



Somewhere
Worth
Living



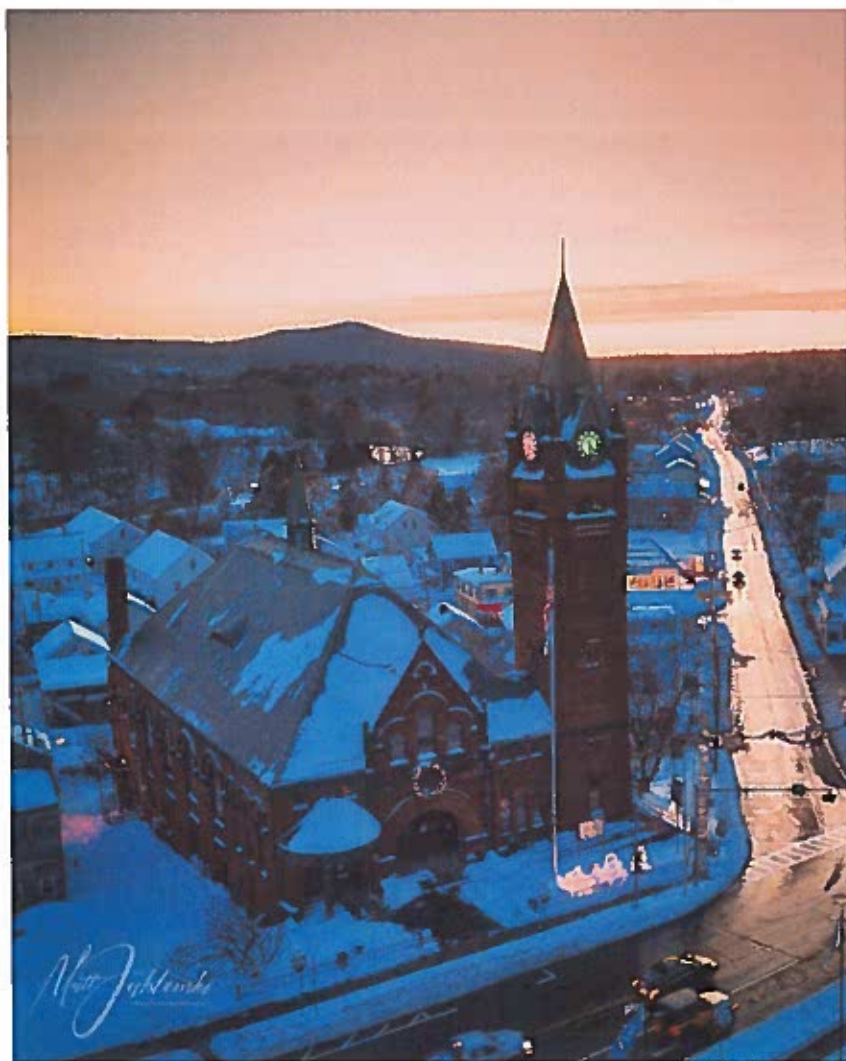
Somewhere
Worth
Investing



Somewhere
Worth
Volunteering



Somewhere
Worth
Exploring



2019 ANNUAL TOWN REPORT OF THE TOWN OF WARE, MASSACHUSETTS

2020 Boards/Committee Meetings – Monthly Schedule*:

See www.townofware.com for Calendar of upcoming meetings and town events!

Board of Selectmen	1 st and 3 rd Tuesday @7:00 pm
Board of Assessors	1 st Tuesday @ 4:15 pm
Board of Health	2 nd Wednesday @ 2:00 pm
Cemetery Commission	Monthly, as needed
Community Development Authority	2 nd Monday @ 6:30 pm
Conservation Commission	2 nd Wednesday @ 7:00 pm
Council on Aging	3 rd Tuesday @ 9:00 am
Historical Commission 4 th Monday @ 6:00 pm	3 rd Monday in May, no meetings July or December
Parks Commission	1 st Monday @ 6:30 pm
Planning Board	1 st and 3 rd Thursday @ 7:00 pm
School Committee	1 st and 3 rd Wednesday @ 6:30 pm
Tax Increment Financing (TIF)	As Needed
Town of Ware/Hardwick Regional Ambulance	1 st Tuesday @ 5:30 pm
Ware Housing Authority	2 nd Monday @ 1:00 pm
Zoning Board of Appeals	4 th Wednesday @7:00 pm, as needed

*Subject to change with minimum 48 Hour Notice to Public

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Special Town Meeting March 11, 2019

Annual Town Election April 8, 2019

Special Town Meeting and Annual Town Meeting May 13, 2019

Special Town Meeting December 9, 2019

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**2019
TOWN OF WARE
ELECTED OFFICIALS**

BOARD OF SELECTMEN

TERM EXPIRES

John E. Carroll	2020
Tracy R. Opalinski	2020
Alan G. Whitney	2021
Keith J. Kruckas	2021
Nancy J. Talbot	2022

MODERATOR

Kathleen H. Coulombe	2021
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SCHOOL COMMITTEE

Aaron R. Sawabi	2020
Michael C. Foran	2021
Julie A. Slattey	2021
Christopher T. Desjardins	2022
Brian P. Winslow	2022

BOARD OF ASSESSORS

Theodore Balicki	2020
Devin M. Peterson	2021
Gerald F. Fountain, Jr.	2022

BOARD OF HEALTH

John A. Desmond	2020
Michael F. Juda	2021
Jennifer McMartin	2022

PARK COMMISSIONERS

William R. Imbier	2020
Kimberly E. Swarts	2021
John J. Morrin	2022

CEMETERY COMMISSIONERS

Ryan A. Maslack	2020
Craig R. Simmons	2021
Julie C. Bullock	2022

PLANNING BOARD

Frederick S. Urban	2020
Richard A. Starodoj	2021
Joshua Adam Kusnierz	2022
Joseph C. Knight	2023
Edward Murphy	2024
Jen Muche, Alternate	2020

WARE HOUSING AUTHORITY

Jonathan J. Hogan	2021
Henrietta L. Devlin	2022
George P. Staiti	2022
Francis J. Nevue	2023
Vacancy (State Appointee)	

TOWN OF WARE APPOINTED OFFICERS

TOWN MANAGER

(Appointed by Board of Selectmen per Town of Ware Charter)

Stuart Beckley	June 30, 2021
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MUNICIPAL FINANCE OFFICER

(Appointed by Town Manager per Town of Ware Charter)

Position Vacant

TOWN CLERK

(Appointed by Town Manager per Town of Ware Charter)

Nancy J. Talbot

DPW DIRECTOR

(Appointed by Town Manager per Town of Ware Charter)

Gilbert St. George-Sorel (Interim DPW Director)

ACTING FIRE CHIEF

(Appointed by Board of Selectmen per Town of Ware Charter)

Christopher Gagnon

POLICE CHIEF

(Appointed by Board of Selectmen per Town of Ware Charter)

Shawn C. Crevier	June 30, 2021
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CONSTABLES
(Appointed by Board of Selectmen)

Tod Bertini
Francis W. Cote
Christopher R. Talbot

June 30, 2020

MATRONS
(Appointed by Board of Selectmen)

Mary Anne Regin
Donna Warburton

June 30, 2020

HONORARY POLICE OFFICERS
(Appointed by Board of Selectmen)

Dennis Healey
Gary Hoskins
Stanley G. Mettig
John Pajak

June 30, 2020

SPECIAL POLICE OFFICERS
(Appointed by Board of Selectmen)

Vinny Cecchin
Frank Jolin
Barry Peddle
Dan Polak
Brian Provencher

June 30, 2020

Ron Riethle
Owen Sablack
Scott Underwood
Daniel Witt
Paul Skutnik

VETERANS AGENT
(Appointed by Board of Selectmen)

Mark Avis

March 31, 2020

VETERANS GRAVES OFFICER
(Appointed by Board of Selectmen)

Mark Avis

March 31, 2020

ADA COORDINATOR
(Appointed by Board of Selectmen)

Stuart Beckley

ADA COMMISSION
(Appointed by Board of Selectmen)

Carolyn Wilkins

June 30, 2021

BOARD OF REGISTRARS
(Appointed by Board of Selectmen – per MGL Chapter 51, Section 15)

Francis W. Cote
Sheryl Adamczyk
Irene Orszulak

March 31, 2020
March 31, 2021
March 31, 2022

CAPITAL PLANNING COMMITTEE
(Appointed by Town Manager per Town of Ware Charter)

Stuart Beckley – Town Manager	
Keith Kruckas – Board of Selectmen Representative (as of 5/2/2018)	
Jennifer McMartin – Citizen Representative	June 30, 2020
Clayton Sydla – Citizen Representative	June 30, 2020
Daniel O'Connor – Citizen Representative	June 30, 2022

COMMUNITY DEVELOPMENT EXECUTIVE DIRECTOR/TOWN PLANNER
(Appointed by Town Manager – Per Town of Ware Charter)

Rebekah DeCoursey

COMMUNITY DEVELOPMENT AUTHORITY
(Appointed by Board of Selectmen – Per Town of Ware Charter)

Vacancy	
Paul Opalinski	June 30, 2020
Danielle Souza	June 30, 2021
Brandy Bruso	June 30, 2021
John Carroll	June 30, 2020

CONSERVATION COMMISSION
(Appointed by Board of Selectmen – Per Town of Ware Charter)

David Kopacz, Sr.	June 30, 2020
Thomas Barnes	June 30, 2020
Mark Swett	June 30, 2021
Kristin Rosenbeck	June 30, 2022
Dennis Cote	June 30, 2022

CONSULTANT ON LEGAL MATTERS
(Special Municipal Employee)

Robert H. LeMaitre

COUNCIL ON AGING
(Appointed by Board of Selectmen – Per Town of Ware Charter)

Janet Ciejka	June 30, 2020
Carl R. Waal	June 30, 2021
Carol Brundige	June 30, 2022
Julianne Cappe	June 30, 2022
Cheryl Haigh	June 30, 2022
John Zienowicz – Executive Director Sr. Center	
Vacancies (3)	

CULTURAL COUNCIL
(Appointed by Board of Selectmen – Terms per Comm. of MA)

Judith Lavalley	October 30, 2021
Christina Higney	October 31, 2021
Mary Healey	November 7, 2021
Lynn Rude	September 30, 2022
Carol Brundige	November 30, 2022
Elena Palladino	November 30, 2022
Vacancy	

FINANCE COMMITTEE
(Appointed by Board of Selectmen – Per Town of Ware Charter)

Vacancy	
Denis Ouimette	June 30, 2020
Devin Peterson	June 30, 2020
Janice Hills	June 30, 2021
Angela Lynn Nenni	June 30, 2022

HISTORICAL COMMISSION
(Appointed by Board of Selectmen – Per Town of Ware Charter)

Lynn Lak	June 30, 2020
Kathleen Galford	June 30, 2020
Cynthia Allen-Bourcier	June 30, 2021
Cynthia LaBombard	June 30, 2021
Claudia Kadra	June 30, 2022
Lorrie Willette	June 30, 2022
Wanda Mysona	June 30, 2022

PIONEER VALLEY PLANNING COMMISSION
(Appointed by Board of Selectmen)

Josh Kusnierz – Delegate
Joseph Knight – Alternate Delegate

PIONEER VALLEY REGIONAL TRANSPORTATION COMMITTEE
(Appointed by Board of Selectmen)

John Carroll – Selectman Representative/Delegate

TAX INCREMENT FINANCING AUTHORITY
(Appointed by Board of Selectmen)

Rebekah DeCoursey – Director, Community Development/Town Planner	
Alan Whitney – Board of Selectmen Representative	
Denis Ouimette – Finance Committee Representative	June 30, 2020
Gerald Fountain, Jr. – Board of Assessors Representative	June 30, 2020
Paul Opalinski – Citizen Representative	June 30, 2020

TOWN COUNSEL
(Appointed by Board of Selectmen)

Christopher, Hays, Wojcik & Mavricos

ZONING BOARD OF APPEALS
(Appointed by Board of Selectmen)

Charles Dowd	June 30, 2020
Gregory W. Eaton	June 30, 2020
Philip G. Hamel	June 30, 2020
Louis Iadarola	June 30, 2021
Jodi Chartier	June 30, 2022
George Staiti – Alternate	June 30, 2022
David Skoczylas – Alternate	June 30, 2022

TOWN MANAGER APPOINTMENTS
TOWN OF WARE

ADA COORDINATOR

Vacant

GAS INSPECTOR

M. Richard Pluta	June 30, 2020
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INSPECTOR OF WIRES

Donald Manseau	June 30, 2020
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SINKING FUND COMMISSIONER

Tracy Meehan, Stuart Beckley

TRENCH SAFETY PERMITTING AUTHORITY

Vacant

TREE WARDEN

Joshua Kusnierz	June 30, 2020
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Town of Ware, Massachusetts
Combined Balance Sheet - All Fund Types and Account Group
June 30, 2019

Unaudited

	Governmental Fund Types			Fiduciary Fund Type Trust & Agency	Enterprise Funds		Account Group		Total (Memorandum Only)
	General	Special Revenue	Capital Projects		Water	Sewer	General Fixed Assets	General Long-Term Obligations	
ASSETS									
Cash and equivalents	4,927,719	33,303	126,902	1,173,805	1,642,552	490,680			8,394,962
Investments				1,407,165					1,407,165
Receivables:									
Property and excise taxes-net	1,458,894								1,458,894
Water and sewer	-				139,282	119,758			259,041
Departmental and other	228,265	76,044		37,283					341,592
Due from Federal and State govts	953,602	601,089	-	-					1,554,691
Due from other funds	-	1,054,637	236,460	974					1,292,071
Property and equipment net of accumulated depreciation							28,190,384		28,190,384
Amount to be provided for retirement of long-term debt & capital leases								4,860,013	4,860,013
Amount to be provided-Comp Absences								516,127	516,127
Total Assets	\$ 7,568,480	\$ 1,765,074	\$ 363,362	\$ 2,619,227	\$ 1,781,834	\$ 610,439	\$28,190,384	\$ 5,376,139	\$ 48,274,939
LIABILITIES AND FUND BALANCES									
Liabilities:									
Notes payable-temporary loan	-	-	513,000		-	-			513,000
Warrants payable and accruals	2,249,193	286,921	23,702	17,105	27,561	97,061			2,701,543
Withholdings and other liabilities	87,136			242,340					329,476
Due to other funds	1,264,586				275	27,210			1,292,071
Deferred revenue:									
Property and excise taxes	1,458,894		-						1,458,894
Departmental and other	228,265	76,044			139,282	119,758			563,350
Long-term debt payable								4,368,000	4,368,000
Lease obligations payable								492,013	492,013
Accrued Compensated Absences								516,127	516,127
Total Liabilities	5,288,074	362,965	536,702	259,445	167,119	244,029	-	5,376,139	12,234,473
Fund Balances:									
Reserved for endowment				361,369					361,369
Reserved for expenditures	443,894	1,402,109	(173,340)	1,044,305	85,000				2,801,968
Reserved for encumbrances	209,590				261,432	257,961			728,983
Reserved for ambulance operation	104,832								104,832
Reserved for investment in property							28,190,384		28,190,384
Unreserved:									
Designated for overdrawn and unprovided accounts	(88,279)								(88,279)
Undesignated	1,610,370			954,107	1,268,284	108,449			3,941,210
Total Fund Balances	2,280,406	1,402,109	(173,340)	2,359,781	1,614,716	366,410	28,190,384	-	36,040,466
Total Liabilities and Fund Balances	\$ 7,568,480	\$ 1,765,074	\$ 363,362	\$ 2,619,227	\$ 1,781,834	\$ 610,439	\$28,190,384	\$ 5,376,139	\$ 48,274,939

Town of Ware, Massachusetts
Combined Statement of Revenue, Expenditures and Changes in Fund Balances - All Fund Types
Year Ended June 30, 2019

Unaudited

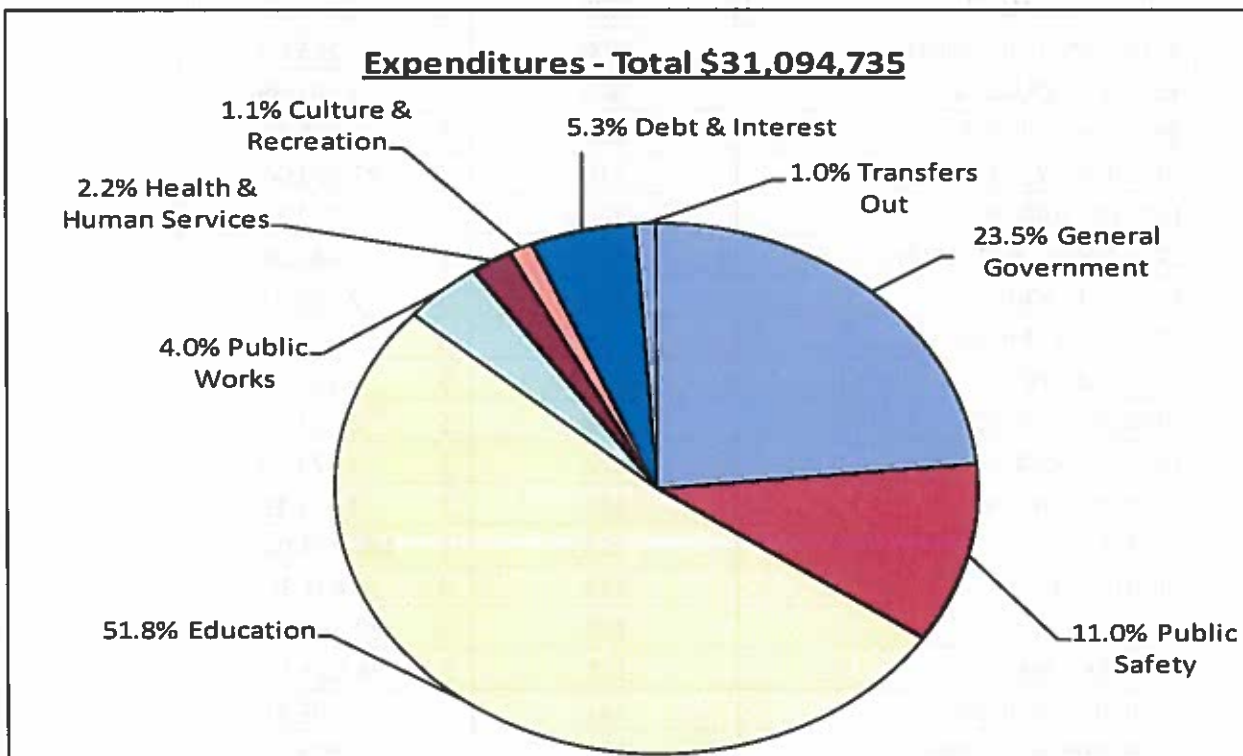
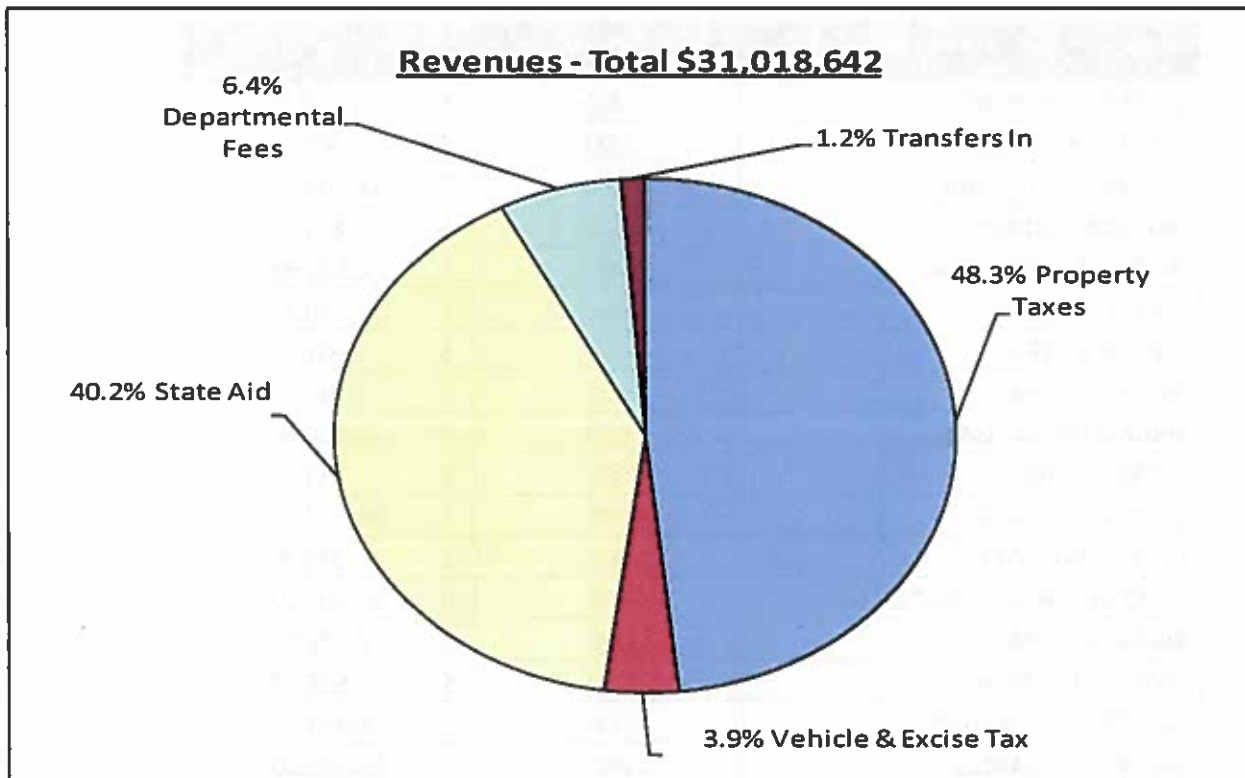
	Governmental Fund Types			Fiduciary	Enterprise Funds		Total
	General	Special	Capital	Fund Type	Water	Sewer	(Memorandum
		Revenue	Projects	Trust & Agency			Only)
REVENUES							
Property Taxes, net	14,987,442						14,987,442
Motor Vehicle and other excise taxes	1,202,407						1,202,407
Intergovernmental aid	12,464,448	3,387,940	871,074				16,723,462
Charges for services - water and sewer	-				1,080,991	895,842	1,976,833
Interest on investment and taxes	164,532	43	1,547	88,277	13,033	4,007	271,439
Departmental fees and miscellaneous	1,824,064	496,169	32,653	27,722	4,565	223	2,385,397
Property foreclosure sales	-						-
Total Revenues	30,642,894	3,884,151	905,274	115,999	1,098,590	900,072	37,546,980
EXPENDITURES							
General government	7,306,373	550,700		7,943			7,865,016
Public Safety	3,435,964	117,684					3,553,648
Education	16,120,988	2,180,971		1,300			18,303,259
Public works (including water and sewer)	1,233,224	639,509		6,277	630,653	731,319	3,240,982
Health and sanitation	191,791	538					192,329
Human services	480,707	113,076		229			594,011
Culture and recreation	356,259	57,576		7,153			420,988
Capital outlay and development	-	-	1,317,691		37,995	17,039	1,372,725
Debt Service:							-
Principal retirement	1,487,844						1,487,844
Interest (including temporary loans)	170,640						170,640
Total Expenditures	30,783,789	3,660,054	1,317,691	22,901	668,648	748,358	37,201,441
REVENUE OVER (UNDER) EXPENDITURES	(140,895)	224,098	(412,417)	93,098	429,942	151,714	345,539
OTHER FINANCING SOURCES (USES)							
Issue of serial debt	-	-	949,000		-	-	949,000
Operating transfers in	375,748	-	-	263,236	22,735	24,975	686,694
Operating transfers out	(310,946)	-	-	-	(219,909)	(155,839)	(686,694)
REVENUE AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES	(76,093)	224,098	536,583	356,334	232,767	20,849	1,294,539
Fund Balances, July 1, 2018	2,356,499	1,178,011	(709,923)	2,003,447	1,381,948	345,560	4,364,721
Prior Year Adjustments	-	-	-	-	-	-	-
FUND BALANCES, JUNE 30, 2019	\$ 2,280,406	1,402,109	(173,340)	\$ 2,359,781	\$ 1,614,716	\$ 366,410	\$ 5,659,260

Town of Ware, Massachusetts
Statement of Revenues and Expenditures
Budget and Actual - General Fund
Year Ended June 30, 2019

