Assigned To Building	Brenner, Rachel	\$1,640.00		\$1,640.00
To Be Assigned To Building	Brooks, Donald M		\$122.50	\$122.50
To Be Assigned To Building	Bruha, Stacey L		\$25.00	\$25.00
To Be Assigned To Building	Burka, Nicholas M		\$42.84	\$42.84

Location Description	Name	Salary	Other	Total
To Be Assigned To Building	Cady, Joseph M	\$3,600.00		\$3,600.00
To Be Assigned To Building	Capone, James J	\$600.00		\$600.00
To Be Assigned To Building	Carr, Jodi M		\$12.50	\$12.50
To Be Assigned To Building	Carroll, Lisa M	\$800.00		\$800.00
To Be Assigned To Building	Chattopadhyay, Mayura	\$12,906.64		\$12,906.64
To Be Assigned To Building	Cho, Tae		\$399.00	\$399.00
To Be Assigned To Building	Cichon, Michael C		\$89.60	\$89.60
To Be Assigned To Building	Cioffi, Marie L		\$15.40	\$15.40
To Be Assigned To Building	Cittadino, Margaret	\$320.00		\$320.00
To Be Assigned To Building	Coffman, Kristen E		\$15.40	\$15.40
To Be Assigned To Building	Cohen, Hannah R		\$121.80	\$121.80
To Be Assigned To Building	Collins, Amy B	\$1,333.32		\$1,333.32
To Be Assigned To Building	Conti, Bonnie H		\$50.00	\$50.00
To Be Assigned To Building	Cook, Judith S	\$2,400.00		\$2,400.00
To Be Assigned To Building	Cormier, Sharon A	\$5,120.00		\$5,120.00
To Be Assigned To Building	Crockett, Heather D		\$75.00	\$75.00
To Be Assigned To Building	Croke, Caitlyn B		\$25.00	\$25.00
To Be Assigned To Building	Curran, Stephanie	\$160.00		\$160.00
To Be Assigned To Building	Davis, Evangeline	\$880.00		\$880.00
To Be Assigned To Building	Debaggis, Joanne	\$320.00		\$320.00
To Be Assigned To Building	Denneno, Steven F		\$332.50	\$332.50
To Be Assigned To Building	Desrochers, Nancy		\$37.50	\$37.50
To Be Assigned To Building	Diwadkar, Shilpa	\$9,346.66		\$9,346.66
To Be Assigned To Building	Dixon, James M		\$15.40	\$15.40
To Be Assigned To Building	Drougen-Keith, Betsy		\$12.50	\$12.50
To Be Assigned To Building	Duggan, Claire M		\$54.60	\$54.60
To Be Assigned To Building	Dumais, Madeline A		\$25.00	\$25.00
To Be Assigned To Building	Everett, Michael J		\$62.50	\$62.50
To Be Assigned To Building	Fazio, Charles M		\$28.00	\$28.00
To Be Assigned To Building	Fendrick, Sarah L	\$5,120.00		\$5,120.00
To Be Assigned To Building	Figarsky, Khadija	\$3,140.00		\$3,140.00
To Be Assigned To Building	Fine, Stephanie R		\$157.50	\$157.50
To Be Assigned To Building	Fitzpatrick, Brianne	\$4,800.00		\$4,800.00
To Be Assigned To Building	Flynn, Catherine R		\$493.32	\$493.32
To Be Assigned To Building	Fox, Ethan	\$880.00		\$880.00
To Be Assigned To Building	Fox, Michelle J		\$43.40	\$43.40
To Be Assigned To Building	Frye, Laura J		\$30.80	\$30.80
To Be Assigned To Building	Gaffin, Esteandrea C	\$5,159.96		\$5,159.96
To Be Assigned To Building	Galford, Judy L		\$25.00	\$25.00
To Be Assigned To Building	Gassman, Ronde L		\$39.20	\$39.20
To Be Assigned To Building	Georges, Nina J		\$30.80	\$30.80
To Be Assigned To Building	Gilbert-Hall, Elise	\$120.00		\$120.00
To Be Assigned To Building	Gorman, Jarrod		\$89.60	\$89.60
To Be Assigned To Building	Gorman, Phyllis		\$25.00	\$25.00
To Be Assigned To Building	Gray, Diane L		\$40.00	\$40.00
To Be Assigned To Building	Greene, Alan	\$1,280.00		\$1,280.00

Location Description	Name	Salary	Other	Total
To Be Assigned To Building	Greene, Neil	\$1,160.00		\$1,160.00
To Be Assigned To Building	Gundlah, Valerie A		\$46.20	\$46.20
To Be Assigned To Building	Hagerty, Theresa	\$600.00		\$600.00
To Be Assigned To Building	Hannan, Melissa	\$1,280.00		\$1,280.00
To Be Assigned To Building	Hardy, Annmarie		\$50.00	\$50.00
To Be Assigned To Building	Harris, Iluka	\$680.00		\$680.00
To Be Assigned To Building	Hirsch, Marjorie M		\$25.00	\$25.00