Unaudited

	Budget	Actual	Variance - Favorable (Unfavorable)
REVENUES			
Property taxes - net	14,850,921	14,987,442	(4,990)
Motor vehicle and other excise taxes	1,037,557	1,202,407	194,267
Intergovernmental aid	12,416,633	12,464,448	(20,321)
Interest on investment and taxes	78,000	164,532	18,271
Departmental fees and miscellaneous	1,384,680	1,824,064	488,024
Property foreclosure sales	-	-	-
Total Revenues	29,767,791	30,642,894	875,103
EXPENDITURES			
General government	7,515,785	7,306,373	432,314
Public safety	3,513,624	3,435,964	161,074
Education	16,090,211	16,120,988	90,036
Public works	1,215,629	1,233,224	(32,818)
Health and sanitation	205,914	191,791	24,955
Human services	506,425	480,707	13,524
Culture and recreation	414,266	356,259	18,606
Debt service:			
Principal retirement	1,487,850	1,487,844	2,861
Interest (including temporary loans)	187,000	170,640	1,746
Total Expenditures	31,136,704	30,783,789	352,915
REVENUE OVER (UNDER) EXPENDITURES	(1,368,913)	(140,895)	1,228,018
OTHER FINANCING SOURCES (USES)			
Issue of serial debt	-	-	-
Operating transfers in	439,800	375,748	56,739
Operating transfers out	(294,236)	(310,946)	5,712
REVENUE AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES	(1,223,349)	(76,093)	1,290,469

Town of Ware, Massachusetts
FY19 General Fund Revenue & Expenditures



TAX RATES: 2014 - \$18.31; 2015 - \$19.65; 2016 - \$20.21; 2017 - \$20.77; 2018 - \$20.71; 2019 - \$20.21

2019 Town of Ware Employee Earnings

Town Employees	Dept #	Regular
BARNES , THOMAS	000	\$ 9,596.55
BARRY , WILLIAM	000	\$ 2,606.80
BEAUREGARD , CARL	000	\$ 13,536.08
BERRIOS , ALEXIS	000	\$ 817.50
BLODGETT , WILLIAM	000	\$ 12,596.53
CIEJKA , JANET	000	\$ 12,280.75
FAUGNO , NEIL	000	\$ 8,810.78
GLANCY , JOHN	000	\$ 4,985.85
GRAMAROSSA , GAIL	000	\$ 15,606.00
KOPEC , KAILEE	000	\$ 517.50
LAFOREST , DAVID	000	\$ 12,512.85
LYONS , WILLIAM	000	\$ 219.45
RICKERT-JENKINS , NAT ELLEN	000	\$ 44,607.22
RIENDEAU , DAVID	000	\$ 12,832.60
SMOLA , PATRICIA	000	\$ 12,595.18
SZCZEPANEK , WAYNE	000	\$ 11,394.30
THOMAS , CHARLES	000	\$ 15,226.00
TOLAR , SUSAN	000	\$ 9,139.50
WYSZYWSKI , RAYMOND	000	\$ 266.00
YOUNG , DOUGLAS	000	\$ 5,341.55
CROTEAU , NICOLE	110	\$ 21,846.65
DECOURCEY , REBEKAH	110	\$ 42,230.64
MOSSO , JUDITH	110	\$ 9,213.18
COULOMBE , KATHLEEN	114	\$ 240.00
CARROLL , JOHN	122	\$ 2,562.81
FOUNTAIN , MICHAEL	122	\$ 607.60
KRUCKAS , KEITH	122	\$ 2,232.00
OPALINSKI , TRACY	122	\$ 2,232.00
TALBOT , NANCY	122	\$ 1,624.40
WHITNEY , ALAN	122	\$ 2,321.19
BECKLEY , STUART	123	\$ 105,273.08
MIDURA , MARY	123	\$ 35,481.36
MEEHAN , TRACY	135	\$ 83,486.20
PRZYPEK , AMY	135	\$ 38,557.43
BALICKI , THEODORE	141	\$ 3,799.92
FOUNTAIN JR. , GERALD	141	\$ 3,099.96
GOODROW , KAYLEIGH	141	\$ 25,704.77
JABLONSKI , LAURA	141	\$ 56,186.14
LECLAIR , ANNETTE	141	\$ 1,116.05
PETERSON , DEVIN	141	\$ 3,099.96

Town Employees	Dept #	Regular
BRUNELL , ERICA	145	\$ 19,254.25
DULAK , FAITH	145	\$ 13,827.00
GILDERT , DARLENE	145	\$ 55,820.75
LONGTIN , DONNA	145	\$ 32,270.19
O'CONNOR , MAURA	145	\$ 23,356.28
ROBERSON , SHERRI	145	\$ 18,035.45
ROZKUSZKA , VIOLETTE	145	\$ 9,848.91
GRACE , DAVID	155	\$ 64,184.06
GALFORD , KATHLEEN	161	\$ 45,870.03
TALBOT , NANCY	161	\$ 57,190.91
ALLARD JR , RICHARD	162	\$ 117.00
BLODGETT , DENISE	162	\$ 117.00
DANSEREAU , LINDA	162	\$ 67.50
DESCHAMPS , KATHLEEN	162	\$ 148.50
HARRIS , CLIFFORD	162	\$ 94.50
KORZEC , JACQUELINE	162	\$ 150.00
LACOSTE , ROGER	162	\$ 231.25
LAVALLEE , CAROLINE	162	\$ 117.00
LEEMAN , ROSEMARIE	162	\$ 148.50
LEEMAN , NORRIS	162	\$ 117.00
MALBOEUF , PHILIP	162	\$ 148.50
SEYMOUR , BARBARA	162	\$ 33.75
SHUMATE , DARLENE	162	\$ 117.00
SILLOWAY , NORMA	162	\$ 181.50
SKUTNIK , PATRICIA	162	\$ 148.50
SKUTNIK , JOHN	162	\$ 139.50
SOCHA , DAVID	162	\$ 90.00
SOOS-STAITI , ANNA	162	\$ 139.50
SULLIVAN , REBECCA	162	\$ 117.00
ADAMCZYK , SHERYL	163	\$ 400.00
COTE , FRANCIS	163	\$ 400.00
ORSZULAK , IRENE	163	\$ 400.00
KOPACZ , DAVID	171	\$ 12,591.84
DIMARZIO , CHRISTOPHER	175	\$ 216.67
KNIGHT , JOSEPH	175	\$ 400.00
MUCHE , JENNIFER	175	\$ 116.67
MURPHY , EDWARD	175	\$ 400.00
STARODOJ , RICHARD	175	\$ 400.00
URBAN , FREDERICK	175	\$ 517.00
DOWD , CHARLES	176	\$ 400.00

Town Employees	Dept#	Regular
EATON , GREGORY	176	\$ 400.00
HAMEL , PHILIP	176	\$ 400.00
IADAROLA , LEWIS	176	\$ 400.00
SKOCZYLAS , DAVID	176	\$ 200.00
STAITI , GEORGE	176	\$ 474.25
GEROME , DONNA	192	\$ 11,615.67
ST. PIERRE , PAUL	201	\$ 8,339.39
CHOQUETTE , ANDREW	241	\$ 32,625.26
MANSEAU , DONALD	241	\$ 8,364.80
MARQUES , ANNA	241	\$ 56,207.26
RICE , CHRISTOPHER	241	\$ 6,750.00
PLUTA , MICHAEL	242	\$ 3,085.67
PLUTA , M	242	\$ 2,220.00
KENT, EDWARD	243	\$ 6,399.34
DIPILATO , DONNA	417	\$ 9,923.14
STACY , MARIE	417	\$ 11,734.50
KUSNIERZ , JOSHUA	425	\$ 4,900.00
BRADWAY , NICHOLE	510	\$ 109.08
DESMOND , JOHN	510	\$ 654.50
JUDA , MICHAEL	510	\$ 654.50
KULARSKI , THOMAS	510	\$ 3,600.00
MCMARTIN , JENNIFER	510	\$ 490.87
BRESNAHAN , MAIRE-BRIGHID	541	\$ 35,749.59
CLOUGH , GERALD	541	\$ 9,099.00
DAVIS , ALTON	541	\$ 17,393.60
ZIENOWICZ , JOHN	541	\$ 51,733.02
AVIS , MARK	543	\$ 9,000.96
TOTAL		\$ 1,297,252.24

Parks	Dept#	Regular	Overtime	Snow Removal
ADAMS , IVAN	693	\$ 3,187.50		
BAXTER-CHURCHILL , DOMYNIC	693	\$ 886.89		
CRUMP , ALIAH	693	\$ 978.39		
CRUMP , ELISHA	693	\$ 2,123.78		
DALEY , PAUL	693	\$ 1,437.50		
DUNN , NANCY	693	\$ 2,487.27		
FISH , KIMBERLY	693	\$ 1,194.53		
FROST , AVA	693	\$ 435.02		
GERVAIS JR , ERNEST	693	\$ 2,200.00		
MCCLURE , OWEN	693	\$ 30.00		
NOWAK , JOSEPH	693	\$ 306.00		
ORSZULAK , CHELSEA	693	\$ 564.39		
OUIMETTE , DENIS	693	\$ 23,541.46	\$ 151.90	
PARISEAU , PAUL	693	\$ 7,878.70		
PIECHOTA III , JOHN	693	\$ 57,591.37		\$ 2,557.50
RIVERA , XAVIER	693	\$ 4,177.69		
RIVERA , ALEXIS	693	\$ 1,386.14		
SANTOS , OLIVIA	693	\$ 570.02		
TOTAL		\$ 110,976.65	\$ 151.90	\$ 2,557.50

Police Dept	Dept#	Regular	Overtime	Off Duty
ADAMS , CHRISTOPHER	210	\$ 91,223.75	\$ 23,887.54	\$ 42,036.01
BERTINI , TOD	210	\$ 56,992.91	\$ 16,730.08	\$ 17,522.67
BLAIR , BRANDON	210	\$ 41,045.17	\$ 8,324.14	\$ 14,303.71
BONNAYER , JEANNINE	210	\$ 63,010.03	\$ 11,039.71	\$ 4,251.00
CACELA , JOHN	210	\$ 56,508.86	\$ 19,187.16	\$ 1,372.00
CECCHINI , VINNY	210	\$ 618.64		\$ 739.88
CLARK , DANIEL	210	\$ 50,806.43	\$ 12,085.44	\$ 20,747.09
CREVIER , SHAWN	210	\$ 116,423.09		
CZAPLA , LU-ANN	210	\$ 79,501.57	\$ 7,860.83	
DESANTIS , CHRISTOPHER	210	\$ 65,186.16	\$ 41,280.46	\$ 49,621.80
DOWNING , RYAN	210	\$ 53,172.20	\$ 22,160.26	\$ 17,199.49
GLINIECKI , DIANA	210	\$ 54,797.86	\$ 21,397.23	\$ 3,839.00
HARNEY , NICHOLAS	210	\$ 49,215.86	\$ 6,111.19	\$ 13,784.58
JOLIN , FRANK	210	\$ 1,166.13		\$ 688.44
LAVALLEE , ROBERT	210	\$ 17,385.16		
LAWRENCE , SCOTT	210	\$ 74,688.60	\$ 34,712.87	\$ 22,108.29
MURTAGH , GRANT	210	\$ 1,743.84	\$ 136.97	
OBRZUT , DAVID	210	\$ 54,385.74	\$ 8,258.64	
PROVENCHER , BRIAN	210	\$ 318.06		\$ 296.45
REGIN , BENJAMIN	210	\$ 37,276.37	\$ 3,090.31	\$ 8,100.00
REGIN , MARY ANN	210	\$ 558.13		
RIETHLE , RONALD	210	\$ 1,620.58		\$ 492.45
ROGOWSKI , CORY	210	\$ 30,683.93	\$ 3,298.74	\$ 2,966.28
ROUISSE , DANA	210	\$ 53,525.76	\$ 4,229.74	\$ 196.00
SABLACK , OWEN	210	\$ 1,021.14		\$ 11,486.98
SKUTNIK , PAUL	210	\$ 50.22		\$ 784.00
TALBOT , CHRISTOPHER	210	\$ 69,269.54	\$ 7,820.34	\$ 26,701.39
TOPOR , RANDY	210	\$ 70,783.47	\$ 4,305.66	\$ 6,185.50
UNDERWOOD , SCOTT	210	\$ 1,372.68		\$ 884.45
WHITCOMB , KYLE	210	\$ 51,255.83	\$ 10,338.33	\$ 41,418.23
WITT JR , DANIEL	210	\$ 961.81		\$ 296.44
TOTAL		\$ 1,246,569.52	\$ 266,255.64	\$ 308,022.13

Fire	Dept#	Regular	Overtime	Ambulance
ALLARD , ERIC	220	\$ 45,537.28	\$ 8,542.41	\$ 4,893.00
BATEMAN , RYAN	220	\$ 60,874.33	\$ 6,950.82	\$ 6,403.00
BEAULIEU , CHRISTOPHER	220	\$ 550.00		
BONNAYER , ANDREW	220	\$ 532.50		
BOULRICE , JEREMY	220	\$ 64,811.38	\$ 12,098.02	\$ 7,663.00
CLARK , JOHN	220	\$ 500.00		
COULOMBE , THOMAS	220	\$ 102,738.59		\$ 4,126.00
COULOMBE , BRIAN	220	\$ 64,642.27	\$ 14,353.91	\$ 7,663.00
EDGAR , DAVID	220	\$ 61,574.39	\$ 5,277.78	\$ 6,468.00
EURKUS , SUMMER	220	\$ 26,974.29		
FANDREY , LAURA	220	\$ 60,979.43	\$ 8,583.25	\$ 7,623.00
FAUCHER , KAITLYN	220	\$ 1,375.00		
FAUCHER , ERIC	220	\$ 1,800.00		
FLYNN , SEAN	220	\$ 2,025.00		
GAGNON , JOSEPH	220	\$ 820.00		
GAGNON , CHRISTOPHER	220	\$ 75,313.58	\$ 12,198.75	\$ 7,623.00
GAMBINO , DAVID	220	\$ 61,923.30	\$ 11,419.70	\$ 7,673.00
GAUMOND , LOUIE	220	\$ 690.00		
HARPER , DAKOTA	220	\$ 48,999.57	\$ 5,100.44	\$ 4,893.00
LAGIMONIERE , MARK	220	\$ 60,974.34	\$ 10,230.81	\$ 6,533.00
LYNCH , MARK	220	\$ 66,523.46	\$ 6,148.57	\$ 4,985.50
MARTINEZ , JAMES	220	\$ 71,633.15	\$ 15,118.60	\$ 7,663.00
MASON , MYLES	220	\$ 1,221.57		
MCNAMEE , DOLAN	220	\$ 1,800.00		
MCNEANEY , JASON	220	\$ 63,042.43	\$ 11,872.95	\$ 7,623.00
MURPHY , LONNY	220	\$ 2,275.00		
PERRON , JACOB	220	\$ 48,749.88	\$ 8,144.29	\$ 5,053.00
PERRON JR , JOHN	220	\$ 1,050.00		
QUINK , EDWARD	220	\$ 1,550.00		
RUSSELL , NED	220	\$ 2,155.00		
RUSSELL JR , PAUL	220	\$ 1,775.00		
SENECAL , JUSTIN	220	\$ 34,658.45	\$ 4,539.35	\$ 5,869.50
SWETT , ERIC	220	\$ 1,315.00		
TYLER , JESSICA	220	\$ 720.00		
WLOCH , EDWARD	220	\$ 98,940.46		
ZACHARIE , JEFFREY	220	\$ 57,796.00	\$ 12,845.40	\$ 7,623.00
BARNETT , RYAN	231	\$ 5,615.00		\$ 640.00
BARRY , CORRINA	231	\$ 4,050.00		

Fire	Dept#	Regular	Overtime	Ambulance
HANNON , LEROY	231	\$ 1,335.00		
JOHNSON JR. , FRANCIS	231	\$ 8,280.00		\$ 120.00
O'BRIEN , PATRICK	231	\$ 650.00		
POWERS , DAVID	231	\$ 425.00		
TOTAL		\$ 1,219,195.65	\$ 153,425.05	\$ 111,138.00

DPW, Water, Waste Water	Dept#	Regular	Overtime	Snow Removal
BOUVIER , MICHAEL	421	\$ 15,424.57	\$ 390.84	\$ 1,719.63
DUNHAM , JASON	421	\$ 44,810.41	\$ 881.10	\$ 6,668.91
HARPER , JOSEPH	421	\$ 37,234.00	\$ 931.42	\$ 5,003.05
KOCZUR , STEVEN	421	\$ 51,711.60	\$ 684.37	\$ 7,683.42
LAGRANT , MARC	421	\$ 60,402.41	\$ 3,931.60	\$ 9,323.86
LUKASKIEWICZ , MARK	421	\$ 51,531.61	\$ 1,261.57	\$ 7,406.36
NIEDZWIECKI , CHARLES	421	\$ 75,484.72		\$ 2,250.00
PIECHOTA , SEAN	421	\$ 36,862.73	\$ 1,065.10	\$ 5,381.72
ROBIDOUX , WILLIAM	421	\$ 48,482.07	\$ 1,192.00	\$ 6,173.50
VENNE , FREDERICK	421	\$ 45,348.00	\$ 948.46	\$ 7,071.98
FREDETTE , KRISTIN	650	\$ 33,516.40	\$ 7.19	
LALASHIUS , ANDREW	650	\$ 68,201.39	\$ 15,009.48	\$ 4,734.65
LOSERT , DANIEL	650	\$ 827.20		
PROVENCAL , MATTHEW	650	\$ 43,469.06	\$ 10,174.08	\$ 3,337.24
RUCKI , BRIAN	650	\$ 41,207.93	\$ 7,965.32	\$ 2,673.63
ST. GEORGE-SOREL , GILBERT	650	\$ 89,998.00		
BUTCHER , STEPHEN	660	\$ 48,293.34	\$ 5,941.78	
COMEAU , DAVID	660	\$ 80,230.00	\$ 15,786.10	\$ 5,700.44
DUNBAR , DONALD	660	\$ 55,505.20	\$ 8,838.72	\$ 4,417.42
HALEY , BRANDON	660	\$ 28,744.00	\$ 1,099.64	\$ 977.40
TOTAL		\$ 957,284.64	\$ 76,108.77	\$ 80,523.21

TOTALS	
REGULAR:	\$ 4,831,278.70
OVERTIME:	\$ 495,941.36
OFF DUTY DETAIL:	\$ 308,022.13
AMBULANCE:	\$ 111,138.00
SNOW REMOVAL:	\$ 83,080.71
GRAND TOTAL:	\$ 5,829,460.90

School	Regular		School	Regular
ABARE , MELISSA	\$ 67,188.59		CARPENTER , DANIEL	\$ 717.90
ABETE , KEITH	\$ 74,238.08		CASTONGUAY , VERA	\$ 1,771.54
ADAMS , ANDREA	\$ 67,026.09		CAVANAUGH , JOAN	\$ 160.00
ADAMS , HUNTER	\$ 1,282.50		CHANIS , SUZANNE	\$ 408.50
ALAOWNIS , STEPHEN	\$ 75,697.54		CHARRON , BRANDY	\$ 5,308.45
ALDERMAN , WILLIAM	\$ 47,158.35		CHEVRETTE , MARK	\$ 4,991.95
ALLIS , DEBBIE	\$ 3,032.50		CHEVRETTE , SAMANTHA	\$ 28,473.50
ANNUNZIATA , KATIE	\$ 61,376.62		CLARK , SHAWN	\$ 2,868.00
APHOLT , ERIN	\$ 12,575.41		CLOUTIER , ERIKA	\$ 140.00
APRAHAM , ASHLEY	\$ 3,700.43		COLL JR , JOSEPH	\$ 76,663.72
ARNONE , BRIANNE	\$ 26,404.56		CONNERS , SUSAN	\$ 77,214.83
AUVINE , DANIEL	\$ 47,002.58		CONNOLLY , JESSICA	\$ 20,782.45
AVGOUSTAKIS , AMELIE	\$ 42,322.45		CONNORS , SHIRLEY	\$ 32,432.96
BAIN , TIFFANY	\$ 24,400.26		COUTURE , MARY	\$ 19,808.65
BALICKI , MAURA	\$ 53,969.41		CREPEAU , KAREN	\$ 24,305.82
BARBIASZ , WENDY	\$ 33,072.04		CROWE-PUTZ , JACQUELINE	\$ 19,640.41
BARROSO , AMI	\$ 8,334.47		CURTIS , AMI-JO	\$ 26,541.41
BARRY , CARA	\$ 17,423.94		DANITIS , DEBRA	\$ 1,334.00
BEAN , JENNIFER	\$ 69,797.76		DARLING , KIMBERLEY	\$ 333.75
BENNETT , COLLEEN	\$ 23,548.41		DARLING , TYLER	\$ 23,586.72
BERNARD , ROBIN	\$ 35,316.46		DAUKSEWICH , CHERYL	\$ 7,446.75
BERNIER , MICHAEL	\$ 78,815.04		DAVIES , ALCIA	\$ 61,051.18
BIRKS , DENNIS	\$ 74,748.54		DAVIS , SHELLEY	\$ 84,282.09
BIRON , ALLISON	\$ 75,067.68		DELMAN , ANNE	\$ 80,732.09
BLAIS , WAYNE	\$ 71,010.54		DEMARS , KATIEANNE	\$ 45,500.00
BOLDUC , JESSICA	\$ 91,945.61		DENIO , LAUREN	\$ 34,534.14
BOUCHER , AMBER	\$ 80,885.81		DESCHAMPS , KARISA	\$ 74,637.64
BRACH , JONATHAN	\$ 69,738.54		DESCHAMPS , KATHLEEN	\$ 2,652.50
BRADLEY , JOANN	\$ 28,814.52		DESJARDINS , CHARLENE	\$ 28,058.14
BREAULT , JESSICA	\$ 51,993.31		DESJARDINS , KATHERINE	\$ 65.00
BROWN , BETTY	\$ 70,404.32		DESMOND , JOHN	\$ 1,280.50
BROWN , JASON	\$ 4,160.16		DESROCHES , JESSICA	\$ 42,537.91
BROWN , MICHAEL	\$ 64,436.00		DILEO , MARLENE	\$ 126,982.99
BRUSO , BRANDY	\$ 4,255.32		DIMARZIO , DENVER	\$ 754.75
BUCKNELL , JESSICA	\$ 70,527.50		DITH , MONYROAT	\$ 2,139.00
BUFFINGTON , KRIS	\$ 28,301.16		DUGAY , JACQUELINE	\$ 1,989.50
BUTCHER , MORA	\$ 24,354.12		DUNHAM , JANICE	\$ 21,922.50
BUTLER , MARY	\$ 30,920.14		DUNLEA , MICHAEL	\$ 19,912.30
CAMPBELL-BISHOP , MICHELLE	\$ 25,063.91		DYKSTRA , YVONNE	\$ 50,412.09
CANDITO , LISA	\$ 37,757.98		DYMON , CHRISTOPHER	\$ 75,756.98
CARDAROPOLI , ANTONIA	\$ 63,619.95		EASTON , PETER	\$ 61,431.59

School	Regular		School	Regular
EDLER , CHARLES	\$ 25,703.00		HOULIHAN , SEAN	\$ 4,123.23
FAZIO , MICHAEL	\$ 61,866.82		HUCKABY , APRIL	\$ 32,083.29
FENTON , MEAGHAN	\$ 48,713.56		HULL , SERENITY	\$ 2,161.00
FERNANDEZ , JACQUELINE	\$ 19,275.28		IWASINSKI , PAMELA	\$ 88,028.23
FINOCCHIO , TIANA	\$ 18,264.87		JACKOWITZ , MICHAEL	\$ 4,306.60
FITZGERALD , COLIN	\$ 3,896.25		JAMES , SANDRA	\$ 2,387.50
FOLEY , SCOTT	\$ 3,634.40		JARVIS , STEVEN	\$ 2,954.00
FOSTER , LIANNE	\$ 32,414.07		JOCK , JACQUELINE	\$ 74,323.12
FREDERICK , SUSAN	\$ 74,281.27		JOHNSON , BARBARA	\$ 34,684.91
GARDNER , KARIN	\$ 72,126.54		KACZUWKA , LISA	\$ 1,865.00
GAUDREAU , LYNN	\$ 34,679.72		KAISLA , EILEEN	\$ 71,383.08
GEMBORYS , KENNETH	\$ 75,271.59		KALISH , JUSTIN	\$ 64,035.84
GERMAIN , KATY	\$ 1,367.50		KANOZEK , MELISSA	\$ 70,746.45
GERULAITIS , ELIZABETH	\$ 408.75		KARGOL , ALLISON	\$ 36,320.91
GLANVILLE , MELISSA	\$ 72,690.36		KELLEY-MCINTYRE , LESLIE	\$ 3,607.63
GOODRICH , TAMMY	\$ 23,811.11		KEOUGH , KATHLEEN	\$ 22,022.36
GOUDREAU , KIM	\$ 33,631.81		KIMBERLEY , NANCY	\$ 13,996.25
GRAHAM , LIL	\$ 35,807.66		KING , CAROLE	\$ 11,707.50
GRANT BERGERON , PAMELA	\$ 72,953.64		KING , JENNIFER	\$ 69,297.05
GREEN , ADAM	\$ 56,916.72		KING JR , STEWART	\$ 27,974.09
GREEN , TAYLOR	\$ 567.50		KLUMPP , MATTHEW	\$ 66,343.55
GRIFFITH , KELLY	\$ 58,518.79		KNIGHT , JENNIFER	\$ 72,973.73
GRIMALDI , EMILIA	\$ 21,783.45		KOBIS , CLAIRE	\$ 9,230.03
GRUTTI , LYNN	\$ 52,025.27		KOCH , CYNTHIA	\$ 3,910.00
HALEY , KAYLA	\$ 52,311.73		KOCZUR , JACQUELINE	\$ 28,253.40
HANCOCK , CASSANDRA	\$ 47,685.18		KRESCH , CHANTELE	\$ 310.00
HANIFIN , BEVERLY	\$ 34,679.72		KULARSKI , KRISTINE	\$ 11,016.83
HANLEY , ELIZABETH	\$ 53,366.69		KUSEK-BOSER , DEBRA	\$ 31,291.69
HAUPT , JAMES	\$ 40,131.41		LABOSSIERE , MARGARET	\$ 253.50
HAWK , TIFFANY	\$ 73,824.54		LAGIMONIERE , MEGHAN	\$ 74,694.81
HAYDEN , JANA	\$ 5,264.42		LAKE , SARA LYNN	\$ 22,548.07
HEBERT , REBECCA	\$ 24,463.24		LANDRY , MELISSA	\$ 712.50
HELLYAR , JUNE	\$ 24,816.59		LANG , CLAUDINE	\$ 777.88
HENRY , TINA	\$ 37,517.40		LAPIERRE , DEBORAH	\$ 67,033.41
HILL , KAREN	\$ 73,988.08		LAURETANO , ERICA	\$ 49,182.32
HILL , KYLE	\$ 682.50		LAVALLEY , JUDITH	\$ 43,863.49
HILL , WILLIAM	\$ 75,305.31		LAVIGNE , RYAN	\$ 17,109.32
HOLL , JANICE	\$ 40,780.62		LAZARZ , DAWNA	\$ 33,032.32
HORN , DEANNA	\$ 74,694.81		LECLAIR , ANNETTE	\$ 19,456.42
HOUGH , BRITTANY	\$ 1,734.65		LEE , KAREN	\$ 45.84
HOULE-ADAMCZYK , JILL	\$ 75,419.51		LEEMAN , NORRIS	\$ 2,208.00

School	Regular	School	Regular
LEFFERTS , MELISSA	\$ 73,702.40	ORSZULAK , HEATHER B	\$ 74,651.45
LESSORE , CHRISTINE	\$ 58,154.78	ORSZULAK , HEATHER	\$ 83,655.44
LEUPOLD , JILL	\$ 7,540.00	ORSZULAK , MARGARET	\$ 74,518.30
LIPSKI , BARBARA	\$ 45,868.72	OUIMETTE , LISA	\$ 844.04
LOHR , DARCY	\$ 31,976.23	PACKARD , BROOKE	\$ 17,507.41
LOWE , EVA	\$ 807.50	PAGE , VALERIE	\$ 54,904.87
LUKASIK , PAMELA	\$ 8,352.03	PALANO , CAROLYN	\$ 42,705.51
LUKASKIEWICZ , TRACIE	\$ 1,643.64	PALERMO , LISA	\$ 22,413.38
LUONGO , SARAH	\$ 75.00	PARADISE , CRYSTAL	\$ 2,280.00
MALIN , HEATHER	\$ 75,708.18	PATTERSON , LISA	\$ 74,838.08
MARSLAND , KIM	\$ 26,563.18	PAUL , AMY	\$ 23,252.50
MASSE , RACHEL	\$ 69,644.43	PELSKI , MATTHEW	\$ 34,538.10
MATYS , JUSTIN	\$ 641.25	PEREZ , MELANIE	\$ 15,631.55
MCCABE , KEVIN	\$ 2,784.00	PLESCIA , SUZANNE	\$ 61,931.93
MCGRAIL , CAROLANNE	\$ 65.00	PLUMLEY , CHRISTINE	\$ 76,941.58
MCHUGH , DONNA	\$ 8,021.44	PORCELLI , SANDRA	\$ 81,385.76
MCNAMEE , ERIKA	\$ 9,643.58	POULIN , DARLENE	\$ 31,453.94
MENARD , JADE	\$ 4,132.12	PRICE , LEAH	\$ 65,893.02
MENDOZA , JENNIFER	\$ 18,090.96	PRYAKHIN , VLADISLAV	\$ 420.00
MENDOZA , STEPHANIE	\$ 9,262.16	QUINN , KAREN	\$ 3,519.00
MENEKE , KATY	\$ 33,181.56	RACICOT , AMY	\$ 52,969.41
MERCER , TARA	\$ 27,763.93	RACINE , SAMANTHA	\$ 45,417.20
MILLIGAN , JEREMY	\$ 58,326.05	RAMOS JR. , EDWIN	\$ 47,239.88
MINER , JAIME	\$ 55,456.03	RANIOLO , MELINA	\$ 56,332.05
MONACO , JILL	\$ 36,470.06	RASYS , KATHERINE	\$ 15,979.46
MORIARTY , THERESA	\$ 51,040.05	REX , JONATHAN	\$ 34,836.00
MORIN , KIRSTIN	\$ 60,131.95	RICH , EUGENE	\$ 106,232.58
MURPHY , KRISTEN	\$ 20,468.11	RICHARDS , CAMILLE	\$ 81,385.76
MUSE , ANTHONY	\$ 10,649.12	RILEY , MEGAN	\$ 48,276.09
MUSNICKI , ELIZABETH	\$ 73,065.16	RIVERS , REGINA	\$ 72,974.85
NELSON , SUSAN	\$ 55,703.45	ROBBINS , JILL	\$ 32,990.03
NICHOLAS , ANDREA	\$ 72,246.54	ROBERT , DIANNE	\$ 34,630.91
NICHOLAS , JEFFREY	\$ 61,809.01	ROBIDOUX , ROSEMARY	\$ 10,874.00
NICOLIELLO , SARAH	\$ 1,445.00	ROBIDOUX , SANDRA	\$ 1,104.32
NIQUETTE , ELIZABETH	\$ 300.00	RONDEAU , RACHAEL	\$ 31,014.39
O'BRIEN , MAEVE	\$ 30,796.78	ROSALES , JUANITA	\$ 7,129.76
O'KEEFE , MELINDA	\$ 22,006.91	ROWDEN , AUDRA	\$ 66,343.55
OCANA , ASHLEY	\$ 69,295.30	ROY , DANIEL	\$ 36,162.50
OLDAKOWSKI , AMY	\$ 59,758.28	RUSSELL , STEPHANIE	\$ 62,754.29
OLIVER , MICHAEL	\$ 28,693.52	RYAN , SHANNON	\$ 5,734.10
ORSZULAK , DANIEL	\$ 91,514.18	RYDER , LYNN	\$ 42,092.34

School	Regular	School	Regular
RYS , JOANNE	\$ 38,414.90	THOMPSON , KIMBERLY	\$ 70,647.92
RYS , KARA	\$ 21,497.88	TOPPER , LISA	\$ 892.50
SALEJNIK , JANE	\$ 2,587.50	TRZPIT , CAITLIN	\$ 45,477.94
SANDRIDGE , RODNEY	\$ 43,699.52	TRZPIT , JESSE	\$ 68,542.05
SAWABI , BRANDON	\$ 1,943.50	TRZPIT , KELLIE	\$ 28,080.69
SAWABI , JOAN	\$ 2,360.00	TWEEDIE , KIMBERLY	\$ 27,664.18
SBORDY , LAUREN	\$ 17,456.95	VADNAIS , CHERYL	\$ 30,119.94
SENECAL , ALLISON	\$ 1,147.50	VADNAIS , JOSEPH	\$ 32,680.47
SENECAL , KIMBERLY	\$ 77,648.31	VADNAIS , LINDSEY	\$ 12,738.25
SERRANO , STEPHANIE	\$ 5,165.71	VANTANGOLI , NICHOLAS	\$ 78,013.54
SHAMGOCHIAN , KELLY	\$ 75,372.54	VEALE , CAROLYN	\$ 32,299.30
SIMONS , TIMOTHY	\$ 2,868.00	VEALE , KAYLA	\$ 18,865.81
SINCLAIR , MARILYN	\$ 34,651.16	VILLEGAS , MANUEL	\$ 15,007.20
SIOK , ELAINE	\$ 8,929.79	WAGNER , ELIZABETH	\$ 707.44
SLATOR , NANCY	\$ 84,557.52	WALSH , KELLY	\$ 74,444.08
SLATTERY , MARY	\$ 7,395.48	WARBURTON , DONNA	\$ 33,816.98
SLATTERY , SCOTT	\$ 82,054.54	WASIELEWSKI , LAURIE	\$ 12,281.99
SLOAT , KIMBERLY	\$ 25,930.08	WATSON , CARMEN	\$ 31,228.82
SMITH , YVONNE	\$ 35,624.72	WEATHERWAX , BARBARA	\$ 8,983.22
SMITH III , ROBERT	\$ 24,169.82	WEBBER , SHAUNDA	\$ 35,995.82
SOULE , NELLIE	\$ 27,630.83	WEGGE , DONNA	\$ 23,298.41
SULLIVAN , REBECCA	\$ 5,448.25	WEIRBRICK , HEATHER	\$ 75,108.18
SUPCZAK , KAREN	\$ 4,506.81	WEST , STEPHANIE	\$ 54,930.48
SWARTS , DONALD	\$ 4,376.00	WETHERBEE , BRIAN	\$ 19,640.41
SYMONS , BRIAN	\$ 1,725.00	WHITE , ELIZABETH	\$ 56,040.27
TALBOT , CHERYL	\$ 85,175.72	WORDEN , KATHLEEN	\$ 42,639.58
TARGAN , ERIC	\$ 74,238.08	YARDLEY , JANUARY	\$ 82,535.96
TETREAULT , DOUGLAS	\$ 24,219.66	YELLE , MELISSA	\$ 1,836.55
THOMAS , TRICIA	\$ 3,471.17	YOUNG , ANNE	\$ 34,864.91

GRAND TOTAL FOR SCHOOL	\$10,844,991.03
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BOARD OF ASSESSORS

Theodore P. Balicki	Term Expires 2020
Devin M. Peterson	Term Expires 2021
Gerald F. Fountain, Jr.	Term Expires 2022

The Board of Assessors is composed of three (3) Assessors who are elected by the Voters. The terms of office are staggered to provide for the election of one (1) Assessor every three (3) years.

The Assessors do not create value, nor do they determine taxes. But rather follow the procedures set out by the Department of Revenue. The level of taxation is determined by the municipality itself. Town Meeting appropriations voted by Town citizens determine the tax rate.

Assessors have a legal responsibility to reflect the changes occurring in the marketplace based on sales in the prior calendar year. They are required by Massachusetts Law to list and value all real and personal property as of January 1 each year. The valuations are subject to "ad valorem" taxation on the assessment roll each year. The "ad valorem" basis for taxation means that all property should be taxed "according to value". Valuations in Massachusetts are based on "full and fair cash value" or 100 percent of fair market value.

Every five (5) years the Assessors are required to submit values to the Department of Revenue for certification. An Interim Adjustment is conducted for the years in between a Revaluation.

In addition to Real Estate and Personal Property Values the Department administers and is responsible for Deed transfers, Mapping, Motor Vehicle Excise Tax, Boat, Chapterland, Exemptions, Real & Personal Property Abatements, Apportionments, Supplemental Taxes, Water and Sewer Liens.

ABATEMENTS & EXEMPTIONS GRANTED IN CALENDAR YEAR 2019

ABATEMENTS:

Levy Year	2019 *FY 2020	2018 *FY 2019	2017 * FY 2018	2016 * Misc. Yrs
Boat *	\$.00	\$10.00	\$.00	\$.00
Motor Vehicle Excise	\$29,271.22	\$2,652.50	\$740.82	\$534.48
Real Property *	\$16,011.43	\$.00	\$.00	\$.00
Sr. & Veteran Work Off	\$4,264.25	\$.00	\$.00	\$.00

EXEMPTIONS:

Levy Year	FY 2020	FY 2019
Clause 17C1/2	\$1,925.00	\$1,750.00
Clauses 22's	\$55,550.22	\$14,767.62
Clause 37A	\$1,500.00	\$1,000.00
Clause 41C	\$2,500.00	\$2,000.00
Senior Citizen & Veteran Work-Off	\$4,264.25	\$0.00

The Assessors' Office collected \$230.00 in fees.

The Board of Assessors' Office completed 252 Building Permit & Cyclical Inspections in 2019.

FISCAL YEAR 2020
7/1/19 TO 6/30/20

TAX RATE
\$20.63

CLASSIFIED TAX LEVIES

	Class	Percentage	Valuation	Levy
1	Residential	83.8086	629,743,534	12,991,609.11
2	Commercial	9.8757	74,206,546	1,530,881.04
3	Industrial	3.1794	23,890,500	492,861.02
4	Personal Property	3.1363	23,565,981	486,166.19
	Total	100	751,406,561	15,501,517.36

APPROPRIATIONS & SOURCES OF FUNDING

Appropriation from raise & appropriate	\$ 29,625,059.39
Appropriation from free cash	\$ 1,222,101.44
Appropriation from available Funds	\$ 274,770.00
Offset receipts & enterprise funds	\$ 2,194,719.50
Other amounts to be raised	<u>\$ 1,866,477.22</u>
Total amounts to be raised	\$ 35,183,127.55

TAX RATE SUMMARY

Total Amount to Be Raised	\$ 35,183,127.55
Total Estimated Receipts and Other Revenue Sources	<u>\$ 19,681,610.19</u>
Tax Levy	\$ 15,501,517.36

FY 2020 Maximum Allowable Levy - \$15,503,735

Excess Levy Capacity - \$2,217.64

2019 Annual Report of the Ware Board of Health

Board of Health Members

Name	Title
Michael Juda	Chairman
John Desmond	Vice-Chair
Jennifer McMartin	Member

Personnel:

Name	Title
Judy Metcalf RS. CHO	Director of Public Health
Finn McCool	Health Inspector
Betty Barlow	Administrative Assistant
Carrie Latulippe, RN	Public Health Nurse
Edward Kent Jr.	Plumbing Inspector
Michael Pluta	Asst. Plumbing Inspector
Thomas Kularski	Animal Inspector
Nancy Talbot	Burial Agent
Dr. Scott Siege	School Doctor/ Physician Advisor

Mission Statement:

The mission of the Ware Board of Health is to address public health needs, protect and improve the health and quality of life in the community, offer education resources and promulgate and enforce local, state and national regulations as required by law.

2019 Inspection and Activity Reports:

INSPECTOR OF ANIMALS

The duties of the Animal Inspector are to 1) conduct barn inspection to obtain a livestock census of the town, ensure animal are in good health, free from obvious disease, and have adequate shelter, feed, and water. 2) Investigate and enforce rabies quarantine regulations.

I have completed my barn inspections for the year 2019. During my visits to the local farms I have conducted a welfare check on the following animals.

Alpaca	23	Goats	57
Beef	39	Horses	67
Chickens	659	Pigs	13
Cows	159	Rabbits	4
Donkeys	5	Waterfowl	27
Game Birds	11		

I would like to take this opportunity to thank the residences which allowed me access onto their property to inspect the above animals.

Respectfully Submitted,
Thomas E. Kularski
Inspector of Animals

Burial Agent

The Board of Health Burial Agent is responsible for examining the death record for any errors or omissions; and, upon acceptance, to assign a burial permit number to the death certificate and collect fees where applicable.

The following information is provided to the Ware Board of Health and the Residents of Ware for the year 2019 – January 1 through December 31:

Burial Permits Issued by the Agent for the Board of Health 70

Interments for which a Burial Permit was issued by another Burial Agent in MA or out of the Commonwealth of MA for burial in a cemetery in Ware 14

There was no removal permits issued for the Town of Ware for the year 2019.

Nancy J. Talbot
Burial Agent

BOARD OF HEALTH CLERK

One duty of the Board of Health Clerk is to advise applicants on requirements for permitting or licensure. Obtain the necessary information; record data; collect fees; and issue licenses or permits to applicants who qualify as determined by the pertinent inspector.

The following is a listing of the various permits which were issued by the Board of Health office during 2019.

Bakery Licenses	2
Catering Licenses	1
Ecology Can	2
Farmer's Market	1
Food Establishment Licenses	40
Frozen Dessert Licenses	2
Funeral Director Licenses	6
Milk & Cream Licenses	49
Mobile Food Server Permits	6
Mobile Home Park Licenses	2
Motel License	0
Pasteurization of Milk Licenses	0
Permanent Cosmetic Tattoo License	0
Plumbing Permits	104
Pool Permits	1
Residential Kitchen Permits	5
Retail Food Licenses	18
Septic Hauler Licenses	4
Septic Installer Licenses	13
Septic Installations (new)	10
Septic Installations (repair)	27
Tanning Salon Permits	1

Tattoo Artist License	3
Body Piercing	2
Tattoo Parlor License	1
Temporary Food Permits	12
Temporary Housing	0
Tobacco Permits	12
Type II / Limited Food Permits	9
Trash Collection Permits	8
Trash Transportation Permits	0

Respectfully Submitted,
 Betty Barlow
 Administrative Assistant

PLUMBING INSPECTOR

The Plumbing Inspector's main responsibility is to interpret and enforce the State Plumbing for the safety of the public. The Plumbing Codes and its proper application help provide for sanitation and safety of buildings and structures.

The following is my report as Plumbing Inspector for the year ending December 31, 2019.

Bathtub	10
Cross Connection Device	8
Dishwasher	50
Drinking Fountain	9
Food Disposer	4
Floor / Area Drain	9
Interceptor (Interior)	2
Kitchen Sink	118
Lavatory	182
Shower Stall	151
Service / Mop Sink	11
Toilet	180
Washing Machine Connection	53
Water Heater All Types	56
Water Piping	20
Backflow Preventor	5
Boiler (oil)	5
Sillcock	2
Floor Sink	1
Water Meter	1
Cross Connection Device-Boiler	2
Shower Drain	1
Pressure Reducing Valve	1
Ice Maker	1
Drain line in Basement	1

Dog Washing Station	1
2-Bay Sink	1
3-Bay Sink	1

I would like to thank Assistant Plumbing Inspector Michael Pluta for his support.

Respectfully Submitted,
Ed Kent
Plumbing Inspector

**Board of Health
Annual Report of the Belchertown-Ware Public Health Nurse
and
2019 Communicable Disease Report**

The Public Health Nurse provides care to the community and views the entire community as their client. Duties can be divided into two groups: those mandated to be provided to residents by State Law and services provided to the community by the Ware Board of Health.

The following reportable diseases were reported to the Belchertown and Ware Board of Health Office as suspected, confirmed, contact, probable, or revoked in 2019.

Total event count by disease

Diseases Year 1/1/19 to 12/31/19	Belchertown	Ware
Babesiosis	4	1
Campylobacteriosis	1	0
Ehrlichiosis	2	0
Group A streptococcus	1	1
Hepatitis C	17	14
Human Granulocytic Anaplasmosis	10	7
Influenza	119	100
Lyme Disease	54	30
Measles	1	0
Pertussis (and other Bordetella species)	4	1
Polio	1	0
Rocky Mountain Spotted Fever	1	1
Salmonellosis	0	4
Shiga toxin producing organism	1	0
Streptococcus pneumoniae	1	0
Varicella	4	0
Zika virus infection	1	0

Both suspect and confirmed cases of certain communicable diseases are reportable to the Board of Health. The cases listed above are those which have been received and investigated by the Board of Health office to the best of our ability. A computerized surveillance and case management system for use state-wide, the Massachusetts Virtual Epidemiologic Network, enables secure, real-time sharing of information between diagnostic laboratories, clinicians and state and local health officials.

Our efforts are dependent on cooperation from area physicians and hospitals as well as the school nursing staff. To have a successful infectious disease control program, we must receive reports in a timely fashion. All contagious disease reports received by the Board of Health Office are investigated by the newly created position of the Belchertown-Ware Public Health Nurse.

The Belchertown – Ware Public Health nurse is a position established in 2018 to service the towns with professional public health nursing while benefitting from cost savings through a shared agreement.

I continue to work under the direction of the Belchertown/Ware Board of Health Departments and Dr. Scott Siege, BMP. In 2019 all Standing Orders were reviewed, updated as needed and signed by Dr. Siege, allowing assurance that the Public Health Nurse is able to provide needed services for our residents. I was able to provide 2019/2020 flu vaccines to employees in need at both Ware and Belchertown locations, doing our part in promotion of a healthy community.

I continue to work with Reed Sherrill in the Office of Integrated Surveillance and Informatics for the Department of Public Health in Boston, MA on the use of the MAVEN system which we use to monitor all communicable infectious diseases throughout our community. I routinely confirm, monitor, assess, and follow up with health care providers, DPH, local epidemiologists, and residents who contracted various infectious diseases in our towns in order to prevent spread, educate, and ensure safety for all residents both Belchertown and Ware.

My role as the Public Health Nurse in Belchertown and Ware continues to provide opportunities to instruct our residents through preventative health trainings, including a monthly blood pressure clinic at the Belchertown Senior Center. As well as sit on the Community Benefits Advisory Board (CBAC) where I work closely with Baystate Wing and Mary Lane in efforts to develop and implement programs to enrich our communities by providing needed services along with educating the general public on healthy lifestyles.

I continue to work diligently with the Belchertown Overcoming Addiction Together (BOAT) as we strive to educate, empower, and assist the Belchertown Community in conquering the opioid epidemic that unfortunately continues to plague our region.

I continue to serve as a member and now hold a seat on the Board as Treasurer for the Massachusetts Association of Public Health Nurses Western Mass Chapter. MAPHN provides education and a network of resources to utilize for our communities. The Chapter works together to provide education to every community in Western Massachusetts, attend seminars provided by the epidemiologists at DPH in Boston, trainings on Emergency Preparedness in our community, safety, immunizations, and keep up to date on all evidence-based changes to our Public Health services.

I work diligently with the Quaboag Hills Substance Use Alliance and Quaboag Hills Community Coalition as we strive to educate, empower, and assist residents from both Ware and Belchertown. We also meet monthly on our mission in the development of a Peer Recovery Center for both Ware, Belchertown, and surrounding towns.

I also sit as a member of the Domestic Violence Task Force in Ware meeting monthly at BHN and providing services for our Ware residents during their time of need. I hold a seat on the Board for the Jubilee Diaper Board who works meticulously throughout Ware and surrounding towns to ensure residents in need of assistance with diapers and wipes for their children have a place obtain these items. The Diaper Board works in affiliation with the Food Pantry.

Monthly I assist at Hillside Village during their monthly Food Bank of Western Mass via Mobile Food Pantry. We administer perishable and nonperishable food items, per instruction of the Food Bank, to those in need in our communities.

I work to maintain, as well as continue to develop, professional contact with regional Health Care Providers, local School Nurses and Administration, Town employees, and the community members I serve.

Respectfully Submitted,

Carrie Latulippe, RN, BSN

Belchertown-Ware Public Health Nurse

QUABBIN HEALTH DISTRICT 2019 ANNUAL INSPECTION REPORT

The Quabbin Health District is a regional health department serving the communities of Belchertown, Ware, and Pelham. It was established by town meeting vote in 1980 and is the joint effort of the local Boards of Health to provide their towns with public health professionals and services. Our primary duties center on enforcing provisions of the State Sanitary Code and Environmental Code under the jurisdiction of the Board of Health. We also provide technical assistance and educational services to residents and other municipal departments. The Quabbin Health District serves a total population of approximately 26,000 residents in an area of about 120 square miles in Hampshire County. The following table lists the major activity/ services provided to each town in the District during 2019.