To Be Assigned To Building	Ho, Sam	\$560.00		\$560.00
To Be Assigned To Building	Jankowski, Samantha R	\$800.00		\$800.00
To Be Assigned To Building	Jolicoeur, Lisa A		\$93.80	\$93.80
To Be Assigned To Building	Joshi, Radhika A	\$3,653.32		\$3,653.32
To Be Assigned To Building	Kallin, Kelley E		\$28.00	\$28.00
To Be Assigned To Building	Kamran, Asifa	\$240.00		\$240.00
To Be Assigned To Building	Kaveti, Suma	\$7,273.32		\$7,273.32
To Be Assigned To Building	Kawalek, Aaron	\$400.00		\$400.00
To Be Assigned To Building	Kaye, Kari		\$50.00	\$50.00
To Be Assigned To Building	Keenan, Laura R		\$15.40	\$15.40
To Be Assigned To Building	Kelley, Susan	\$1,760.00		\$1,760.00
To Be Assigned To Building	Kelly-Chamoun, Maureen P		\$1,406.97	\$1,406.97
To Be Assigned To Building	Kline, Caitlin R		\$15.40	\$15.40
To Be Assigned To Building	Konstas, Catherine E		\$806.80	\$806.80
To Be Assigned To Building	Kulkarni, Prajna	\$550.00		\$550.00
To Be Assigned To Building	Lanzel, Joseph	\$1,160.00		\$1,160.00
To Be Assigned To Building	Lanzel, Joseph	\$1,080.00		\$1,080.00
To Be Assigned To Building	Lechtanski, Kenneth	\$1,920.00		\$1,920.00
To Be Assigned To Building	Lengas, Bradley J		\$15.40	\$15.40
To Be Assigned To Building	Leveckis, Lori H		\$15.40	\$15.40
To Be Assigned To Building	Levine, Jane K	\$80.00		\$80.00
To Be Assigned To Building	Li, Wei		\$15.40	\$15.40
To Be Assigned To Building	Lieteau, Hallene M		\$1,091.64	\$1,091.64
To Be Assigned To Building	Luciani, Susan E		\$100.80	\$100.80
To Be Assigned To Building	Lynch, Taylor G		\$600.00	\$600.00
To Be Assigned To Building	Macarthur, Wendy	\$233.32		\$233.32
To Be Assigned To Building	Magier, Helayne S		\$100.00	\$100.00
To Be Assigned To Building	Malcolm, Courtney M		\$15.40	\$15.40
To Be Assigned To Building	Marder, Rebecca	\$400.00		\$400.00
To Be Assigned To Building	Maslanka, John S	\$5,880.00		\$5,880.00
To Be Assigned To Building	Matthews, Claire M	\$1,875.50		\$1,875.50
To Be Assigned To Building	Mccullough, Jennifer M		\$70.00	\$70.00
To Be Assigned To Building	Mcdonald, Patricia	\$10,769.50		\$10,769.50
To Be Assigned To Building	Mcgee, Timothy P		\$15.40	\$15.40
To Be Assigned To Building	Mcsweeney, Erina M	\$2,062.51		\$2,062.51
To Be Assigned To Building	Middleman, Lauren	\$2,033.00		\$2,033.00
To Be Assigned To Building	Mindes, Barry H	\$8,208.64		\$8,208.64
To Be Assigned To Building	Mittal, Adity	\$3,600.00		\$3,600.00
To Be Assigned To Building	Moldoff, Emily	\$480.00		\$480.00

Location Description	Name	Salary	Other	Total
To Be Assigned To Building	Monahan, Justin K		\$35.00	\$35.00
To Be Assigned To Building	Moore, Angela K		\$25.00	\$25.00
To Be Assigned To Building	Morris, Kayla	\$2,535.00		\$2,535.00
To Be Assigned To Building	Morse, David R		\$39.20	\$39.20
To Be Assigned To Building	Munden, Barbara J		\$63.00	\$63.00
To Be Assigned To Building	Nager, Ryan	\$1,840.00		\$1,840.00
To Be Assigned To Building	Nathan, Carleen M		\$632.50	\$632.50
To Be Assigned To Building	Naughton, Christopher	\$3,760.00		\$3,760.00
To Be Assigned To Building	Novick, Daniel	\$120.00		\$120.00
To Be Assigned To Building	O'neil, Pamela H		\$337.50	\$337.50
To Be Assigned To Building	O'Neill, Kathryn N		\$18.75	\$18.75
To Be Assigned To Building	O'Reilly, Sean		\$82.60	\$82.60
To Be Assigned To Building	O'toole, Barbara M	\$800.00		\$800.00
To Be Assigned To Building	Ouellette, Megan E		\$15.40	\$15.40
To Be Assigned To Building	Pai, Sonal	\$3,058.30		\$3,058.30
To Be Assigned To Building	Pasley, Germaine L		\$1,055.00	\$1,055.00
To Be Assigned To Building	Perkins, Tanya A		\$15.40	\$15.40