	Belchertown	<u>Ware</u>	<u>Pelham</u>
PercTest / Deepholes and Soil Evaluations	62	36	2
Septic Application Review (New Construction)	28	10	1
Septic Application Review (Repair)	44	27	7
Septic Installation Inspections and Re-inspections	59	25	7
Well Application Review	26	N/A	1
Housing Inspections (upon complaint) And Re-inspections	32	70	5
Lead Paint Inspections	0	1	0
Condemnations (#of units)	4	0	0
Voucher Housing Inspections	0	6	0
Housing Court Appearances	6	1	0
Food Service Inspections (routine and complaint) Including School Cafeterias	84	112	3
New or Remodeled Food Plan review	2	3	0

Mobile/Temporary Food Inspections	50	18	0
Beaver Permits Issued	4	4	0
Nuisance Complaints Received and Investigated and Orders issued as warranted	6	32	2
Tanning Bed Licensure	2	1	0
Children Recreational Camp Inspections and Licensing	0	0	0
Tattoo/ Body Art Establishments	0	1	0
Public Pool and Sauna Inspections Public Beaches	2	1	0
Meetings/ Hearings	7	6	6

Total: Inspection Activities District-wide: 806

The Quabbin Health District is governed by a Board of Directors, which is composed of the elected Board of Health members from all three communities within the District. The meeting places rotate among the three Town Halls. During 2019 the main agenda items discussed by the regional District Board were the 2020 budget, town assessments, and the rising cost of pension assessments as well as OPEB. The Health Director and Inspector work in all three communities and maintain fully functional workplaces in both the Ware and Belchertown Town Halls. The District provides administrative / clerical personnel at both locations as well.

I would like to thank all members of the District Board of Directors for their continued support. I would also like to acknowledge the hard work and effort shown by my co-workers Finn McCool, Health Inspector; Betty Barlow, Administrative Assistant; Mary Grenier, Senior Clerk, and Carrie Latulippe RN, Public Health Nurse.

Sincerely,

Judy Metcalf, R.S., C.H.O.
Director of Public Health
Quabbin Health District

BUILDING DEPARTMENT & INSPECTION SERVICES

Annual Report – 2019

The Building Department's primary function is to serve the best interests of all the people with continued demonstration of integrity, honesty and fairness in all transactions towards achieving code compliance. Improving safety continues to be the goal in all aspects of code enforcement.

Continued implementation of online permitting and completing periodic inspections for existing multi-family buildings are the goals for 2020.

The staff members of the Building Department are:

- Electrical Inspector – Don Manseau
- Alternate Electrical Inspector – Ken Higney
- Gas Inspector – Rich Pluta
- Alternate Gas Inspector – Ed Kent
- Building Department Assistant – Nicole Croteau
- Local Inspector, Zoning Enforcement Officer – Anna S. Marques

In comparison to 2018, the number of Building permits increased by 45% (398 permits). Electrical permits increased by 11% (171 permits) and Gas permits decreased by 21% (62 permits). Below is a breakdown of revenue:

- Building Permits and Inspections: \$193,127 (424% increase)
- Electrical Permits and Inspections: \$76,117 (638% increase)
- Gas Permits and Inspections: \$3,380 (14% decrease)

The large increase in total revenues is due to the following permitted work this year: new construction Cedarbrook Village on South St., Curaleaf Tenant Fitout, Dollar Tree Expansion and new construction Self Storage Rentals on West St., new ground mounted solar projects on Church St. and Palmer Rd., improvements to Baystate Mary Lane and Walmart, and six new construction single-family homes.

Conservation Commission

Annual Report – 2019

The Ware Conservation Commission administers the Massachusetts Wetland Protection Act and the Town of Ware's Wetlands Bylaw by reviewing and permitting projects within and near wetlands. The Commission serves as a resource and as a liaison between the community and government agencies for the protection of the Town's natural resources.

The Conservation Commission meets once a month on Wednesday evenings. Twelve normal scheduled meetings were held in 2019. Applications ranged from tree removal within a bordered vegetated wetland area to proposed construction of single family homes within buffer zones. The Commission heard four (4) applications for large scale ground mounted solar arrays. The Commission is doing the best to help preserve and protect the land you call home.

Overall, the Conservation Commission acted upon the following permits in 2019:

Site Inspections – Requested:	8
Request for Determinations of Applicability:	5
Notice of Intent:	10
Certificate of Compliance Requests:	10

The Conservation Commission consists of five (5) volunteer members:

Chairman	Mark Swett
Vice-Chairman, Agent	David Kopacz
Member	Thomas Barnes
Member	Dennis Cote
Member	Kristin Rosenbeck

The Commission hopes 2020 will bring new and environmentally sound projects within the Town of Ware.



2019 TOWN CLERK ANNUAL REPORT

The following information is submitted to the resident of Ware for the year 2019:

Fees collected as follows:

Vital Records/Business Certificates/Raffle Permits/Sale of Street Listing and Residents	\$23,735.00
Dog Licensing	\$18,601.00
Storage of Flammable Annual Licensing	\$ 3,800.00
Town of Ware Bylaw Violation Fines Collected (Snow \$1,200.00/Dogs \$175.00)	\$ 1,375.00

In 2019 due to the changes in the requirements for the issuance of driver license and relicensing the need for documentation to “prove citizenship” and name changes increased our daily workload. Individuals seeking to license for the Real ID are now made to produce a Birth Record to insure citizenship, a marriage record to prove a name change and additional paperwork to meet their standards.

Voters registered in the Town of Ware as of December 31, 2019 were – 6521. 1,514 Democrats, 816 Republican, 6 Green Rainbow, 51 Libertarian Party Members, 4028 Unenrolled Voters, 98 others.

Total Birth Records registered in the Town of Ware for Ware residents were 87, Deaths Records registered for persons either dying or residents in Ware were 139, Marriages Records registered were 44.

This year considerable time was spent in records preservation. Birth, Marriage and Death Records were bound as were many years of Annual Town Reports as is required by law.

In anticipation of the 2020 Presidential Primary, State Primary and November State Election there was a considerable amount of time spent on the “clean up” of the Voter records in the office to insure that all information on file is accurate, that voters have returned their Annual Census to remain as active voters; registered voters who have not returned a census as required by law were made inactive and confirmation cards sent as required by law.

I have been a member of the MA Town Clerks Association for many years, and have served in many roles over the last ten years. In 2019 I was honored to be named the President of this very prestigious association, and I will serve for two years, ironically my first boss was Peter J. Rzeznikiewicz was also a President of this association early in the 1960’s. In my role, I hope to work with the various state agencies as well as other members of this association to enact legislation with regard to voting, vital records and to also insure that Town Clerks are and continue to be educated, mentored and that they also take advantage of the classes at conferences to keep informed as to the duties they perform; in addition I hope to encourage newly elected and appointed clerks to educate themselves at the New England Institute of Clerks school held in the summer and to receive the certification offered through the program, as well the MA Town Clerks Certification Program available to all clerks.

In each of the these associations there is the ability to not only achieve certifications but to become a member of an organization that recognizes achievement by education; the ability to better oneself in our roles as Town Clerk.

Respectfully submitted,
Nancy J. Talbot – CMC, CMMC, Town Clerk of Ware

Ware Cemetery Commission Report 2019

Here are the highlights of activities and events regarding the town owned and maintained cemeteries:
Appointment of Ryan Maslak to fill a term until the April town election.

Mr. Maslak was elected to fill a one-year term. Julie Bullock was elected to a three-year term. Both vacancies were filled at April election.

The Cemetery received a State grant to repair Veterans' markers. The grant was for \$1,500 which the Town through the auspices of the Cemetery Commission matched. No tax dollars were used. This grant allowed the Cemetery Commission to help complete the restoration of foundations of in the ground flat military Veterans' markers. This year's grant restored the markers of 20 veterans. In total, 82 markers were restored since 2011.

A very special event occurred in October. William Parks who was in the Union Army in the Civil War was accorded an honor as a veteran with a marker of his final resting place. The site had been unmarked since his death in the late 1800s. In researching veterans' graves in Aspen Grove, Bill Cote discovered the fact that Private Parks did not have a marker on his grave honoring his service. Mr. Cote, with the cooperation of the Cemetery Commission and DPW was able after ten years of trying, obtained a marker from the Veterans administration. It was installed and then dedicated on October 21, which included the original committal service with Civil War reenactors. A tour of Aspen Grove was conducted after the dedication.

Burials in Aspen Grove totaled 13: 9 Cremations, 4 Full Burials. The average is usually in the 20 -25 per year.

As advisors on matters of concern involving the cemeteries, the Commission informed the Town Manager of the infestation of the trees in Aspen Grove.

Respectfully Submitted, Ware Cemetery Commission



1 Robbins Road
Ware, MA 01082
413-967-9645

Mission Statement

It is the mission of the Ware Council on Aging to identify the total needs of the community's elder population, to link services to those needs, and to improve the quality of life of our seniors.

Staff

John L. Zienowicz, Executive Director
Alton Davis, Chef
Donna DiPilato, Finance Coordinator
Gerry Clough, Custodian

Maire Brigid Bresnahan, Social Services Coordinator
Marie Stacy, Van Coordinator

Funding Sources Weekly

Town Funded:

July 1-June 30, 2019 Director -40 hrs., Outreach -30 hrs., Chef-19hrs., Custodian-19hrs.

State Formula Grant Funded: Finance Coordinator-19 hours Van Coordinator-14 hours

WestMass ElderCare Grant: Van Coordinator - 5 hours

State Service Incentive Grant Funded: Social Services Coordinator - 10hrs. (Warren)

The reception desk was manned by volunteers, Monday through Friday from 9am-3 pm. The van operated Monday through Friday with two regularly assigned volunteer drivers from 8-1pm.

Senior Center Hours:

Jan.1-June 30, 2018:	Monday	Tuesday	Wednesday	Thursday	Friday
	8am-8:30pm,	8am-8:30pm	8am-4pm	8am-8:30pm	8am-8:30pm

July 1-Dec., 31, 2018:	Monday	Tuesday	Wednesday	Thursday	Friday
	8am-8:30pm,	8am-8:30pm	8am-4pm	8am-8:30pm	8am-8:30pm

Business Hours:

Jan 1 – Jun 30, 2018	Monday	Tuesday	Wednesday	Thursday	Friday
	8-4	8-4	8-4	8-4	8-4
Jun 30- Aug 31, 2018	Monday	Tuesday	Wednesday	Thursday	Friday
	8-4	8-4	8-4	8-4	8-3
Sep 1 – Dec 31, 2018	Monday	Tuesday	Wednesday	Thursday	Friday
	8-4	8-4	8-4	8-4	8-4

Outreach

The Senior Center Outreach Program offered assistance to seniors and/or family members who are in need of information regarding the following topics:

Health Insurance incl. the Affordable Healthcare Act	Fuel Assistance
Assist. Living/Nursing Home Placement	Food Stamp Applications/SNAP
Protective Referrals for Elders at Risk	Maria Hastings Grant
Prescription Plans	Farmers Markets Coupons
Friendly Visitors Program	Brown Bag Program
Social Security/SSI	TRIAD
Senior Housing Options	

Seniors were encouraged to contact Maire-Brigid Bresnahan to schedule an appointment. Walk-ins were accommodated on a limited basis whenever possible. Maire was also available to make home visits to those seniors who are homebound and in need of services. Maire is a Certified SHINE (Serving Health Insurance Needs of Everyone) Counselor and can assist seniors with Medicaid/Medicare applications as well as answer questions about the Affordable Care Act as it pertains to seniors. Maire is CAC certified which allows her to have direct access to the Mass Health portal, which means she can process and track applications with much more efficiency and health insurance services are provided faster. She is a participating member of TRIAD, a program of law enforcement and seniors working together to provide support and protective services to the Ware seniors. Maire also represents the Ware Council on Aging on the Advisory Board for WestMass Elder Care in Holyoke.

The Ware Senior Center has also been a Regional Provider for SNAP Benefits. Which means that Maire can access the State's Department of Transitional Assistance database and enter SNAP applications directly in to the system thereby cutting the response time in half for people in the Quaboag Hills Region waiting to get food stamps. This service is available for all ages that meet the eligibility requirements, not just seniors.

We entered the winter months of 2019 as the regional proctor for the Salvation Army's Good Neighbor Fund which is an emergency fuel assistance fund available for those that don't qualify for standard fuel assistance. Maire Brigid can review a simple application and determine if a voucher can be instantly provided in an emergency situation.

Since the Social Services Coordinator position in Ware is a 30 hour per week position we had applied and been approved for in 2016, a three year grant through the State Office of Elder Affairs to include 10 additional hours of outreach to assist the Warren Senior Center in a collaborative effort to serve their community more effectively by processing Fuel Assistance, SHINE, Housing and Food Stamp applications on their behalf as they have no Outreach worker to handle those responsibilities. We are currently operating in the second year of an additional three year grant that will expire in June of 2021.

In 2019 Maire Brigid Bresnahan served two towns and provided the following services:

Social Services Coordinator Service Units by Category calendar year 2019

Service Type	Duplicated	Unduplicated
Advisory Council	26	6
Are You OK?	191	65
Brown Bag	71	20
Community Service	12	7
Computer Assistance	3	3
Education	35	29
Family Support	6	5
Financial Assistance	111	60
Food stamps	500	146
Fun	1	1
Heating Oil	294	115
Housing	86	42
Health Insurance	1001	194
Maria Hastings	9	3
Medical	77	15
Outreach	11	2
SHINE Trainings	31	1
Social Security	258	138
Transportation	38	33
TRIAD	17	6
Senior Center Event	1	1
Community Conferences	75	13
Email	1	0
Fax	169	75
Home Consultations	162	98
Office Consultations	37	8
Phone Consultations	796	305
	239	107
Total Service Units	Duplicated 4258	Unduplicated 1110

Seniors may also borrow free medical equipment such as walkers, crutches, commodes and shower seats by contacting the center. The equipment was on loan to the senior for as long as needed.

Brown Bag Program

On the second Friday of each month, the Food Bank of Western MA provides a truckload of food, free of charge, that is transferred into brown paper bags by a team of volunteers and distributed to qualified Ware seniors. In 2019, the number of senior households participating in this program was 135.

Meal Program

The meal program offered at the senior center was an excellent way for seniors to have a nutritional meal for the very reasonable price of \$2.75. Previous to September 1, 2018, the price was in the form of a suggested donation however; the Council on Aging decided in August of 2018 to create a standard fee along with a financial assistance program that would afford disadvantaged seniors and disabled persons the opportunity to apply for a reduction or elimination of the meal cost based on the Federal Poverty Guidelines. By instituting a standard fee, the meal program has thrived and seniors and disabled that needed to have access to a balanced meal every day were being fed.

Meals were prepared daily and menus are reviewed each month by Chef Alton Davis to ensure a well-balanced menu and adherence to state guidelines regarding vitamin content and sodium restrictions. All meals are home cooked on site by Chef Alton Davis and a corps of volunteers coming from the Senior Tax Write Off program through the Town of Ware and served with help from volunteer Barbara Demers. This program does not receive Town funding, and was sustained by fees from those who participate in the program each day and by generous donations from Country Bank and North Brookfield Savings Bank and philanthropic citizens. Big Y also contributes bread and pastries to the senior center which were distributed to the seniors and used in the daily menus.

In 2019, the center served a total of 7033 meals to Ware seniors, for a monthly average of 586 meals.

Transportation Program

Transportation remained a vital service that we offered Ware seniors. In 2019 we provided 1870 rides the vast majority of which were getting people to their medical appointments. We continued to be the recipient of a \$7500.00 WestMass ElderCare Transportation Grant which helped fund the van scheduling position. Drivers attend yearly training required by MARTAP and are CPR trained. The van ran Monday through Friday 8am-1pm. This year, the van was driven for all of 2019 by two volunteers, Craig Simmons and Walter Lindsey and supported by substitute driver Nicholas Mastromatteo. The van coordinator was Marie Stacy who was responsible for all scheduling.

Transportation was available for in- town doctor appointments, hair dressers, shopping, and lunch or activities at the senior center. Suggested donations are \$1.00 each way and 48 hour notice was required unless a change in medical appointment status occurs.

Calendar Year 2019 Van Usage by type:

Senior CTR	372
Medical	360
Misc.	133

Recreational	49
Shopping	414
One Way	119
Round Trip	1108
Total	1870
Donations	\$2603.7
Days on road	240
Mileage	8999.15
Big Y Pick up	196
Unduplicated	371

Maria Hastings Grants

The Maria Hastings Grant Committee was formed in 2013 to honor a bequest by the late Maria Hastings which dictated that funds she bequeathed to the Town be used for seniors in need. The committee members, John L. Zienowicz, Maire-Brigid Bresnahan, Nancy Talbot and Tracy Meehan, review each grant application for eligibility and forward the request to the Board of Selectmen for final approval. Grants are awarded up to \$300 and are available to those seniors who meet the income criteria. Seniors, their family members or friends may request the funds which are to be used for small needs such as air conditioners, bathroom tub bars, porch railings etc... Applications for 2019 are available by contacting the senior center. Both Maire and I are available to discuss eligibility requirements, and we look forward to answering your questions.

Activities

Many seniors come to the senior center not only for meals, but to participate in the variety of activities offered at the center.

Exercise classes were offered in the form of **Yoga, Tai Chi, and line dancing**. **Strengthening Bones and Bodies** class is offered twice per week at the Valley View Apartments Community Room. Each was based on a different level of activity so seniors chose what level was more comfortable for them. **Art class** taught by Joanne Bradley, **Crocheting** and **Quilting** clubs allowed for socialization as well as for the production of some beautiful work. We also had a large **Puzzle Table** for those looking for a little less excitement.

Computer classes had been put on hold this year this year due to our instructor returning to full time employment. So we will continue to try to recruit a new volunteer teacher as seniors continued to enjoy learning more about this means of communication which keeps them up to date with their families, especially the grandchildren! Classes will be open to beginners as well as to those on advanced levels who wished to increase their knowledge.

Another popular activity was the **Book club**. Each month a new book was chosen for reading, based on the interest of the members. It was a great way to keep up with what everyone is reading.

Of course we cannot forget to mention **BINGO** every Monday night and Thursday evening, see the activities calendar for details. Our **Pool Table** was available at all times.

Bi-Monthly Hearing Clinics by Heritage Hearing, Monthly Foot Care by Dianne DeWan LPN were all available at the center. Occasionally pharmacists from Walgreens' presented a segment on health care issues to seniors before lunch or even provided services such as flu shots or blood pressure clinics as part of a concentration on senior health issues.

We also have had monthly guest lectures by our town's Deputy Fire Chief Ed Wloch on a multitude of fire safety related topics, always done with a sense of humor.

For those who preferred card games, there was **Cribbage, Poker, Pitch, Whist and Scat**, all of which have a large following. A Pitch game with a large gathering was also available on Tuesday and Friday nights and Thursday afternoons.

Each month the center holds a **Birthday party** for those celebrating their birthdays, and almost every month, there was a celebration of the appropriate holiday with raffles and prizes provided by the Friends of Ware Seniors Inc. Entertainment, dancing, and a delicious meal was provided for the enjoyment of all.

Don't forget you can always go shopping in our **Thrift Store** Monday through Friday from 8:30-12pm, there are many bargains to be had. Our volunteers have done a fantastic job at changing the look of the store and how inventory is controlled and new items are coming in and going out much faster.

Every month we produced a **newsletter** which contains news of upcoming events occurring at the center or within the surrounding areas. Newsletters may be picked up at the center or mailed out for a cost of \$5.00 per year to help cover postage. If you would like to receive a copy, please contact the senior center.

Other

The Council on Aging met every third Tuesday of the month (except August) at 9am to review the department's monthly budget and to work with the Director to determine the present and future direction of the senior center. Since everyone's input was important to the center, the general public was encouraged to attend the meetings.

The senior center was available for rentals in the evening and on weekends. The access to a kitchen and the free parking make it a very attractive gathering place for bridal or baby showers, birthday parties, dinners or receptions. Please call 413-967-9645 for more information.

Contributions/Donations

Since Senior Centers cannot fundraise for themselves, we are heavily dependent upon and grateful for our Friends of Ware Seniors Inc. group and the local businesses and individuals in the community who donate their time, money and durable goods to help support the center.

We would like to thank the staffs of Country Bank, Monson Savings Bank and North Brookfield Savings Bank for their generous donations. We also wish to thank Country Bank's Audra Chartier and the "CB Crew" staff for the many hours they have volunteered as servers at our parties.

We must also thank Big Y markets for the donations of breads and pastries that we receive from them every day except Wednesday. In 2019, Big Y donations provided bread and pastry items to 1,772 seniors.

Our Annual Christmas Party was a huge success again this year thanks to our neighbors in the community. Many local businesses donated goods and services for drawings and the efforts of Sue LaBarge, George Staiti and the Friends of Ware Seniors, most notably Beverly Anthony, to pull all of them together will always be remembered.

The Ware Public School system, thanks to Dr. Marlene DiLeo and her staff at the Ware High School and Elementary School music departments, put together another amazing choral group of third graders, complete with accompanying high school orchestra who came to sing Christmas carols to the seniors while they gathered for lunch.

We are always thankful for all the help received from both the business community and private citizens throughout the year.

Volunteers

The people that give of themselves on a daily basis to make the Senior Center the success that it is can never be thanked enough or given enough accolades. In 2019, 41 Ware Senior Center Volunteers gave 7194 hours of their time which was a cost equivalent of \$194,238.00. Many of our volunteers are also consistent users of our facility and frequent users of our programs and services. So even when they aren't "working" they are here participating. They are true ambassadors of why Senior Centers are so important in the community. We continue to look to add more volunteers to our staff and our committees. We will have more opportunities to be involved in the future and will welcome the extra hands and minds. So if you or someone you know may be interested please feel free to contact us.

2020 Goals

We will continue to expand our van service to reach people that haven't been able to access our building and services and with the success of our partnership with the Quaboag Connector, over 3,500 seniors were able to enjoy van service Monday through Friday from 8-4pm.

The Friends of Ware Seniors Inc. has asked for a summit meeting with the Ware Council on Aging to discuss fundraising goals and wish list items for the Senior Center in 2020. Hopefully this will help both entities focus on services that aren't currently being provided and making sure those services have the materials needed to be successful.

We look forward to the spring Grand Opening of our new Bocce Court! The Eagle Scout project of Ryan Donnelly will be ready for use in the early spring and that will add a wonderful outdoor activity for our seniors to enjoy for years to come. Thank you Ryan! This connects perfectly with ongoing desire to create opportunities outside of the building for the 60+ crowd that are very active. So in 2020 we are aggressively exploring the formation of walking clubs, golf leagues, bowling leagues and other activities geared towards the more active lifestyles.

Respectfully submitted,



John L. Zienowicz
Executive Director
Ware Council on Aging
Ware Senior Center

FINANCE COMMITTEE FISCAL YEAR 2020

Mission Statement This appointed body's main responsibility is to receive and analyze the town department budgets and work with the Town Manager to present a balanced town budget at the Annual Town Meeting. That budget reflects the Finance Committee's decisions based on their best judgement of the issues and finances of the town.

Fiscal Year 2020 started on July 1, 2019. The first order of business on the agenda for the latest fiscal year was taken up on July 24, 2019: Ch. 44, s.33B transfers; these transfers are requested to be approved by the Town Accountant. These transfers are to facilitate the final balancing of the previous (FY2019) budget. Since these are transfers between and among departments, there is no new money and therefore no additional cost to the townspeople. These transfers must obtain the approval of a majority of both the Finance Committee (FinComm) and the Board of Selectmen (BOS). This approval process is part of the streamlining of municipal finances allowed by the State Legislature several years ago to simplify town governance. The total amount of money moved around was \$57,654, of which \$34,534 came from leftover amounts from FinComm's *Reserve Fund*. Of this total, the majority (\$22,734) went to the Fire Department's *Purchase of Services* account to pay for repairs (elevator and A/C units) and annual inspection contracts (ladders, hoses, equipment, etc.). The fund was established by the State Legislature to be used by FinComm to cover shortages in all the other town department budgets during the fiscal year. The FinComm *Reserve Fund* has been level funded at \$55,000 for the last several fiscal years. The fund has been as low as \$40,000 and as high as \$100,000 over the last decade, plus. The fund has four (4) criteria, of which at least one must be met for a disbursement: *Health, Unplanned Event, Emergency, Safety*. When I started in FinComm 15 years ago, the other department heads treated the fund as a handy go-to account to pay for almost anything extra that came up during the year. Over the years, by being stringent with the criteria and demanding that existing monies be used first (allowing for timing of the fiscal year and percentage of funds to be used), we were successful in weaning away the use of the *Reserve Fund* until it has become more of a resource of last resort. I'm proud that the *Reserve Fund* has been held steady at \$55,000 for the last few years; it denotes stability in the budget town-wide. And to be able to return funds to the *General Fund* at the end of year means that either that money can be used toward the next fiscal year budget, reducing the need for increased taxation or can be used as in this case, to close-out the fiscal year with no new monies needed. Of the original \$55,000 budgeted for fiscal year 2019, FinComm returned \$36,069 unspent.

At this first meeting of the fiscal year, Denis Ouimette was re-appointed Chairman and Janice Hills was appointed Vice-Chair. Our newest member, Lynn Nenni, was introduced to the Town Accountant, Tracy Meehan. An updated contact list was passed out to the members and mention was made of the annual dues of \$180 being paid. As always, the previous meeting minutes were approved.

Being a new fiscal year and with every department having a full budget, no meetings were held by FinComm during the months of August, September or October.

November 1, 2019: This meeting was a very busy one. The Warrant Articles for the Special Town Meeting (Monday, November 18, 2019) were reviewed in anticipation of a joint meeting with the BOS for Tuesday, November 5, 2019. The articles covered a wide range of subjects and amounts: \$192,000+ in budget supplements from Free Cash; \$246,000+ to various reserve accounts; \$46,000+ for a new fire alarm panel for the school department; \$29,000+/- for road repairs; \$20,000 for a Hazardous Waste Day; \$5,000+/- for software for the Town Clerk; \$77,000 to purchase Fire Department air packs; \$166,000 to join a regional dog pound to be built in Warren; \$45,000 for a Police vehicle; \$20,000 for Police equipment and chimney repair; \$40,000 for tree removal costs; \$35,000 to paint the Town Hall Grand Hall; \$40,000 transfer from reserves to the Water Department for repairs to wells and \$33,000+ from reserves to the Sewer Department

for a replacement truck. No money was needed to be borrowed this year for these items again, great news! This year, no money was needed from Free Cash to pay for town operating costs either – a first! Ware is on a much stronger financial footing than ever before.

Also reviewed at the November meeting was the quarterly Revenue/Expense report; being the first quarter of a new fiscal year, all line items are flush and nothing stood out. Also reviewed was a list of budget questions from our newest member, Lynn. A Public Records request from a local reporter that was forwarded by the town manager in regards to a previous meeting that was answered by Denis was discussed and reviewed.

December 19, 2019: A *Reserve Fund* transfer request in the amount of \$9,198 by the Fire Department was approved for the repair of a hinge point of the ladder truck so it could be put into service again.

January 4, 2020: *Cedarbrook Village* is on schedule to be completed in May, 2020, and open in July, 2020. At \$15 million+, this is the largest private investment in Ware in many years. It will offer senior housing with independent living, assisted living and memory care units adjacent to Mary Lane Outpatient Clinic. The corporation that owns it, *Optimus*, d/b/a Ware Senior Living, was given tax increment financing (TIF) for a five (5) year tax break for its construction. This investment will bring 70 new jobs and a million-dollar payroll to Ware; it will also bring tens of thousands of tax dollars to a property (former South Street School) which had never produced taxes before. A win-win for the investor and Ware, this project is exactly why the TIF program is so designed.

Baystate Medical Center has also invested several million dollars into Mary Lane for an expansion of the Cancer unit and Radiology Department and other items.

Artworks, the new art gallery on Main Street has had a successful first year with showings and displays. *Clayworks*, the new pottery studio has also been successful with its clinics.

On the negative side, it was recommended that the TIF given to *G&G Medical* be cancelled as they have failed to meet projected employment numbers. But positively, they have renovated the mill building they're in, repaired the roof, updated the elevator and boosted the electrical service significantly. Additionally, the new water treatment plant has been delayed.

It may not happen in the near future, but a hotel in town would be nice to service people coming to Ware. Also, pushing for expansion of both water and sewer services.

Respectfully submitted,
Denis R. Ouimette, Chairman

Ware Fire Department Annual Report

To the Citizens of Ware:

At the time of this report, all fire apparatus and ambulances are operational and in working order. Engine 1, a 1994 class A pumper was purchased as an interim measure in hopes of replacement in 2020. Engine 2 is a pumper truck purchased in 1987. With excessive costs of repairs to these units, and challenges with reliability, both pumpers will need to be replaced. Engine 1 has been added to the replacement plan for the upcoming fiscal year. Once approved, we hope to start the planning process soon as new pumpers typically take over a year to build. During the Summer and Fall of 2019 all department pumper trucks, tower truck, hose and ladders were tested per industry standards. Required repairs are complete.

The Ware Fire Department was fortunate to put into service 32 new complete self-contained-breathing apparatus (SCBA) in December of 2019. The units were purchased via an AFG grant awarded earlier in the year. These packs replace our current SCBA which were over 13-years-old. 64 SCBA air tanks and 38 face pieces were included with the purchase. These units are vital to our ability to operate in IDLH (Immediately Dangerous to Life and Health) atmospheres associated with fires, rescues and hazardous materials incidents.

Currently we are near full staffing of fulltime firefighters with one vacant position. We anticipate filling that position soon. Once Hired, all new members undergo extensive training at the Ware Fire Department as well as the Massachusetts Firefighting Academy. The call force currently has 14 active members.

Due to dedication and training of the Department staff, fire losses remain low in the Town. Fire prevention and education remains the foundation of this success. In 2019, four additional full time firefighters were successful in credentialing at Fire Prevention Officer 1. This training reinforces our ability to provide efficient fire prevention and code enforcement to this community.

Over the summer of 2019 a member of this department also participated in a joint training with the Police Department relating to Active Assault Integrated Response. This training focused on the need and tactics for EMS and Police to integrate to provide fast response and care in the event of active shooter and assault incidents.

Total Fire Related calls for 2019 are as follows: (314)

Still Alarms	192
Box Alarms	48 (Includes 5 Building Fires)
Chimney Fires	7
Mutual Aid	9
Jaws of Life Rescue	2
Brush Fires	6
Elevator Rescue	2
Hazardous Cond.	42
Listed Other	5

In 2019 there were (9) reported civilian fire burn injuries in our community. Only minor injuries occurred with Firefighting / EMS staff.

The Ware Fire Department Ambulance Service continues to provide Advanced Life Support service to the citizens of Ware and Hardwick. Two (2) new Life Pack LP-15 Cardiac monitors were placed into service in late December. These units replaced the last of our LP-12 units which were at the end of their service life. Currently, all three of our class I ambulances are now equipped with the LP-15 cardiac monitor units. In order to maintain our Advanced Life Support ability, we will continue to seek funding to send our basic EMTs to Paramedic Certification programs in FY 2021. The ambulance subscription program continues to be successful. Although membership seems to have leveled out, we anticipate continuing the program in order to help reduce out of pocket expenses for our citizens.

2019 Ambulance billing report	
Total billed	\$1,822,360.00
Total received	\$646,447.00
Advanced Life Support	670
Basic Life Support	630
Intercepts	212
Inter-facility transports	144

2019 Total Ambulance Runs	
Ware EMS Responses	1,509
Hardwick EMS Responses	273
ALS Intercept Responses	270
Mutual Aid Responses	76
Transfers	146

I wish to thank the Town of Ware Citizens for their continued support throughout the year which allows us to provide these critical services to our community. Thank you to the other department heads that have been so helpful and supportive. Thanks to the remarkable staff at Ware Fire Department. 2019 was a challenging year, and the staff continues to meet those challenges every day.

Respectfully Submitted:

Christopher Gagnon
Acting Fire Chief
Ware Fire Department

Ware Historical Commission's Annual Report 2019

Role of the Ware Historical Commission/Mission Statement:

The Ware Historical Commission is the town's agency responsible for identifying, evaluating and protecting the historic, architectural and archaeological assets within the town. The Historical Commission maintains a link to the Massachusetts Historical Commission, which in turn is overseen by the National Park Service and the United States Department of the Interior.

The Ware Historical Commission is responsible for:

- administering the Preservation Projects Fund, a fund established to assist in carrying out projects and programs for preserving the historic character of the town.
- maintaining an inventory of Ware's historic assets, which currently includes information on over 600 properties. Updates are made to the inventory throughout the year as more historical properties are researched and additional information is added to properties currently listed.
- protecting properties listed on National and State Registers of Historic Districts
- assisting the town in managing the Demolition Delay bylaw

Accomplishments and challenges:

Accepted the resignation of Mary Midura and welcomed new member Claudia Kadra.

Nenameseck Square Fountain:

Consulted regularly with John Piechota on the condition of the fountain, park, and fence.

The Lafayette Elm:

Installed the plaque to commemorate the tree on the grounds of Ware High School.

Solar Facilities:

This year, we had many meetings regarding a solar facility proposed for a historic landscape.

Friends of the Town Hall: The Friends of the Ware Town Hall reported a good year for fundraisers with plenty of support from townspeople. They have generously contributed \$5000 for the painting of the Great Hall.

Display Case: We continue to display historic artifacts in the case that is located in the hallway of the Ware Town Hall near the offices.

Artifacts: Organized our storage area, located and copied a movie made called Ware, USA, and reprinted our historical inventory.

The Town Hall:

Helped the Town Manager with the Projects Preservation Fund grant that was given to us for an envelope study. Met with architects performing the study. Found a professional painter to finish the work in the Great Hall.

The Commission Responds:

Memorial Day observation / Schmidt Trust – Quabbin Memorial parade: We marched on behalf of the Historical Commission.

The Commission Advises:

Met with the Town Manager to discuss Town Hall restoration efforts and to reapply for a grant to get needed work done. Met with a homeowner looking to restore his farmhouse. Met with Shannon Walsh, our PVPC representative, to go over many issues. Met with the building inspector and the Ware Community Planner several times.

Other Projects:**Short-term goals:**

- Keeping a watchful eye on the buildings on Main Street for possible help from the Commission
- Attending meetings as needed for the Parks and Planning Commissions and to keep our great working relationship; keep a steady line of communication open
- Assisting the Town Manager with RPF's for historic buildings and the grant for the Town Hall
- Work with the Friends of the Ware Town Hall committee

Long-term goals:

- Continuing to preserve as many of the historical buildings and landscapes that make up the unique character of Ware
- Creating a library of important documents and publications
- Cooperating with the Board of Governors for the Ware Center Meeting House and the Ware Historical Society
- Participating in the Ware Center Day, hosted at the Ware Center Meeting House by the Historical Society, that helps introduce Ware third graders to the history of our town
- Marching in the parade at Quabbin Cemetery on Memorial Day.
- Researching and coordinating a review and update of our inventory of historic houses and structures
- Continuing the Commission's involvement in the care of Nenameseck Square Fountain in co-operation with the Ware Parks Department.

Department of Information Technology – Town of Ware, MA

David Grace, Director

dgrace@townofware.com

413-967-9648 X127

The mission of Information Technology is to provide strategic vision, leadership and support solutions to the management and municipal employees of the town of Ware, Mass. The I.T. Department is responsible in providing the infrastructure for business automation, the governance for the use of the network and operating systems and assistance in providing the operational departments the functionality they need. The Information Technology office is located on the first floor of the Town Hall.

The I.T. Department services approximately 100 individual users and 130 Computers and Servers. The core functions of the department are Network Architecture & Application Server Administration, Disaster Recovery, IT Helpdesk (Computer repair & refurbishment), Server configurations (imaging & backup), PC update / antivirus maintenance, Service Contract management and lastly budget management (Quote & Purchase). Above all are security, intrusion and cyber-attack prevention on the town's personnel, financial and strategic systems.

The town of Ware's I.T. infrastructure consists of a core network (domain) called "townofware". This core network holds our user and application data, as well as the financial applications that are required to run the major departments of the town's government. Each department requires specific software applications to properly operate and manage daily business and to collect revenue for the town. Each employee that works in town offices is working via computer from 8:00 AM to 4:30 PM daily.

The primary location for the "townofware" is at the Town Hall. Here the main servers, of which there are 6, operate and control the core functions of the network and applications databases. Dedicated servers for Tax Assessment and Accounting are also located here. All application and user data is also stored electronically at the Town Hall. The Town Hall is connected to the internet via Comcast fiber. There is a direct fiber connection between the Town Hall and the Fire Station, as well as a High Speed wireless connection between the Town Hall and the Police Station. These high-speed connections are used for data backup and recovery in the case of an environmental disaster or catastrophic hardware failure. The systems in place allow us to recover from such an event in a matter of minutes, not months as was the case a few short years ago.

The town also has several other locations that have their own network infrastructures and dedicated servers, but are still linked into the town's overall network. The Fire Station, Police Station, Water Department and Senior Center have specific hardware that is required to coordinate and maintain operations and in some cases generate revenue for the town (water & sewer bills, Ambulance, etc.).

All other locations (Parks, DPW, WWTP and Barnes Street) are connected via the internet into the town's network using a secure VPN (Virtual Private Network). The Police Department also has a sophisticated network to coordinate the Police activities and to tie into State and Federal government databases.

The priorities of this year are a continued focus on security, compliance and infrastructure. In addition, several hardware and software updates were completed. Below is a list of the projects that have been completed during this last fiscal / calendar year.

- Hardware upgrades on all town Wi-Fi systems with added security protocols put into operation.
- Updates on all town firewalls with the installation of new firmware.
- Replaced aging servers at the Town Hall with new hardware and configured a more efficient use and backup configuration.
- Completed new user configurations and setup at several town locations including Town Hall, Water Department, Police Department, Fire Department and Waste Water Treatment plant.

- Continue to attend Western Mass Regional Information Technology Directors meeting in Westfield quarterly.
- Completed three new Cyber Security projects for the town. The first, Advanced Threat Protection on all town emails which provides testing and screening of all attachments and hyper-links in emails. The second is installation of the GFI Languard system which will automate computer and server upgrades. The last system to be put into place is the user password protection.
- Assisted with the installation the new camera surveillance system at the Water Department office. The vendor, Signet, also provided me with initial training of the systems.
- Assisted Valley Communications with the installation of the new voicemail system at the Police Department. As with other locations, the Police now have all voicemails sent to their respective email with the sound file attached.
- Completed the upgrade of the two IMC servers at the Police Station to Windows Server 2016.
- Completed the configuration and deployment 25 new computers for town employees. These upgrades occurred at the Town Hall, Fire Department, Police Department, Senior Center, WWTP and Barnes Street Water locations.
- I attended the FEMA Information Technology Service Unit Leadership class at the MEMA bunker in Framingham, MA during the week of September 11th. This was one of the first courses to be specifically focused on Information Technology in the Emergency Management list of classes. This course focused on the increasing importance of Information Technology and was an intense 5 days. I was fortunate to be one of the first to take the course here in New England.
- I set up 3 specific computer workstations for the Fire Department; Radio configuration, acting deputy Chief and alternate lieutenant. These computers were made available thru retrofitting existing computers.
- I installed the Genetec camera software on the new Emergency Operations Center computer located in the training / conference room at the Fire Station. This allows this specific computer to have access to all of the pertinent systems in the case of Emergency Operation activation.
- I installed a new primary server at Town Hall. I reconfigured existing servers to new roles and upgraded operating system software. Migration of the Financial systems to new machines with Windows Server 2016 and upgrade the 3rd party software from BudgetSense, AssessPro, Millennium and Point Software.
- The WWTP / Comcast project is finally moving forward. This was requirement by the state to have I have a high-speed internet connection for the WWTP systems. The end result was that we had to install fiber at the WWTP as cable was not available to us. However, this resulted in a renegotiation of our existing fiber contracts which lowered our monthly costs and provided a large boost in speed for the town systems.
- The town received a grant from the MASSIT / CYBER Security division for extensive training for all town email users on the best practices which include Security Essentials, Introduction to Phishing, Password Management and Safer Web Browsing
- The installation of a town-wide employee password management system to protect both the town and users' systems from potential hacking.
- Lastly, we will begin an update to the town's website, www.townofware.com, via our website host Revize.

The upcoming fiscal year's priorities will be on a continued improved to network security, cyber-security training and hardware improvements. These efforts will come in various forms, which include;

- New software and hardware installations for aging computers & Servers
- Implementation of new protocols both user email and user data
- Update and replace aging network infrastructure hardware (Switches, Firewalls and cabling) at the Town Hall and Fire Station.
- A town-wide firewall cloud-based management system.
- Potential upgrades to our Office 365 Business suite which would include Data loss prevention, in-place hold and litigation, message encryption, long term archiving (dynamic 100GB), Azure Multi Factor Authentication, User self-service password reset, mobile application management, windows update management, lifetime upgrades on all Office applications.



Town Pool

PARKS COMMISSION REPORT

Mission Statement

Our goal is to keep all facilities maintained, clean and safe for all to enjoy through the year.

Grenville Park

The Park is open rear round with the back section closed to vehicle traffic seasonally. The Park Department does keep the back clear of snow and sanded for walking pleasure. We ask all too please observe the speed limit, no parking and one way signs for the safety of everyone. We host a variety of youth sports organizations in the park. Baseball, football as well as soccer are played in Grenville Park on various fields here. The park also hosts the fireworks and a concert series. The park has walking trails and also offers a state boat ramp as well as handicap fishing access in the heavily stocked ware river. This past year we hosted a farmers market with hopes of a continued location in the future. We will be upgrading the home run fence at the 2nd diamond for the upcoming season as well as some work on the infields at both diamonds.

Deardon Memorial Field

Memorial Field continues to be the location for Ware High School Baseball, as well as other youth sporting organizations. The field is equipped with a lighting system to offer the ability for evening events. American athletics has provided a new liner for the skating rink to continue with the great success from last year. We will provide the lights to allow for night use as weather permits.

Reed Memorial Pool

We had another busy year at the pool with both open swim and swimming lessons. Swim lessons continue to be very popular for all ages and continue to fill up very fast. We also continue to offer the pool for birthday parties and other events. Park and Rec will be looking into the future to see what we do moving forward with our pool as it continues to age. A pool survey was available with over 300 people giving input on what they would hope to see moving forward.

Beauregard Playground

The playground is maintained on a regular basis and kept clean of trash and debris. We also look for any upgrades to the facility as well as keeping it safe. A new sign was installed to replace the existing one to honor Robert Beauregard.

Veterans Memorial Park

Located on Main Street, the Park continues to be used for different functions throughout the year from Memorial Day parade to the holiday flare.

Nenameseck Square

. The fountain continues to run in summer months and the square is decorated for the holidays.

Kubinski Field

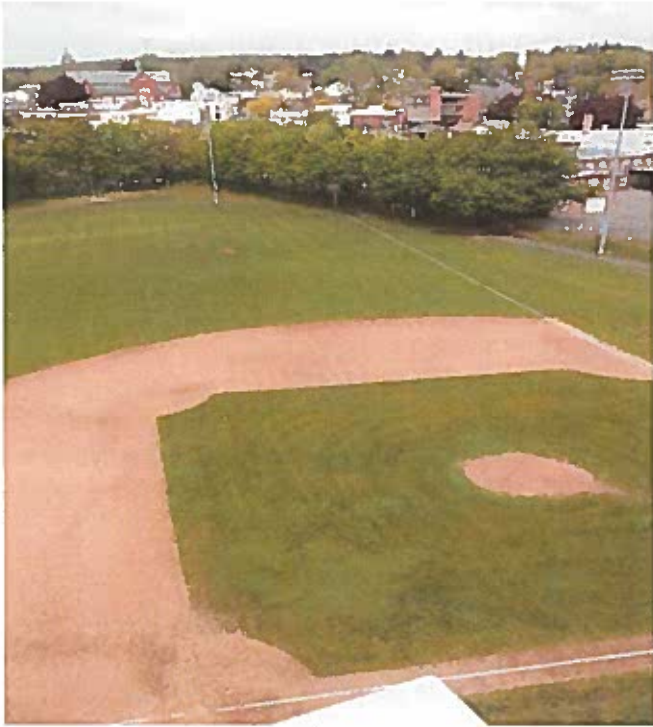
This field is under the division of the DPW. However the baseball diamond is maintained by the Park Department as long as funding continues. This field is heavily used by both the youth baseball and adult softball programs.

The Park Department has been and will continue to be a team player when it comes to helping the town out. We help other departments whenever we can to ensure we all work together to make WARE the best we all can.

The Park Commission wishes to thank John Piechota, the Park Manager, for his work and dedication to the Parks Department. John and his crew have done an exceptional job in keeping the Park's facilities maintained and safe.

Respectfully submitted,

William Imbier, Chairman - Park Commissioner
John Morrin, Park Commissioner
Kimberly Swarts, Park Commissioner
John Piechota, Park Manager



Memorial Field



National Night Out

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT ANNUAL REPORT 2019

The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District. In the 2018 state elections, incumbents Michael J. Cavanaugh (Palmer), Lorraine F. Alves, (Belchertown), William Johnson (Granby), Julie Quink (Hardwick), Marie Barbara Ray, (Ware) and Kathleen Barrett (Monson) were re-elected. Heather Weston (Warren) and Shane Stafford (New Braintree) both resigned, leaving vacancies in their respective towns. At the April, 2019 meeting of the Committee, David Kirk was introduced as the representative from Warren, having been appointed to fill the position vacated by Heather Weston. Members remaining on the Committee are David Droz (Palmer), Francesco Dell'Olio (Belchertown) and Jeffrey Nelson (Oakham), (New Braintree remaining vacant). At the Reorganization Meeting, David Droz (Palmer) was elected Chairman and Michael Cavanaugh (Palmer) was elected Vice-Chairman. Lorraine F. Alves (Belchertown) was re-elected Secretary. The Student Member of the Committee chosen by the students continues to be Elan de Ris, a non-resident student from Amherst.

CURRICULUM

Based on the most recent MCAS scores, Pathfinder has continued to improve on narrowing the proficiency gaps. For the second year in a row, Pathfinder Regional has been designated by the DESE accountability rating system as **Not Requiring Assistance or Intervention**. The reason for this rating is that **moderate progress** toward our state set targets was achieved.

Part of an ongoing strategy for District improvement has been the implementation of a Math Enrichment Curriculum for all incoming 9th graders. This course focuses on calibrating compulsory math skills as students enter Pathfinder, with emphasis in the second half of the year on concepts tied to both math coursework and technical content. Additionally, all 10th graders engage in a targeted MCAS Preparation course, reviewing content and test-taking strategies for the spring testing period. For the 2019-2020 school year, all 9th and 10th grade students will be taking a writing seminar. This is a trimester long course that focuses on basic writing skills to assist with raising the level at which students are writing for their English courses, as well as for the 10th grade MCAS assessment.

In addition to honors level courses in all core academic content areas at all grade levels, Pathfinder also offered Advanced Placement coursework in Calculus, Statistics, English Language and Composition, US History, and English Literature and Composition. In May 2019, 37 students sat for 47 exams. For the 2019-2020 school year, additional Advanced Placement courses were added in Psychology, Government and Politics, and Environmental Science. Efforts to increase the higher-level offerings for students are ongoing. In addition to adding several Advanced Placement offerings, a new Studio Art program was created. The Art program is an elective offering that is available to students in all four grades. A highly experienced Art teacher was hired to lead the program in a classroom that was remodeled to serve as an art studio.

Curriculum on a whole is continuously being vetted and evaluated to make sure that students are mastering standards that are determined in the frameworks prescribed by the DESE. For the 2019-2020 school year, two pieces of educational software have been added into the curriculum, one for Math, and one for English Language Arts. In our math courses, teachers are utilizing *Illuminate Education*. *Illuminate Education* is a digital assessment platform, where teachers can build common summative assessments for our math courses, after which data can be collected and analyzed to better our instruction. The platform has the same capabilities technologically as the new MCAS 2.0 assessment, so our students can begin practicing with the same style of technology enhanced questions as they will see on the assessment. For English, our teachers have been utilizing a program called *Study Sync* by McGraw Hill. *Study Sync* is a digital curriculum where our teachers and students can deliver and receive their instruction on a computer or Chromebook. The curriculum makes use of all the typical novels that would normally be seen in an English Language Arts curriculum, but moves it into the digital age. It also allows our students to practice responding to questions and prompts more frequently using a computer or Chromebook, which will enable them to practice for MCAS 2.0. Including more electives and pathways in academic areas is a continuing conversation, in order to make sure that

the needs of all learners are met. Course progressions in each academic area are being evaluated and discussed in order to be proactive for students and their development.

SELECTED MUNICIPAL AND COMMUNITY PROJECTS:

During 2019, Pathfinder's technical programs received 747 requests for work to be performed.

Advanced Manufacturing

- Designed and machined aluminum cribbage boards for a number of local non-profit organizations for fund raising events.

Automotive Technology

- Performed work on 360 vehicles, an increase of 43 from the previous year, resulting in a savings of over \$89,000.00 for members of the community when compared to average industry rates.