To Be Assigned To Building	Perry, Emily A	\$160.00	\$5,906.64	\$6,066.64
To Be Assigned To Building	Quagan, Kayla	\$400.00		\$400.00
To Be Assigned To Building	Rabinowitz, Linda	\$288.00		\$288.00
To Be Assigned To Building	Ragona, James		\$94.64	\$94.64
To Be Assigned To Building	Rajkumar, Vanithamani	\$13,293.32		\$13,293.32
To Be Assigned To Building	Ramji, Jayanthi	\$3,333.32		\$3,333.32
To Be Assigned To Building	Raubach, Thomas J		\$15.40	\$15.40
To Be Assigned To Building	Reardon, Kaitlyn J		\$437.50	\$437.50
To Be Assigned To Building	Ross, Elliot T	\$280.00		\$280.00
To Be Assigned To Building	Ruggeri, Celeste		\$850.00	\$850.00
To Be Assigned To Building	Ruth-Armas, Brenda E		\$12.50	\$12.50
To Be Assigned To Building	Sabelli, Mary L		\$190.40	\$190.40
To Be Assigned To Building	Salvatore, Samantha	\$6,093.32		\$6,093.32
To Be Assigned To Building	Samperi, Cecelia K		\$75.00	\$75.00
To Be Assigned To Building	Sanborn, Thomas W		\$54.60	\$54.60
To Be Assigned To Building	Sanford, James V		\$58.80	\$58.80
To Be Assigned To Building	Savini, Dorothy M	\$160.00		\$160.00
To Be Assigned To Building	Schifone, Gerald		\$295.40	\$295.40
To Be Assigned To Building	Schlittler, Christine		\$25.00	\$25.00
To Be Assigned To Building	Schneider, Jessica	\$713.00		\$713.00
To Be Assigned To Building	Shahane, Jayashree D		\$87.50	\$87.50
To Be Assigned To Building	Shapiro, Ellen	\$1,760.00		\$1,760.00
To Be Assigned To Building	Sherman, Linda D	\$1,120.00		\$1,120.00
To Be Assigned To Building	Shiebler, Glenn R		\$228.20	\$228.20
To Be Assigned To Building	Silipo, Leah C		\$98.00	\$98.00
To Be Assigned To Building	Silk, Wendy	\$2,479.96	\$326.32	\$2,806.28
To Be Assigned To Building	Sivakumar, Revathi	\$11,501.46		\$11,501.46
To Be Assigned To Building	Smirnov, Miriam S	\$2,440.00		\$2,440.00
To Be Assigned To Building	Snow, Zachary L		\$39.20	\$39.20

Location Description	Name	Salary	Other	Total
To Be Assigned To Building	Sonis, Jeffrey S		\$238.00	\$238.00
To Be Assigned To Building	Southard, Isabel	\$240.00		\$240.00
To Be Assigned To Building	Stanford, Jeffrey A		\$160.00	\$160.00
To Be Assigned To Building	Stevens, Jill A		\$105.00	\$105.00
To Be Assigned To Building	Strunin, Jeffrey N		\$23.80	\$23.80
To Be Assigned To Building	Suresh, Santhanalakshmi	\$9,940.00		\$9,940.00
To Be Assigned To Building	Tatelman, Audrey B		\$150.00	\$150.00
To Be Assigned To Building	Tessier, Andrew J		\$54.60	\$54.60
To Be Assigned To Building	Theberge, Abigail E		\$46.20	\$46.20
To Be Assigned To Building	Tischler, Judith	\$3,000.00		\$3,000.00
To Be Assigned To Building	Torbin, Jacqueline	\$3,560.00		\$3,560.00
To Be Assigned To Building	Turner, Kathleen M		\$28.00	\$28.00
To Be Assigned To Building	Valverde, Anita M		\$15.40	\$15.40
To Be Assigned To Building	Van Dam, Caryn B		\$4.17	\$4.17
To Be Assigned To Building	Van Vaerenewyck, Thor V		\$177.80	\$177.80
To Be Assigned To Building	Vemparala, Vasanthi	\$6,113.32		\$6,113.32
To Be Assigned To Building	Vigorito, Timothy L		\$735.00	\$735.00
To Be Assigned To Building	Vitulli, Beth M	\$840.00	\$2,755.00	\$3,595.00
To Be Assigned To Building	Walker, Rachel S		\$15.40	\$15.40
To Be Assigned To Building	Wallen, Joyce		\$12.50	\$12.50
To Be Assigned To Building	Wasef, Haidy		\$12.04	\$12.04
To Be Assigned To Building	Weishaar, Kristine M		\$56.00	\$56.00
To Be Assigned To Building	Whalen, Alexis V		\$7,915.77	\$7,915.77
To Be Assigned To Building	Whiteside, Kathleen L		\$48.00	\$48.00
To Be Assigned To Building	Wilson, Lisa	\$5,870.15	\$324.24	\$6,194.39
To Be Assigned To Building	Wolff, Lisa	\$246.66		\$246.66
To Be Assigned To Building	Wong, Evelyn	\$6,855.52		\$6,855.52