Carpentry

- Completed renovations at the Ware Senior Center.
- Crafted a variety of items for local non-profit organizations for fund raising events.
- Installed a partition with a door in the main lobby of Palmer's Fire District 1 fire station.
- Constructed 12 bird houses for Three Rivers Fire District Prudential Committee.
- Began Construction of a 20'X35' cabin at Bondsville's Camp Stanica.
- Assisted in constructing the Plumbing Shop mock house.

Culinary Arts and Hospitality Management

- Hosted a Community Justice lunch/banquet at the request of the Palmer Police Department.
- Hosted a Roundtable Breakfast for Hampden County District Attorney, Anthony D. Gulluni.
- Perso, Pathfinder's restaurant, totaled over \$22,944.23 in sales in 2019, resulting in a savings of over \$45,000 to patrons when compared to industry pricing.
- Pathfinder's Culinary Arts Bake Shop filled numerous orders for assorted baked goods for members of the community.
- Hosted a River East School- to- Career meeting.

Electrical

- Completed numerous projects at Pathfinder, including all of the electrical work required for the renovation of the new plumbing shop.
- Fixed multiple light fixtures for the Palmer Police Department.
- Installed an exit sign at Palmer Fire Station.

Health Assisting

- Coordinated one blood drive with the American Red Cross and one with Baystate Medical Center.

Horticulture

- Pruned trees for Belchertown Public Schools.
- Performed grounds maintenance and tree work on Pathfinder's campus.
- Completed tree work for the Belchertown Conservation Commission at Holland Glen Forest Conservation Area.
- Designed and constructed a vegetable garden at Camp Ramah in Palmer.

Heating, Ventilation, Air Conditioning & Refrigeration

- Completed numerous projects at Pathfinder, including all of the HVACR work required for the renovation of the new plumbing shop.

COOPERATIVE EDUCATION PROGRAM

Cooperative Education Program / WIOA

Eighty-Eight students participated in the school's Cooperative Education Program. This program provides opportunities for paid, career-related jobs *in lieu* of students' attending their career and technical education courses. In this real work environment, the students enhance their technical skills, develop interpersonal skills, and experience valuable lessons in maintaining a balance of their personal lives, school academics, and their jobs. The Cooperative Education experience is a reward to those students who demonstrate positive attitudes, good attendance, and better than average grades in their technical and academic classes.

Partnerships with area businesses and our strong Advisory Committees have been a driving force in obtaining cooperative education placements. Pathfinder is committed to providing students with this valuable opportunity which often leads to full-time employment upon graduation, and intends to continue to work closely with regional businesses to expand the program.

In addition to the Cooperative Education program, Pathfinder is an In-School WIOA Title I Youth Vendor. As a result of this grant award, Pathfinder coordinates and oversees both subsidized and unsubsidized employment opportunities for eligible students during the summer and throughout the school year. Currently there are 20 active participants in the program with students who have worked at the Palmer Library, Silver Bell Farm, and Monson Savings Bank to name a few. Pathfinder strives to align the WIOA employment opportunities with the student's Career and Technical program. In December 2019, the current WIOA participants may be eligible to receive a grant funded bonus for meeting the necessary incentive criteria. The criteria include: 100% attendance during the trimester; pass all academic and career and technical classes; full participation in extracurricular school activities such as sports, student organizations, clubs, etc.; full participation in community activities such as recreational sports, Eagle Scout, driver's education, etc.; maintain a working position for at least 10 hours per week or active job search; enroll and fully participate in a community/social agency based program; begin and/or complete the Workplace Readiness Certificate Program; and be awarded a Pathfinder diploma and Chapter 74 Vocational Certificate or area high school diploma.

STUDENT BODY AND STUDENT SERVICES

Pathfinder's total enrollment was 626 as of October 1, 2019, including the following numbers from member towns: Belchertown 84; Granby 17; Hardwick 22; Monson 77; New Braintree 4; Oakham 12; Palmer 172; Ware 134; and Warren 44. The remaining students were residents of out-of-district communities, the largest number of students (20) coming from West Brookfield.

The Guidance Office—which also serves as the Admissions Office—received far more applications for the 9th grade openings than the school could accommodate. Transfer opportunities into the 10th or 11th grades were also very limited. Consequently, the school experienced another year with students in pending status.

In October & November, Pathfinder's Guidance Director visited the 8th graders in member towns to provide an overview of Pathfinder's offerings and the application process. *Showcase Day* occurred on the morning of November 26th with over 250 8th grade students from member districts participating in interactive hands-on experiences in three different technical program areas with opportunities to hear directly from staff, Student Ambassadors and current student volunteers. Our annual *Career Night* followed on December 11th, for 7th & 8th graders and their parents. About 500 guests in attendance were treated to a pasta dinner and had an opportunity to visit any program of interest. Pathfinder's online applications opened at the Career Night Event allowing interested 8th grade students & parents to complete an application right on-site with staff assistance available if needed. By the end of the evening, over 100 applications were submitted.

On May 2nd the Pathfinder Chapter of the National Technical Honor Society recognized the largest group yet of deserving members in an impressive ceremony. The group of 45 students consisted of 20 returning seniors, two new seniors and 23 new juniors; to qualify, students must have a cumulative GPA of 3.5 or above and exhibit the qualities of skill, honesty, service, responsibility, scholarship, citizenship, and leadership.

At the Annual Outstanding Vocational-Technical Student awards dinner sponsored by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Vocational Association (MVA), Palmer resident Jason Malouin was recognized as Pathfinder's honoree. Jason was a remarkable Electronics Technology student with an unparalleled work ethic. Jason, a top student with a 4.03 GPA, received multiple awards for excellence and outstanding achievement in both technical and academic endeavors. Throughout his high school career, Jason's coursework was impressive, consisting of ten honors, five AP, three *Project Lead the Way* and four STCC college courses. In addition, he was a two-year member of the National Technical Honor Society and a John & Abigail Adams Scholarship recipient. He also was a vital member of the Vex Robotics team as lead programmer. Jason, President of Pathfinder's SkillsUSA chapter, earned Silver & Gold medals, was recognized as Pathfinder's Outstanding SkillsUSA student in 2018, and made Pathfinder proud earning a National Gold Medal in Louisville, KY in June 2019. Jason planned to double major in Electrical Engineering and Computer Science and began attending Western New England University this fall.

On June 7, 2019, the graduating class of 125 students received diplomas and technical certificates at commencement exercises. Approximately 40% of the graduates received scholarship awards totaling over \$30,000 during the annual Scholarship Night ceremony on May 30th, with much more made available through John & Abigail Adams Scholarships, as well as awards and grants to our graduates from the colleges and universities to which they had been offered admission. Once again, state and local organizations and businesses, post-secondary institutions, as well as private individuals, continued to recognize the ability and potential of Pathfinder graduates in the form of generous donations. The school committee, administration-- and particularly the graduates-- are grateful for this support and are especially proud of the number of awards that have been made to honor the memory of former Pathfinder students and staff members.

The staff in the Guidance Department continued to work on helping students to be **College and Career Ready** through updating its curriculum and broadening its services in order to assist students as they transition to post-secondary education or the workforce upon graduation. The Guidance Department is also responsible for overseeing the 504 Accommodation Plans for more than 50 students. This involves setting up meetings with teachers, students, and families to update plans and to ensure that the appropriate accommodations are in place.

Pathfinder has renamed its Special Education Department to the Department of Student Services in order to reflect the work that is being done in that Department not only for Special Education, but also for universal mental health supports. A new Director was hired whose expertise is in the field of mental health, and in addition to overseeing Special Education practices, she will facilitate the creation and implementation of a schoolwide system of social emotional supports for all students who need it.

The Student Services Department has been responsible for executing the Individualized Education Plans (IEPs) for approximately 178 students. The department has offered a range of assessment, educational, and counseling services that strive to meet the diverse needs of our students. The Department works cooperatively with students, their families, academic and vocational teachers, and service providers in order to assist each student in reaching their educational goals. The Special Education Department provides a continuum of services with instruction taking place in both inclusion settings and in special education classrooms.

The Department continues to offer literacy instruction for qualifying students. The Department also continues to utilize assistive technology- including text- to- speech; speech- to text (voice dictation), and word prediction that assists students in reaching their academic potential. In addition to its investment in assistive technology, the department also utilizes *Bookshare*, which is an organization that provides books in digital format for individuals with visual and learning disabilities.

The Special Education Department has also continued to develop partnerships with outside agencies, including the Massachusetts Rehabilitation Commission (MRC) and the Department of Developmental Services (DDS) in order to

assist students in their transition to post-secondary life. The Department is also working on improving its transition planning services by identifying-- and when necessary developing --transition planning assessments to identify unique student needs.

STUDENT ACTIVITIES

In February, the International Travel Club held their 4th annual dodgeball tournament, where the team of five staff members was the winner, and the Class of 2021 held a semi-formal snowball dance.

In March, the Class of 2021 held a 3-on-3 basketball tournament, where again, the staff team was the winner.

In March, both Pathfinder robotics teams qualified for and participated in the VEX Robotics State Championship at Quinsigamond Community College. Both teams performed very well.

March was a busy and successful month for competitions! Six Business Technology students placed in the top five for their events at the Business Professionals of America state-level competition. The events were in Interview Skills (1st), Spreadsheets (1st and 4th), Small Business Management Team (3rd), Entrepreneurship (5th), and Office Systems (5th). One hundred twenty students represented Pathfinder at the SkillsUSA District V Competition which took place at Bay Path RVTHS. At the event, nine students were awarded gold medals, five silver medals, ten bronze medals, and two students earned perfect score awards! Horticulture students participated in the FFA State Convention, where students placed first and third in the Science Exhibit, and third in Team Demonstration. Business Technology students also competed in the Junior Achievement of Western MA EnTEENpreneur Challenge, where student teams took home four out of the five awards! First and second places for the Pitch Contest, Best Trade Booth Display, and Most Innovative Product.

Also in March, twenty outstanding Pathfinder female students attended the third annual Girls in Trades Career Fair at STCC. Senior Cherylann Skrocki was a Co-Master of Ceremonies along with a senior student from Putnam Voc Tech. The female students from Pathfinder's Advanced Manufacturing Program crafted a personalized cribbage board and presented it to guest speaker, Lt. Governor Karyn Polito. Springfield Mayor Dominic Sarno recognized Pathfinder and called the students to the podium.

In April, Pathfinder Horticulture students created beautiful floral arrangements for the Springfield Museum of Science Festival of Flowers. Pathfinder Seniors attended a Credit for Life Fair, where students engaged in an interactive simulation to learn about budgeting for life's expenses.

Continuing a local tradition, Pathfinder hosted a dinner in the spring honoring the Massachusetts Association of School Superintendents' Academic Excellence Award recipients. This award is given in recognition of high school students in Pathfinder District towns who have distinguished themselves in the pursuit of excellence during their high school career. Pathfinder was proud to recognize Electronics Technology Senior Jeremy Trembley.

On April 24th through 26th, twenty Pathfinder students attended the SkillsUSA State Leadership Competition, bringing home the following eleven medals: gold and bronze in Electronics Technology, Silver (team of three) and bronze (team of three) in Automated Manufacturing, and bronze medals in Mechatronics (team of two) and Prepared Speech.

In May, three Business Technology students competed at the Business Professionals of America National Leadership Conference in Anaheim, CA. Junior Jacqueline Garvin medaled in 8th place for Interview Skills, and Sophomore Cassandra Hayden placed 12th nationally in Word Processing.

Pathfinder Cosmetology hosted the 6th annual Beauty School Battle on May 9th, where students from across the State were in attendance. Pathfinder Cosmetology students placed in the following categories: 1st and 3rd in Fantasy, and 2nd in Cultural.

Programming & Web Senior Cherylann Skrocki was nominated for the Telegram & Gazette's 2019 Student Achiever award program.

In May, CAD/Pre-Engineering Instructor Justin Bren was nominated as the Country Bank Teacher of the Month. Mr. Bren was nominated by Sophomore CAD/Pre-Engineering student Jacob Marek for his outstanding efforts helping students prepare for the robotics competitions throughout the year, and for the significant impact he has had on his students.

On June 1st, the Class of 2021 held a carwash in Belchertown to raise money for their Junior prom.

Business Technology Junior Alexis DeBettencourt appeared on Western Mass News on June 7th to discuss her teen business, *Brush It Off*. Her entry was one of fifteen teams (out of thousands of applicants) selected to compete in the Junior Achievement National Student Leadership Summit in Washington DC at the end of June.

In September, Pathfinder FFA students had the opportunity to work in the Farm-O-Rama building on opening day of the Big E. Students participated in both the Floriculture and Landscape Design Competitions this year as well.

On September 22nd, Pathfinder held its 27th Annual Car Show, proceeds from which helped to defray the cost of sending students to the annual SkillsUSA competition. This successful show attracted car lovers in all generations, and was the largest in history with 240 registered show vehicles in attendance!

On October 4th, the Class of 2020 and the Class of 2021 hosted Pathfinder's first Fall Festa event to help raise school spirit and money for their classes.

On October 12th, the golf team hosted a golf tournament to raise money for golf team equipment.

On October 23rd, Pathfinder hosted the Western Massachusetts Girls in Trades Career Fair. Massachusetts Girls in Trades was launched in 2015 by a partnership of educational, governmental, and trade union organizations with a shared goal of supporting and encouraging female Career and Technical Education students and alumnae to pursue careers in the building trades. Carpentry Junior Avery Kozloski was selected as the Co-Master of Ceremonies.

Also on October 23rd, Pathfinder unveiled their new Ch. 74 Plumbing Program, which was made possible through a substantial award from the FY19 Skills Capital Grant Program. Secretary of Education James Peyser attended the event along with members of Pathfinder's School Committee, Pathfinder's General Advisory Committee, and the Massachusetts Association of Vocational Administrators.

Business Technology students competed in the Junior Achievement of Western MA Stock Market Challenge on November 17th. One of Pathfinder's five teams placed second out of 47 teams competing at the event.

Pathfinder Robotics Team #785B earned a spot in the 2020 VEX State Robotics Competition on November 9th, when they were awarded the VEX Judges Award for their meticulously detailed journal.

On November 15th, the Pathfinder Programming & Web students hosted their first Technology Recycling drive as part of the STEM Week Challenge, and received an award due to successfully collecting 7,138 pounds of equipment during their drive.

In November, Pathfinder learned that 37 Seniors qualified for the John & Abigail Adams Scholarship for their outstanding performance on MCAS testing.

The Student Council sponsored food drive was a success as it brought in 1,956 canned/boxed goods and 75 turkeys on November 26th to support the local communities!

Several Pathfinder Culinary Seniors won the award for "Most Creative" at the Massachusetts Statewide Holiday Gingerbread House Building Competition at the Governor's annual holiday tree lighting and open house on December 4th! The students replicated the historic Stone House in Belchertown.

Students and staff enjoyed spirit week during the last school week in December. The various themes were holiday outfit/ugly sweater day, crazy sock day, and pajama day. The Pathfinder Culinary Arts and Hospitality programs put

on a fabulous holiday buffet for staff and students on December 18th. On December 20th, the Advanced Manufacturing program held their 25th annual car derby, in which all 10th through 12th grade Advanced Manufacturing students compete with the cars they built.

ATHLETICS

The Fall 2019 Football Program included new coaching arrangements. Eric Simard moved to a varsity coaching position, while Phil Gallo and Brad Lord became the JV coaches. Six 9th grade students joined the team which included 21 players.

Football practices were moved from Pulaski Park to a closer field located on Route 181. The team experienced a “building season” with 2 wins, one versus Smith Vocational and the other versus Athol.

The Girls’ Soccer team qualified for the Western Mass. Tournament but lost to McCann Tech in the first round.

Pathfinder joined Palmer H.S. in Boys’ and Girls’ cross-country under a co-op arrangement for two seasons. A similar arrangement continued in field hockey co-op as another option for our students to participate in athletics.

The 2018-19 Girls’ Basketball Team qualified for the Vocational Tournament as well as the Western Mass. Tournament. They hosted St. Mary’s in possibly the 1st home game ever for Pathfinder Girls’ Basketball in the Western Mass. Tournament, which was a victory for the Pioneers.

Pathfinder continued a co-op arrangement for Wrestling with Palmer and Ware High Schools as well as a co-op program in Swimming with Palmer H.S.

Pathfinder’s relatively new Lacrosse Team experienced its first 2 wins. Freshman Andrew Hurst was selected for the 2019 All Western Mass. Boys’ Lacrosse Division III Award. Sharing the same field as both softball teams continued to be an issue to work around in terms of scheduling practices and games.

Spring coaching positions included: Andrew Dalesandro (Varsity Softball); Maddie Weldon (JV Softball); Phil Gallo (Varsity Baseball); Zack Dreher (JV Baseball); and Ryan Gonyea (Lacrosse)

GRANTS, DONATIONS AND CONTRACTS

Program Name	Amount	Application
Federal Grant SPED Grant #240	FY 19 \$233,003 FY 20 \$240,291	Instructional and Support Staff, Contractual Services, Supplies, Transition Services and Travel for Supporting Students with Disabilities
Federal Grant Teacher Quality Title IIA Grant #140	FY 19 \$28,325 FY 20 \$23,014	Contractual Services, Supplies, and Travel for Improving Basic Programs Operated by Pathfinder
Federal Grant Title I #305	FY 19 \$140,972 FY 20 \$141,183	Instructional and Support Staff, Stipends, Supplies and Travel for Improving Basic Programs
Federal Grant Title IV #309	FY 19 \$10,421 FY 20 10,000	Textbooks, Related Software/Media/ Materials
Gene Haas Foundation Secondary School Grant	FY 19 \$4,000	Skills USA, Advanced Manufacturing Regional and State Competition.

Federal Grant Perkins #400	FY 19 \$105,043 FY20 \$97,131	Plumbing Instructor Salary; Travel for High Quality Professional Development
Health Grant	\$3,000 per year through 2029	Supplies to support school nurse and PD
Federal Grant WIOA	FY 19 \$44,338 FY 20 \$41,606	Student and Support Staff Salaries for In-School Youth Employment Opportunities, Travel and Fringe Expenses
Commonwealth of Massachusetts Safer Schools and Communities Grant	FY 20 \$8,696	Pathfinder was awarded funds from the Safer Schools and Communities Initiative to upgrade 13 Exterior Door Locks. Additionally, funds to purchase Security and Identification Cut Out Numbers, and 12 security locks for overhead doors.
Massachusetts Skills Capital Grant	FY 20 \$225,000	Pathfinder was awarded this grant in order to continue to create quality pathways in high-skilled, high-demand industry sectors, and to enhance course offerings for students interested in a Biomedical Science and Engineering Pathway.
Massachusetts Skills Capital Grant Round 2	FY 20 Round 2 \$322,161	Pathfinder was awarded this grant to continue the capacity building of the Biomedical and Science Pathway Initiative award stated above. The funds from this award will be utilized for Health Assisting and Science Lab upgrades along with the Prototyping and Fabrication Lab.
TOTAL FY 20 GRANTS	\$1,137,082	

SPECIAL PROGRAMS

The Summer Youth Enrichment Program continued to enjoy huge success with over 125 students selecting 190 different program slots-- over 60 children a week!

Parent and student satisfaction with the Youth Enrichment Programs has been extraordinary. Many students return to the program several times and express regret when they become too old to participate. It serves as an excellent introduction to Pathfinder and its environment. A sizeable percentage of participants from the Youth Enrichment Program enroll in Pathfinder once they reach the 9th grade!

Once again, Pathfinder offered an online Academic Summer School program designed to enable students to recover credit needed for promotion or graduation through a four-week, 40-hour course of study, which ran from the second week of July through the first week of August. Additionally, Pathfinder offered in-district students a Vocational Related Summer School credit recovery option that spanned five days and a total of 20 hours from July 31-August 4. In total, 146 students from 16 districts completed 188 summer school courses.

FACULTY AND STAFF

Currently the Pathfinder staff consists of 44 vocational teachers, 24 academic teachers, 2 teaching assistants, 1 part-time athletic trainer, 9 special education teachers, 3 counselors, a psychologist, a library-media specialist, a speech & language pathologist, a behavioral specialist, a school nurse and 9 paraprofessionals. The school is managed by the Superintendent and a group of 8 professional administrators as well as a full-time grants/cooperative education coordinator. The support staff includes 7 custodians, 11 clerical personnel, and 2 cafeteria workers.

In June, the school said farewell to retirees Jeanne Maszta (Special Education), Vincent Yurkunas (Science), Holland Hoagland (Title I) and Dee Scott (Data Specialist).

Individuals new to Pathfinder included : Diana Brown (Data Specialist), Cathleen Riberdy (Clerical), Sarah Dunaj (School Nurse), Christian Covert, (Science), Erin Welby (Science), Laura Asson (Social Studies), Darlene Henshaw, (Art), Anthony Jianaces (Math), Matthew Gilbert (Special Education), Suzanne Orlando (Program and Web), April Duguay (Professional Skills) and Christopher Garrow (HVAC).

The one administrator new to Pathfinder was Erika Boulware (Director of Student Services).

Dr. Paist continues to serve on the Board of Directors of the Massachusetts Association of Vocational Administrators and on the Board of Directors of the Quaboag Hills Chamber of Commerce. An active member of the Assn. for Career & Technical Education, he is one of two Region I Directors for that organization's National Council of Local Administrators (NCLA).

BUDGET AND FINANCE

In March of 2019, the school committee adopted a final FY20 budget of \$14,471,803 representing a 2.23% Increase over the previous year. The 2.23% Increase in FY20 also included the fourth year of five years' payments on the Total Roof Replacement Project. Subsequently, Pathfinder's nine member communities unanimously voted approval on their assessments during their 2019 town meetings, thereby approving the FY20 budget pursuant to the regional school budget statute. (Please note that Pathfinder's budget increased 1.97% in FY19, 0.00 % in FY18, 3.92% in FY17, 1.59% in FY16, and decreased 0.34% in FY15).

Included in Pathfinder's FY20 approved budget assessment calculation, the Regional School Transportation Reimbursement Rate was estimated conservatively at 65 % based on DESE's recommendations at that time. For FY19, the final Regional School Transportation Reimbursement Rate was 77.2 % for acceptable charges. Any additional funds received were placed in the District's approved Surplus Transportation Aid Account and must be used in the following fiscal year to reduce the District's transportation budget pursuant to Massachusetts General Law.

As stated in past years, Pathfinder has generated substantial annual revenue from the enrollment of non-resident tuition students after all eligible in-district applicants have been accepted. These revenues are used to subsidize the annual operating budgets and reduce District assessments. Annual out-of-district tuition revenue for the last 4 years is as follows: FY16 @ \$415,660, FY17 @ \$561,359, FY18 @ \$566,234, and FY19 @ 579,176. Pathfinder currently anticipates FY20 revenues to be consistent with the revenues over the last 3 years.

Pathfinder's Chapter 70 Aid has changed very little in past years with a total increase of \$36,699 for the last three years (FY17 through FY19). For FY20, the Commonwealth began to phase in Foundation Budget Review Commission Recommendations to update the Chapter 70 formula. It's been reported that this phase in will occur over a 7 year period, beginning in FY20. For the current FY20 year, Pathfinder's Chapter 70 aid increased \$591,734 due to an increased enrollment of 26 in-district students (4.7 % student increase over the previous year based on 10/1/2019 enrollment) and due to the high rate of the economically disadvantaged student population (rated in the 9th highest decile of the 10 subsections). **For the FY20 town assessments, the Chapter 70 increase allowed Pathfinder to mitigate the 2.23% total budget increase of \$315,219 and resulted in a cumulative assessment decrease of \$183,704 to the member communities.**

In conclusion, the state's adoption of updates to the foundation budget calculation has acknowledged that previous foundation funding was inadequate and disproportionately burdened communities in regard to public school funding. The updates to the foundation calculation will more fairly fund areas such as employee and retiree health insurance costs, special education costs, English Language Learner costs and economically disadvantaged disparities. While these foundation calculation updates are a great first step for public school funding over the next several years, we hope that the state continues to review / update the calculation in the areas such as the determination of required local contribution and Rural Aid. With these changes in mind, Pathfinder is has positioned itself to meet the programmatic and vocational needs of its member communities to ensure an exceptional career and technical education in a fiscally responsible manner.

The following chart illustrates the FY20 assessments (voted in spring of FY19) to each member community:

ASSESSMENT CALCULATION FY2020:								
TOWNS	MINIMUM CONTRIBUTION	ADDITIONAL CONTRIBUTION	CONTINUING EDUCATION PROGRAM	3 YEAR CAPITAL PLAN	TRANS-PORTATION	RETIREE HEALTH INSURANCE	ROOF PROJECT ASSESSMENT	TOTAL ASSESSMENT
Belchertown	909,285	245,744	21,560	17,568	62,108	54,338	36,277	1,346,880
Granby	258,214	50,059	7,617	6,207	12,652	11,069	12,817	358,634
Hardwick	197,596	63,711	3,464	2,823	16,102	14,088	5,828	303,612
Monson	778,045	175,206	9,545	7,778	44,281	38,741	16,061	1,069,657
New Braintree	59,109	13,652	1,466	1,194	3,450	3,019	2,466	84,357
Oakham	155,876	34,131	2,495	2,033	8,626	7,547	4,199	214,906
Palmer	1,189,582	364,065	14,091	11,482	92,012	80,501	23,710	1,775,443
Ware	697,670	257,121	12,695	10,345	64,983	56,854	21,361	1,121,028
Warren	305,263	125,147	7,067	5,759	31,629	27,672	11,892	514,429
TOTALS:	4,550,640	1,328,838	80,000	65,190	335,842	293,828	134,610	6,788,948

CONCLUDING STATEMENT

As Pathfinder enters its 47th year offering quality career and technical education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. They have made substantial contributions to the economic health of our District. The committee recognizes that, in this era of accountability and high expectations, many changes need to be made. The increased emphasis on academic skills needs to be maintained without diminishing the quality of students' technical studies.

Finally, the committee wishes to thank our legislators, town officials, and the several town meetings for their support over these years.

The committee is mindful of the prediction that FY20 fiscal picture will undoubtedly present another challenge. However—as always—the goal will be to preserve the quality of education that the students deserve.

Respectfully submitted,

David Droz (Palmer), Chairman
Michael J. Cavanaugh (Palmer), Vice Chairman
Lorraine F. Alves (Belchertown), Secretary
Francesco Dell'Olio (Belchertown)
William E. Johnson (Granby)
Julie Quink (Hardwick)
Kathleen Barrett (Monson)
Vacancy (New Braintree)
Jeffrey Nelson (Oakham)
Marie Barbara Ray (Ware)
David Kirk (Warren)
Elan de Ris, Student Member

Gerald L. Paist, Superintendent-Director



Somewhere
Worth
Living



Somewhere
Worth
Investing



Somewhere
Worth
Volunteering



Somewhere
Worth
Exploring

PLANNING & COMMUNITY DEVELOPMENT DEPARTMENT

PLANNING & COMMUNITY DEVELOPMENT OVERVIEW

The Planning & Community Development Department (PCD) staff continues to support the Planning Board (PB), Zoning Board of Appeals (ZBA), Community Development Authority (CDA), the Tax Increment Financing Committee (TIF) and the Open Space Committee. Our accomplishments are a reflection of the commitment and dedication that the Board and Committee members have offered through their time and efforts. We believe in the potential Ware has to succeed as an ideal location for attracting and retaining new opportunities for residents, families, volunteers, visitors, and businesses within a small town setting.

NEW ENDEAVORS

The year of 2019 was one of change for the Planning and Community Development Department. After serving the town in various capacities, Mr. Rubén Flores-Marzán, AICP, left the Director position at the end of 2018. The Department saw the departure of Ms. Judi Mosso, MPA, in February 2019. The Board would like to thank both of them for their service to the Department and the Town. We wish them well on their new endeavors.

WELCOMING

In March of 2019, the Department welcomed the new Director of Planning and Community Development, Ms. Rebekah L. DeCoursey. Ms. DeCoursey is a graduate of the University of Massachusetts with a dual Masters in Regional Planning and Landscape Architecture. She is a welcome addition to the Department and we hope that she will also enjoy a long tenure with the Town of Ware. The Board and Department also welcomed Ms. Nicole Croteau as the administrative assistant. Ms. Croteau worked for an engineering firm for over sixteen years as an Office Manager and has been a great asset to the Department.

WAYFINDING

In collaboration with the Edward and Barbara Urban Foundation, the manufacturing and installation of the Wayfinding Signs were completed in 2019. The Town's motto still remains "The Town That Can't Be Licked." Through the Wayfinding initiative, a consultant helped create the tagline "Somewhere Worth Seeing" – this is the tagline people now see as they enter town. In addition to the welcome signs, signs were installed to direct people to parking, recreational fields, schools, and historic assets. Seeing this project come to fruition was a great accomplishment for the PCD Department this year.

2019 ACCOMPLISHMENTS OF THE PCD DEPARTMENT

- ✓ In Collaboration with the Edward and Barbara Urban Foundation, implemented the final Wayfinding project components
- ✓ Continue collaboration with the Chicopee 4 Rivers Watershed Council by sponsoring water samples sites and supporting efforts to create "Blue Trails" of our waterways
- ✓ Continue to work on updating the Subdivision Control Law Regulations Bylaw
- ✓ Amend the Solar Bylaws
- ✓ Draft a Scenic Road Bylaw to help preserve and protect the beauty of the trees and stone walls within the public right of way on some of the historic roads.
- ✓ Began creating Planning Board Rules and Regulations
- ✓ Continue to seek funding through a variety of grant opportunities to improve the quality of life in Ware
- ✓ Work with the WBC&A to enhance the downtown and promote businesses throughout Ware in continued efforts to revitalize and attract visitors

- ✓ Collaborate with Zoning Officer and supporting Departments to work towards the elimination of substandard and blighted conditions throughout Town
- ✓ Continue to seek professional development opportunities and incorporate lessons in daily work
- ✓ Draft amendments to land use regulations – recent changes to the Zoning Bylaws which will include proposed 2020 revisions to the Solar Bylaws;
- ✓ Secured a \$50,000 grant from the Office of Energy and Environmental Affairs to study the underground tunnels in the Millyard with demolition and future development in mind.

ZONING ARTICLE SUMMARY

Department staff and Board staff researched, drafted, and presented amendments to the Zoning Bylaw at the Special Town Meeting in March and the Annual Meeting in May 2019. A major change included the setbacks for ground-mounted solar facilities to increase, and to allow cultivating marijuana in the Rural Residential zone. The most important approved article was to allow a fourteen-month temporary moratorium on large ground mounted solar facilities. This was passed in order for department staff to review and better understand current solar requirements, evolving design standards, and installation process for construction.

PLANNING BOARD

The Planning Board, consisting of five (5) appointed members and one (1) appointed alternate member, met regularly during 2019. It has always been the Board's best interest to meet as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Ware. Towards the end of the year, a majority of the meetings were video recorded, and most recently broadcast via the local public cable access.

The principal responsibilities of the Planning Board are to foster sound community growth and development while preserving community character, heritage, and natural resources. To do so the Board reviews and evaluates commercial site plans, subdivisions, subdivision "Approval Not Required" plans (ANR's), proposed zoning bylaws, and zoning map amendments. Responsibilities are contained in the Massachusetts Zoning Act, Chapter 40A, and the Municipal Planning and Subdivision Legislation, Chapter 40A. Local authority and responsibilities are found in the Town's *Zoning Bylaws*, adopted and amended at Town Meetings, and the Board's *Subdivision Rules and Regulations*.

The Planning Board Members are as follows:

Name	Position	Term End
Richard Starodoj	Chairman	2021
Joshua Kusnierz	Vice Chairman, PVPC Delegate	2022
Joseph Knight	Clerk, PVPC Alternate	2023
Edward Murphy	Member	2024
Frederick Urban	Member	2020
Jennifer Muche	Member, Alternate	2020

THE YEAR IN REVIEW

During the calendar year of 2019, the Planning Board held twenty-nine (29) regular meetings, one (1) scheduled site visit, and three (3) executive session meetings. This past year had been a very busy one for the Board with participation in a variety of projects, in addition to the normal permitting review. The Board reviewed the applications of several large scale solar array projects subject to a zoning use freeze under Chapter 40A of M.G.L. that were not effective by the Town's solar development moratorium.

Longtime member of the Board Christopher DiMarizo resigned at the beginning of 2019. The Board and PCD Department thank him for his service and dedication to the Town during his time. Alternate Edward Murphy was appointed to fill his position and was voted in as a full member at the April 2019 election. Jennifer Muche was appointed as an alternate to fill that position and was truly appreciated to fill in on the Board as necessary during the year.

Below is a list of permits the Planning Board has processed this year, not all may have decisions at this time:

Approval Not Required (ANR's)

John Soper	Greenwich Plains Road
Edward & Richard Couture	Greenwich Road
Frederick Smith	Greenwich Road
Joel Harder	Osborne Road
Terrance Smith	Old Poor Farm Road
Palmer Road 1031 Exchange, LLC	Palmer Road
Terrance Smith	Old Poor Farm Road
Ryan Sidur & Kelsey Jurczyk	Old Gilbertville Road
Angeline Messier & Greg Harder	Old Gilbertville Road
Estate of Wilfred Trombley & David Dimo	Babcock Tavern Road
Trozzen, LLC	Bacon Road

Special Permit (SP) & Site Plan Review (SPR) Applications

Special Permit – Greenwich Road Realty LLC located on Greenwich Road requested a Special Permit to allow Earth Removal within the RR District. *Approved with Conditions.*

Special Permit – Frederick Smith on Greenwich Road requested a Special Permit to allow the extension of the active Earth Removal permit to be continued for one (1) year within the RR District. *Approved.*

Special Permit & Site Plan Review – Curaleaf at 124 West Street requested a Special Permit and Site Plan Review to allow a licensed recreational marijuana establishment within the HC District. *Approved with Conditions.*

Special Permit & Site Plan Review – Cedar Roots and MRL LLC at 50 East Main Street requested a Special Permit and Site Plan Review to allow a licensed recreational marijuana cultivation establishment within the MY District. *Approved with Conditions.*

Special Permit & Site Plan Review – Melink Solar Development on behalf of John Soper located at 45 Greenwich Plains Road requested a Special Permit and Site Plan Review to allow a 3.3MW large scale ground mounted solar facility located within the RR1 District. *Approved with Conditions.*

Special Permit & Site Plan Review – Mark Andrews 167 West Street requested a Special Permit and Site Plan Review to allow a self-storage parking area for the storage of boats, trailers, campers, etc. and the removal of earth material for the development of parking within the RR District. *Approved with Conditions.*

Special Permit & Site Plan Review – Melink Solar Development on behalf of Edward & Richard Couture on Greenwich Road requested a Special Permit and Site Plan Review to allow a 1.5MW large scale ground mounted solar facility located within the RR District. *Decision Pending.*

Special Permit & Site Plan Review – Melink Solar Development on behalf of FT Smith Trucking & Excavating located on Greenwich Road requested a Special Permit and Site Plan Review to allow a 4.2MW large scale ground mounted solar facility located within the RR District. *Decision Pending.*

Special Permit & Site Plan Review – Melink Solar Development on behalf of Joel Harder located at 278 Osborne Road requested a Special Permit and Site Plan Review to allow a 1.9MW large scale ground mounted solar facility located within the RR District. *Decision Pending.*

ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA), consisting of five (5) appointed members and two (2) appointed alternate members. The Board meets on the fourth Wednesday of each month as needed.

The Zoning Board of Appeals (ZBA) is a quasi-judicial body which operates under the authority of Chapter 40A of the General Laws of the Commonwealth for the purpose of promoting the health, safety, convenience, and general welfare of the Town of Ware. The ZBA reviews application requests for Variances and Special Permits related to relief from dimension use regulations of the Zoning Bylaw. The Board may be asked to review applications of Appeal submitted by residents or business owners who are aggrieved by a decision made by the Building Commissioner or the Planning Board. The Zoning Board of Appeals reviews requests for Comprehensive Permits submitted under Chapter 40B by developers who wish to create affordable housing.

The Zoning Board of Appeals Members are as follows:

Term Expires (June 30th)

Louis Iadarola	Chairman	2021
Philip Hamel	Vice Chairman	2020
Charles Dowd	Member	2020
Greg Eaton	Member	2020
Jodi Chartier	Member	2022
George Staiti	Member, Alternate	2022
David Skoczylas	Member, Alternate	2021

THE YEAR IN REVIEW

During the calendar year of 2019, the Zoning Board of Appeals held three (3) regular meetings. The Board typically only meets on an as needed basis. There were no applications submitted to the Zoning Board of Appeals this year. Jodi Chartier was appointed to the Board this year, filling a vacancy.

TAX INCREMENT FINANCING COMMITTEE

The Tax Increment Financing (TIF) Committee, consisting of five (5) appointed members, met twice in 2019.

Membership include one representative each from: Planning & Community Development Department, Finance Committee, Board of Assessors or their designee, Board of Selectmen and, one citizen representative who shall be a resident of the Town of Ware.

Duties and responsibilities of the TIF Committee consist of making decisions regarding the use of tax increment financing (TIF) and special tax agreements (STA) in the development and redevelopment of the Town. Massachusetts' version of TIF allows municipalities to provide flexible targeted incentive to stimulate job-creating development. The TIF plan, completed by the municipality, describes proposed public and private investments in the TIF Zone, and is agreed upon by the municipality and all the private owners in the TIF Zone. The Town of Ware and the prospective Certified Project candidate agree to a property tax exemption based on a percentage of the value added through new construction or significant improvement for a period of no less than five and no more than twenty years. The percentage of allocation is calculated in a formal, negotiated agreement between the Town of Ware and the Certified Project candidate. TIF serves to pass the tax savings onto property owners for use in project development. The Tax Increment Financing Committee Members are as follows:

Term Expires (June 30th)

Denis Ouimette, Chairman	<i>for Finance Committee</i>	2020
Paul Opalinski, Vice Chairman	<i>for Citizen of Ware</i>	2020
Gerald Fountain, Jr	<i>for Board of Assessors</i>	2020
Alan Whitney	<i>for Board of Selectmen</i>	2021
Rebekah DeCoursey	<i>for Planning & Community Development Department</i>	2021

THE YEAR IN REVIEW

During the calendar year of 2019, the TIF Committee held two (2) regular meetings. At these meetings the TIF Committee met with G&G Medical regarding the local Special Tax Assessment (STA) of the business at 6 East Main Street. G&G Medical had not met the obligations of their STA Agreement and the TIF Committee voted remove their STA and pass the article on for approval at the 2020 Annual Town Meeting.

At this time, there is one current agreement with the TIF Committee: Optimus Senior Living Center (Cedarbrook Living) for the project at 73 South Street. Cedarbrook is a \$10 million construction project and is anticipated to create 70-90 new jobs in the Town of Ware when fully open and operational.

COMMUNITY DEVELOPMENT AUTHORITY

The Community Development Authority (CDA), consisting of five (5) appointed members, met regularly during 2019. The CDA and PCD would like to thank Brenda Cooper for serving on the Committee, and welcome new member Brandy Bruso.

The Community Development Authority have the following powers and duties:

- ✓ Oversee all Community Development Block Grants (CDBG) awarded to the Town and other grants which were obtained through the Planning & Community Development Department;
- ✓ Oversee loans provided to businesses from the Economic Development Fund;
- ✓ Oversee loans provided to individuals through any other loan programs administered by the Planning & Community Development Department;
- ✓ Determine which areas of the town constitute decadent, substandard, or blighted open areas as such terms are defined in MGL Chapter 121B, and prepare plans for the redevelopment of such areas;
- ✓ Working with stakeholders, prepare plans and oversee implementation of strategies to revitalize the downtown and Millyard areas;
- ✓ Participate in general economic development projects; and any other activities as needed to effectuate positive change in regard to community or economic development.

The Community Development Authority Members are as follows:

Term Expires (June 30th)

Paul Opalinski	Member	2020
Danielle Souza	Member	2021
John Carroll	Member	2022
Brandy Bruso	Member	2020
Vacant		

THE YEAR IN REVIEW

During the calendar year of 2019, the CDA held ten (10) regular meetings and no executive meetings to address numerous topics such as:

- ✓ PVPC grants activities including: Spring Street infrastructure improvements; housing rehabilitation program; social services including adult education, support for young families, domestic violence education and prevention
- ✓ Continued our partnership with the QVCDC & QVBAC to support local, small businesses through their loan program and other activities
- ✓ Worked on using Program Income funds (from CDBG program) for a variety of projects
- ✓ Help support the Ware First Time Home Buyers Program
- ✓ Processed housing rehabilitation requests and provided application assistance
- ✓ Administer the Septic Loan Program

OPEN SPACE COMMITTEE

The Ware Open Space Committee, consisting of two (2) resident members in 2019 and two staff members, met on an as needed basis during the year. Duties and responsibilities of the Open Space Committee is to oversee information which is used to understand the needs of the community relative to open space and recreation.

The Open Space Committee has four goals regarding the open space and recreation within Ware and identified as:

- ✓ Goal #1: Provide a broad range of high quality recreational programs.
- ✓ Goal #2: Manage open space and recreation cohesively and effectively.
- ✓ Goal #3: Preserve town's rural characteristics.
- ✓ Goal #4: Increase public awareness of open space and recreation resources.

The Open Space Committee Members are as follows:

Paul Opalinski	Member
Denis Ouimette	Member
Stuart Beckley	Staff Member
Rebekah DeCoursey	Staff Member

THE YEAR IN REVIEW

The Open Space Committee held meetings as needed in 2019. The Town was awarded rail trail grant money to upgrade the Mass Central Rail Trail that runs between Robbins Road and Gibbs Crossing Plaza. Hard pack material will be laid to improve accessibility for all. A small parking area will be laid out as well. Thank you to DPW who will be using the new excavator to help with some of the work. The work is anticipated to begin in 2020. The rail trail project at Robbins Road will work in conjunction with a grant awarded to the Chicopee 4 Rivers Watershed Council to create a Blue Trail access point at Robbins Road into the Ware River. There will be a new kiosk constructed by Pathfinder Vocational Students with information and maps about both the Blue Trail river access and the Mass Central Rail Trail in the Town of Ware.

FINAL THOUGHTS

The Planning and Community Development Department staff would like to thank the many volunteers who serve on the Committees and Boards this Department serves. Without the time and efforts, we would not have been able to accomplish what we all did for the Town of Ware. Thank you to the residents and business owners that stop by or contact the office with questions, ideas, or concerns. We appreciate the support and understanding we have received transitioning with new staff and look forward to a future together.

Respectfully Submitted by:

Rebekah DeCoursey

Director of Planning and Community Development

Nicole Croteau

Assistant to the Director



TOWN OF WARE POLICE DEPARTMENT

22 NORTH STREET, WARE, MASSACHUSETTS 01082 – 1004
TEL: (413) 967-3571 FAX: (413) 967-9606



SHAWN C. CREVIER
CHIEF OF POLICE

Annual Report – January 1, 2019 through December 31, 2019
The Ware Police Department is operational 24 hours a day/7 days a week.

Mission Statement

The Ware Police Department is committed to protecting the lives, property, and rights of all people by working in partnership with the community to fight crime, preserve peace, maintain order, and enforce the law impartially. The Ware Police Department is dedicated to accomplishing the mission and treating every citizen with respect, compassion, courtesy, and professionalism.

The Ware Police Department has a zero-tolerance response to criminal activity and is determined to be relentless in its pursuit of justice, always remembering that “The police are the public and the public are the police.”

Function

The Ware Police Department is a full-service police department that provides around the clock response to calls for service. Functional responsibilities for the Ware Police Department include patrol, answering calls for service, responding to an investigation reports of crime, criminal activity, illegal narcotics violations, sexual assault investigations, investigating motor vehicle accidents and motor vehicle law enforcement.

On line

The Ware Police Department’s online citizen reporting system allows people to report criminal activity which can be done anonymously, as well as entering reports on other select incident categories. You can access online reporting by entering the Town of Ware web site and linking to the police department. Select the online reporting to file a report. The Ware Police Department page provides links to the Registry of Motor Vehicles (DOT), motor vehicle crash reports, Firearms Licensing information and specific officer contact information along with other connections to the Ware Police Department.

Facebook

The police department also posts various notification on their Facebook site, such as recent or major arrests, along with various events, notices, photographs and information. There have been some changes to the site and everyone is welcome to view.

Ware Police Department Activities (selected categories)

Calls for service/log entries; 23,504

Arrests – 352

Summons/Hearings for criminal offenses - 199

Incident reports - 448

Motor vehicle violations/Traffic Stops – 1957

Verbal warnings 1312

Citations issued 232

Written Warnings 240

Criminal motor vehicle complaints issued 47

Motor vehicle accidents 300

-Stolen Motor vehicle Report	22	Property lost	121
-Robbery Report	2	Property found	96
-Assault	35	Drug/Narcotic Violations	46
-Burglary/B. & E.	48	Accidents (Hit and Runs)	86
-Larceny, Theft Report	98	Shopliftings	37
-Motor Vehicle Theft	8	Alarm Holdup	7
-Trespassing Complaint	50	Abandoned Vehicles	7
-Fraud reports	154	Disabled Vehicles	112
-Threat Report	26	Trash Dumping Complaints	46
-Solicitations	62	Disturbances	398
-Vandalism	100	Suicide/Attempted report	3
-Weapons Violations	3	Child Abuse/Neglect	9
-Administrative work	2081	Ambulance request	945
-Sex Offenses	9	Fire Reports	47
-Traffic Hazard	346	Alarm, Fire	31
-Harassment Complaint	175	Alarm, Burglar	397
-Disorderly Conduct	32	Suspicious Activity/person	450
-Loitering	3	Domestic Dispute	140
-Annoying Phone calls	15	House Checks	40
-Missing Person's report	53	Assist motorists	568
-Public Service	1992	Officer Wanted	1563
-Notifications	320	Summons Service	138
-209-A Service Attempt	123	Violation, Court Order	60
-Restraining order request	19	Animal Complaint	524
-Parking Complaint	178	Alarm Panic	17
-General Information	2090	Town by law violations	185
-Building Checks	1488	Community Policing	74
-Court Duties	210	Erratic Operator Complaint	228
-Attempt to serve Harassment Order	3	Investigation	2132
-Landlord/Tenant Dispute	31	Neighbor Dispute	71
-Reported/Possible Over Dose	23	Overdose death(s)	1
-Sudden Death Report	8	Transport	150
-Welfare Check	363	Section 12s	19

Emergency 911

The Ware Police Department is equipped with the primary safety answering point (PSAP) for 911 calls. The Ware Police Department handles all dispatch duties for the Police Department to include 911 calls and Emergency Medical Dispatch (EMD) calls for service. 911 calls for fires are transferred to the Ware Fire Department. At the end of 2018 the Ware Police Department became equipped to receive 911 calls via text.

Structure of the Ware Police Department

The Ware Police Department has twenty (20) full time police officer positions. This includes the Chief of Police, three (3) sergeants, one (2) Detective and fifteen patrol officers, including the S.R.O. (School Resource Officer) and K-9 Unit. In addition, there are approximately ten (10) part time officer positions. Also Ware P.D. has just become a member of the Hampden County S.W.A.T. team.

Goals

To effectively and efficiently operate the police department, to increase staffing levels to an appropriate level to be proactive in protecting the community we serve, reducing the amount of liability that is associated with departments being understaffed, under trained and under supervised. To continue with proactive drug investigation's in hopes of reducing the amount of drug distributors and the amount of drug overdoses within our community and to remain proactive with domestic violence initiatives to reduce the number of victims and offenders within our community. The ultimate goal is to reduce the criminal activity within our community which will make the Town of Ware a stronger and better community.

Programs/Police Activity/Community Policing

TRIAD

Detective Bertini of the Ware Police Department has continued to be the primary contact person for TRIAD. This program is a partnership between seniors, law enforcement and protective services to promote older adult safety, and reduce the fear of crime that older adults tend to experience. This partnership helps to educate the senior community from being targeted by scams or other deceptive practices. Ware Triad Sand for Seniors program is an initiative with the Northampton District Attorney's Office, Northampton Sherriff's Office, Ware DPW and the Ware Police Department where seniors sign up for a 5-gallon bucket of sand. The initial bucket is delivered to them with sand and when they run out, they can use the bucket to refill with sand at the public sand pile at the Highway Department. The Ware Police Department will continue to support these programs.

COFFEE WITH A COP

The Ware Police Department will continue the Coffee with a COP program. This is a meeting between police officers and the general public for the purpose of getting to know one another, learn about the things police do in their community and allows an opportunity for those who attend to report incidents or concerns in their neighborhood to the police. These meetings are held at the Senior Center and food and refreshments has been sponsored by Dunkin Donuts and the Ware Police Union.

Jimmy Fund Cancer Walk for Kids

The Ware Police Department participated in the Jimmy Fund; Dana Farber cancer walk for kids. The walk is located in the city of Boston and over 200 Massachusetts Chiefs of Police completed the walk. This walk generates thousands of dollars from area communities and police departments which are donated to Dana Farber. The Ware Police Department has Jimmy Fund Canisters placed at numerous local business and information can be obtained by calling the Ware Police Department.

Domestic Violence

The Police department remains committed to Domestic Violence initiatives. A local civilian domestic violence advocate works with the police department to review domestic violence cases. Their responsibility is to contact domestic violence victims and provide assistance and referral information.

School Initiatives

The Police Department is committed to being active in promoting a police presence on the Ware School Campus. The department continues to promote school safety by making students and staff aware that we are part of their community and available to assist them with any safety or security concerns. The police department has worked with school staff and State Police to improve school safety and work on updating school lock down procedures.

Med Return Box

The Med return box program has continued to be a success. This medication drop box, which is located inside the Ware Police Department lobby allows people to safely discard unwanted prescription medications, over the counter medications. **NO Needles or liquids.** Needles can be dropped off at the Ware Town Hall in the needle drop boxes. This Med drop box continues to be used throughout the year by many people within the community.

Christmas for Kids

The Ware Police Chief would like to thank everyone who donated to the program, which was another successful year. The Ware Police Department partnered up with the Ware Fire Department for Christmas for Kids program. Now in its 16th year, in 2019 the program assisted gifts for 75 families for 145 children. Special thanks to those who volunteered their time in making this program a success. They spent countless hours in the paperwork and vetting process. To the volunteers and to those who donated money to the program I would like to personally say Thank You very much for your donations and your valuable time in making sure children throughout the community had a wonderful Christmas.

The following are a list of those who volunteer their time to make this a successful event:

Darlene Gildert Officer Diana Gliniecki
Janey Loehr Ware Walmart Store and Employees
Lori Cebula
Donna Major
Aileen O'Regan
Linda Dansereau
David Dansereau
Dean Gildert
Officer Tod Bertini
Officer Jeannine Bonnayer

FID and LTC Applicants

FID cards issued – 26

LTC cards issued/renewed - 438

As of January 1, 2020, FID and LTC licenses will be done by appointment, NO CASH will be accepted, CHECKS only.

DART Program

For the past two years Officer Cacela has been a member of the Drug Addiction and Recovery Team (DART)—a regional task force that includes police officers and recovery coaches across Hampshire County. As part of the DART program his mission involves battling the opioid crisis on the front lines. This takes the form of reaching out to people post-overdose, providing intervention for at-risk individuals, spreading information about the nature of addiction, and counseling family members of persons in recovery. Furthermore, the DART program enables Officer Cacela to provide 24/7 transportation to detox facilities, medical clinics, and peer-led meetings.

This is an organic position without rigid parameters, and to that end Officer Cacela has developed a customized approach tailored to the needs of each individual. His initial encounter often involves a cold call at a person's front door. In almost every case the individual is happy to at a minimum sit down with him and explore their options. They are given Narcan (provided free of charge by the DART program through Hampshire Hope) and instructed on its use, coached in harm reduction techniques to lower the risk of a fatal overdose, and educated on the various paths to recovery. Many individuals agree to an introduction with a recovery coach—also members of DART—who have regular meetings with the individuals and act as guides for more advanced recovery methods.

Through the DART program Officer Cacela has registered, funded, and provided transportation for individuals to painting classes and ceramics workshops. This has been received with great success, and we are in talks with organizations to initiate regularly scheduled programs.

In short, the DART program has played a crucial role in reducing the Town of Ware's fatal overdose rate. It is my hope that we may continue to work in this capacity for many years to come. Thank you.

For more information about the DART program visit <http://www.hampshirehope.org/dart/>

Thank you for the continued support for the Ware Police Department.



TOWN OF WARE

Department of Public Works
4 ½ Church Street
Ware, MA 01082
Tel. 413-967-9620 Fax 413-967-9622

I am pleased to submit this report that documents some of the major activities of the Ware Department of Public Works (DPW) during 2019.

Two major reconstruction projects were started this year on Spring Street and Elm Street. These projects involved replacing the existing water, sewer and storm drain lines on both streets; the streets were also completely reconstructed and resurfaced with a base coat of asphalt. New 5' sidewalks were installed on both streets. The Spring Street project was funded with a Community Development Block Grant (CDBG) and the Elm Street project was funded by water and sewer enterprise funds and Chapter 90 State Highway Aid. These two projects will be completed in Spring 2020.

Water Division employees under the direction of Water Division Supervisor Andrew Lalashius continued to replace old water meters with new remote reading meters as part of an ongoing meter modernization program, repair water service and main breaks, repair and replace defective fire hydrants, maintain the system's buildings and grounds and respond to calls for service from users of the system's 2,321 accounts.

The water system's customers continued to experience discolored water because of iron and manganese in the public water supply. The plan to build a greensand filtration plant to remove the iron and manganese continued to move forward.

During 2019, Water Division employees flushed the water distribution system twice – in the spring and in the fall. This dramatically reduced the number of calls for discolored water. The cistern at Barnes Street was also cleaned. The two water storage tanks will be inspected and cleaned during 2020.

A leak detection survey of the entire water system was also completed in 2019.

Besides routine DPW operations including snow removal, sweeping, tree trimming, line painting, brush mowing, repairing and cleaning catch basins and patching on Ware's eighty-six miles of road, the Highway Division under the direction of Highway Supervisor Charles Niedzwiecki also completed the following projects:

- Rented a small paver and used 930 tons of bituminous concrete to shim sections of several roads including Doane Road, Dugan Road, Osborne Road, Old Poor Farm Road, Babcock Tavern Road, Shoreline Drive, Horseshoe Circle, Beach Road and Lagoon Road using town road funds. Each of these roads was then sealed with a coat of liquid asphalt and stone using Chapter 90 State Aid funds. A total of 34,500 linear feet of roads were sealed,
- Installed a new drainage line and two catchbasins on Sheehy Road to eliminate ice from the road and to redirect road runoff that was causing damage to the cap on the closed Morin landfill,
- Paved 4,700 feet of Babcock Tavern Road from Route 9 to Coldbrook Drive with 2,200 tons of bituminous concrete. Accumulated sand and leaves were also removed from the edge of the road and stone-filled pits and waterways were installed to mitigate runoff along the road,
- Completed resurfacing and related work on Marjorie, Bond, Lois, Benham and Cummings Streets as well as Laurel Drive that started in Fall 2018.
- Cut and removed over 50 large Pine trees from the so-called "Indian Cemetery" on Robbins Road.

During 2019, the Highway Division replaced its 2005 John Deere loader/backhoe with a Volvo 150 Excavator, purchased a new Freightliner 10-wheel dump truck with plow and all-season body, an F-250 four-wheel drive pickup with plow, a small vibratory roller and a new 12' power angle snowplow for its John Deere loader.

The Town's wastewater treatment plant (WWTP), under the direction of its Chief Operator, David Comeau, continued to treat sewage from the system's 1,643 users.

The WWTP was constructed in 1965 as a primary treatment plant and was upgraded to secondary/advanced treatment in 1983 and the equipment at the facility is simply wearing out, or becoming obsolete. The town completed an energy saving project at the WWTP during 2019. The project installed new motors on the surface aerators in both sides of the aeration basin and installed variable frequency drives and dissolved oxygen probes in the aeration basins in order to reduce power costs.

Aeration basins #2 and #4 at the WWTP were drained and cleaned of accumulated sludge and rags at a cost of \$203,000.00. This project was recommended in 2012 and 2015 and finally completed in 2019.

The facility's discharge permit expired in September 2018 and a new permit may impose discharge limits for phosphorus and nitrogen the facility will not be able to meet without substantial capital investment.

2020 will be a busy year for all the divisions of the DPW. A partial list of potential projects includes the following:

- The remainder of the work on the newly paved section Babcock Tavern Road will have to be completed,
- Another section of Babcock Tavern Road from Coldbrook Drive to Shoreline Drive will be completed,
- The remainder of the work on Lee Road will have to be completed,
- Miscellaneous clean-up work on Sheehy will have to be completed and the road sealed with liquid asphalt and stone,
- The remainder of the work on Elm Street and a section of Chestnut Street will have to be completed,
- The remainder of the work on Spring Street will have to be completed,
- Woodland Heights and Longview Avenue are scheduled for completion under the Chapter 90 Program, as are sections of Greenwich Road, and Church Street,
- Sealing of various roads with asphalt and stone will continue,
- The project to construct the water filtration plant at the Barnes Street pumping station will continue to move forward,
- A project to construct a loop at the Barnes Street Pumping Station will be completed.

I would like to thank all the employees of the DPW for their excellent cooperation and hard work during 2019.

Respectfully submitted,

Gilbert St. George-Sorel, INTERIM DPW DIRECTOR

2019 Annual Report of the Selectmen and Town Manager

The Board of Selectmen and Town Manager wish to thank residents, businesses and employees who contributed to a successful 2019 for the Town of Ware.

January: The Board of Selectmen approved the application of Melha Shriners for an Annual All Alcoholic Club license, plus Common Victualler and Entertainment licenses at 126 West Main Street (the former Knights of Columbus property). Mr. Beckley presented the preliminary FY20 budget. A Town Committee to Recommend Action Regarding Sex Offender Density was formed with representatives from the Board of Selectmen, Police, and Schools. The Town sought four citizens to serve on this committee. Mr. Beckley attended the MMA Annual Conference on January 18-19. A request to change parcels on South Street from Downtown Commercial (DTC) to Mill Yard (MY) was brought forward. The Building Department utilized Viewpoint software and would request additional funds at the March Special Town Meeting. The Board began discussion to consider investigators for a Fire Department Review. Postings were done for Director of Planning and Community Development and for DPW Director. Artworks and ClayWorks opened to the public.

February: Interim DPW Director Gilbert St. George-Sorel updated the Board of Selectmen regarding the Water Treatment Plant Project. He gave his opinion that the cost of the new plant will be \$1 to \$1.5 million more than the \$6 million original estimate budgeted in 2017. If all projected timelines proceed, the plant should be fully operational in the Fall of 2021 or Spring of 2022. Board of Health member John Desmond brought forward concerns of the Board of Health regarding coordination of departments and residential issues. The Board forwarded a request to change parcels on South Street from Downtown Commercial (DTC) to Mill Yard (MY) to the Planning Board for public hearing and recommendation. The Board approved change of manager applications for Gabryel Narutowicz, Inc. and for Aspen Street Rod and Gun Club and for Westborough Beverage Corporation d/b/a Walmart. The Board appointed Jason Patrissi, Dave Kopacz, Krystal Putnam, Nicole Griffith, Superintendent Dr. DiLeo, Police Chief Crevier, and Selectman Alan Whitney to the newly formed Committee to Recommend Legislative Action Regarding Sex Offender Density. The Board accepted the resignation of Christopher DiMarzio, with regrets, from the Planning Board. The Board discussed the establishment of a Cannabis Committee to be made up of 5 citizens, one Selectman and one Planning Board member. Installation of LED streetlights has begun. Demolition of South Street School was underway. The Town received 17 bids for construction of the Dog Park on Pleasant Street. The Bylaw Committee began meetings to update, organize the bylaws and work with General Code to codify the bylaws. The Board held a public hearing for the FY19 CDBG. The Board approved a license for Storage of Flammables for Ware Senior Living, LLC, 73 South Street. The Board of Selectmen met jointly with the Planning Board to approve the appointment of Edward Murphy as a Planning Board member (previously as an Alternate). The Board approved Josh Kusnierz (Planning Board), Rick Lotuff, Bill St. Croix and Andrew Stoddard as members of the newly formed Cannabis Committee. The Board of Selectmen voted to place Fire Chief Thomas Coulombe on paid administrative leave pending an investigation of the Fire Department by Daigle Law Firm.

March: The Board of Selectmen approved the Police Contract and the Administrative Bargaining Contract. The Board approved the appointment of Rebekah DeCoursey as Director of Planning and Community Development. The Board moved to support the efforts of the Ware Veterans Council to contact State Legislators to rename the South Street Bridge to honor Earl F. Howe. The Special Town Meeting was held on March 11, 2019. Hilltown Community Health Center appeared before the Board to request support in their application for a grant to open a new health center site in Ware; the Board agreed to write a letter of support. Caring Health Center also requested support. The Board appointed Richard Fly and Jon Hogan to the Cannabis Committee. LED lights were installed at the Fire Station Bay and at the Parks Department buildings in Grenville Park. The Palmer Planning and Community Development held a charrette on March 16 to gather community comments for a rail stop in Palmer on a proposed East-West rail line; discussion focused on the need for long-term planning and involvement of all region's towns.

April: Town Election was held on April 8, 2019. Nancy J. Talbot won election as a Selectman by two votes over Roxanna Harper; a recount was held on April 29, 2019, with Nancy J. Talbot declared the winner as Selectman. All Town-owned streetlights have been replaced with LED; the Town worked to complete purchase of the remaining 70 National Grid owned lights, to then replace those with LED. Flushing of Town water lines began on April 15, 2019. The liquor license for Melha Shriners was approved by the Alcoholic Beverages Control Commission on April 3, 2019.

May: The Special Town Meeting and Annual Town Meeting were held on May 13, 2019. The Board of Selectmen reorganized with John Carroll as Chairman, Alan Whitney as Vice-Chairman, Tracy Opalinski as Clerk. The Board appointed Jack Cascio to the Committee to Recommend Legislative Action Regarding Sex Offender Density. The Board formed the School Building Committee and appointed Keith Kruckas, Selectmen Representative, Aaron Sawabi, School Committee, Dr. Marlene DiLeo, Superintendent, Stuart Beckley, Town Manager, Chris Dymon, School Facilities, Chris DiMarzio, Community. There will be a town website posting seeking community person or persons with construction experience. Flushing of water pipes continued through the month. Wayfinding signs were placed during the week of May 14, with thanks to Mr. Opalinski and the Urban Foundation. The Fire contract was approved, with the Board voting to pass the increased ambulance charge of \$17,000 to the Town of Hardwick. The Board passed the DPW contract.

June: The Board of Selectmen met with the Beaver Lake Association to discuss repairs and schedule for the Beaver Lake Dam. The Board approved the PILOT agreement of Dynamic Energy. A groundbreaking ceremony was held on June 12, 2019, for Cedarbrook Village, a 119-bed, \$25million facility for senior care and assisted living. The first of two bulky waste days for electronics/styrofoam was held on June 29, 2019. The Spring Street Reconstruction began. The Water Department completed the system flushing.

July: A second bulky waste day for furniture/mattresses was held on July 13, 2019. The first of several dangerous dog hearings regarding a dog on Westbrook Avenue was held; the owners agreed to place a kennel and use stronger leashes, and the Board requested an update from the Animal Control Officer in August. The Town received a \$20,000 grant for the Town Hall Envelope Study. The East Quabbin Land Trust also received a grant for construction of the northern section of the trail toward Gilbertville. The Chicopee Watershed Group received a grant for access to the Ware River for a water trail from Ware to Bondsville. The Board voted to approve Main Street Land Takings to follow Mass DOT requirements. The Board approved authorization of the Town Manager to execute and deliver the Project Funding Agreement for the Stanley M. Koziol Elementary School and the Ware Middle School Projects. The Board approved the East-West Passenger Rail Resolution. National Night Out was held on August 6, 2019 in Grenville Park.

August: A second review of the dangerous dog on Westbrook Avenue was held; the complainants did not believe there had been enough progress to alleviate the issues. The Board voted to review the complaint again in 90 days, noted that the owner must muzzle the dog when it is outdoors, and to conduct training and an assessment by the trainer and the ACO. The Board approved a handicapped Parking sign at 33 Pulaski Street. The Board discussed creation of a part-time HR position. The Board approved the appointment of Erica Brunell as Treasurer/Collector. The Board and Town Manager reviewed the Town Manager Goals. The Board voted to release the reverter clause of Ware Senior Living, LLC; Ware Senior Living, LLC has progressed with the foundation and much further on construction of the facility with a projected opening date of Summer 2020. The Town placed a water ban from 9am – 5 pm.

September: The Board of Selectmen instructed the Town Manager to advertise an RFP for new labor attorney consideration. The Board reviewed the duties of the Deputy Fire Chief. Spring Street Reconstruction was completed, and the Elm Street Project was 60% complete. The State Department of Public Health and Department of Agriculture issued information regarding Eastern Equine Encephalitis (EEE) and the potential for air spraying; the Board of Health and Parks Commission stayed in close contact with the State regarding outdoor activities and events. The Board of Selectmen again reviewed the issue of a dangerous dog at Westbrook Avenue; the owners did not resolve the problems. The Board voted to remove the dog immediately, not to return until the fence is installed, and if the dog got out after that, the dog would be declared dangerous and put down. The Board made a motion to appoint Deputy Fire Chief Ed Wloch as Acting Interim Fire Chief, contingent on HRD's legal unit providing direction about a permissible course. The Board of Selectmen voted to approve and accept and authorize the Town Manager to sign the Traffic Control Agreement with Mass DOT. Construction was set to begin on the Ware Dog Park on September 30, 2019.

October: The Board of Selectmen reorganized and named Chairman Alan Whitney, Vice-Chairman John Carroll, and Clerk Tracy Opalinski. The Board of Selectmen approved an application for Transfer of Annual All Alcoholic Restaurant license Mak-8-Mass, Inc. d/b/a Debbie Wong Restaurant. The Board took a new vote to name Acting Fire Chief Ed Wloch, per a recommendation from HRD as there is no need to use the term "Interim" in the title. The East

Quabbin Land Trust volunteers, Planning Department, Parks Department and Tree Warden planted 21 trees at Greenville Park. The Town will be planting 1,000 trees over the next three years along town streets.

November: On November 4, 2019, the Board of Selectmen held an open public meeting as Due Process Hearing for Contemplated Action of Discipline, Up to Termination: Fire Chief Thomas Coulombe, per MGL Chapter 31, Section 41. At this hearing held in the Ware Junior/Senior High School Auditorium, Selectman Nancy Talbot and Selectman Tracy Opalinski each recused from the meeting for stated reasons. Chairman Whitney, Selectman Carroll, and Selectman Kruckas asked questions of Fire Chief Thomas Coulombe and his lawyer, Jack Collins. After three hours, the Board of Selectmen voted to continue the meeting to a date not longer than two weeks.

The Board approved new and updated parking lot rules for year-round overnight parking in the Pleasant Street and Parker Street lots. A Special Town Meeting was scheduled for November 18, 2019, but there was not a quorum of 100 voters. The Special Town Meeting was re-scheduled for December 2, 2019.

The Board voted to send a letter of default for STA Agreement Obligations to G & G Medical Products, LLC.

The transfer of the Debbie Wong liquor license to Mak-8-Mass, Inc. was approved by the Alcoholic Beverages Control Commission on November 25, 2019. The conversion and installation of LED streetlights was completed. The Historical Commission, Planning Director and Building Inspector selected an architect to work on the Town Hall Study, to be further approved by Massachusetts Historical Commission. The Planning Department, Parks, and DPW worked with the Massachusetts Recreational Trails grant to improve the southern rail trail section. The Board approved a License to Store Flammables for ReEnergy Holdings, LLC for diesel storage at 198 East Street. The Board of Selectmen approved a new policy regarding surplus wood from town trees cut down by the DPW or outside contractors. The Board of Selectmen held a Tax Classification Hearing to approve the Tax Rate Factor of 1.

The Board of Selectmen held a meeting on November 26, 2019 to continue the hearing of November 4, 2019. The Board voted to suspend Fire Chief Thomas Coulombe for thirty days and to demote him to Lieutenant. An emergency meeting was held on November 29, 2019 to clarify the motion of November 26, 2019 to state the thirty day unpaid suspension and demotion to Lieutenant commenced on December 3, 2019. The Board clarified that Lieutenant Coulombe's return to work date will be January 2, 2020.

December: The Special Town Meeting of December 2, 2019 did not obtain a quorum of 100 voters. The rescheduled Special Town Meeting of December 9, 2019 did obtain a quorum and was held and completed. The Board of Selectmen's regularly scheduled meeting of December 17 was rescheduled to December 19, then rescheduled to December 23, 2019 due to weather and quorum issues. The Board approved renewals of liquor, common victualler, entertainment, automatic amusement, lodging, and car dealer licenses. The Ware Café and Catering license was not renewed, as the business had closed. The Class II Car Dealer license for Gillespie Car Care 1 was approved conditionally on further specification of terms (to be determined at the January 7, 2020 meeting), pending a review of the premises by the Building Inspector. The Board of Selectmen approved Plowing and Sanding of Unfinished Subdivision Roads for Winter 2019/2020. Commendations were approved for Acting Fire Chief Ed Wloch, who retired after service from 1990-2019, and for Police Officer Randy Topor, who served the Town of Ware from 1985-2019. The Board of Selectmen appointed Acting Fire Chief Chris Gagnon. The Quaboag Connector received grants totaling \$390,000 to be used for transportation vehicles and operations. As a result of several storms, by December 23, 2019, the Town had spent \$40,000 (20%) of the snow and ice budget.

Respectfully submitted,

Board of Selectmen:

Alan G. Whitney, Chairman

John E. Carroll, Vice-Chairman

Tracy R. Opalinski, Clerk

Keith J. Kruckas

Nancy J. Talbot

Stuart B. Beckley, Town Manager

Report of the Executive Assistant to the Town Manager

The following is a list of fees collected for 2019:

All Liquor, Entertainment, Auto Amusement, One Day Liquor Licenses, Lodging, Common Vic, Class I, II, III Licenses	26,095
Parking Fines	8,031
National Grid Reimbursement	46,785
Winter Parking Permits, Municibid Sales of Surplus Vehicles	56,767
Comcast License Fee, Application Fee	20,913
Municipal Insurance	21,443
PILOT Solar Array Programs	12,000
Donation from WJSHS Teachers to Memorial Field Lights	120
Quaboag Connector Ride Fares, Grants	53,702
Inter-Municipal Agreement – Hardwick Ambulance	70,000
Planning Initiatives Gift Account - Wayfinding	13,000
Park Gift Account	259
9/11 Memorial Fund	1,000
Miscellaneous Revenue Settlements	38,755
Total	368,870

Respectfully submitted,
Mary L. Midura
Executive Assistant to the Town Manager

**SPECIAL TOWN MEETING
MONDAY – MARCH 11, 2019**

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, Precincts A, B, and C, qualified to vote in town affairs, met on Monday – March 11, 2019 at six-thirty (6:30 PM) o'clock at Ware High School – 237 West St., Ware.

The quorum requirement per Town of Ware Charter in the amount of One Hundred (100) registered voters was met with One Hundred Seventeen (117) present at the start of the meeting.

The Pledge of Allegiance was said, procedures and a review of exits noted, as well as silencing of pagers and cellphones was done by the Moderator Kathleen Coulombe.

At the request of the Moderator the Town Clerk read the opening of the warrant calling the meeting, the method of posting and the return of service by the Constable.

Action as follows on the following articles was taken in accordance with the warrant:

ARTICLE 1. Unanimously approved that the Town appropriate \$95.00 to pay an unpaid bill of Immunizations and Physicals for a new employee physical and \$4,788.00 for unpaid bills of the Police Purchase of Services for automotive repairs and to meet said appropriation by transferring \$4,883.00 from FREE CASH.

ARTICLE 2. Unanimously approved that the Town rescind the following borrowing authorization for projects completed under budget or no longer needed as stated below:

PURPOSE	DATE OF VOTE	ARTICLE	UNISSUED
Disinfection Upgrades - WWTP	05/09/2011	ATM #18	80,000.00
Wastewater Treatment	08/21/2012	STM # 1	707,000.00
Disinfection Upgrades - WWTP	11/19/2012	STM #17	20,000.00
Chapter 90 – 2014	05/13/2013	ATM # 8	91,657.00
Chapter 90 – 2016	05/11/2015	ATM # 9	259,839.00
DPW – Pickup Truck w/plow	11/19/2015	STM # 4	22,000.00
School Roof Repairs	11/19/2015	STM # 9	25,000.00

ARTICLE 3. Passed by greater than 2/3 in favor with one opposed* that the Town amend the following line items of the Fiscal Year 2019 Town Budget by increasing as follows:

Account #	Description	Amount increased
155-5200	IT Purchase of Services	\$ 1,140.00
210-5200	Police Purchase of Services	\$ 5,000.00
220-5200	Fire Purchase of Services	\$ 10,000.00
220-5400	Fire Supplies	\$ 1,500.00
231-5700	Ambulance Other Charges	\$ 7,500.00
241-5100	Building Department Salaries	\$ 11,700.00
241-5200	Building Department Purchase of Services	\$ 10,000.00
292-5200	Animal Control Purchase of Services	\$ 10,000.00
510-5200	Board of Health Purchase of Services	\$ 22,835.00
510-5400	Board of Health Supplies	\$ 2,500.00
541-5200	Council on Aging Expenses	\$ 7,000.00
6600-5100	Sewer Salaries	\$ 8,000.00
	Total	\$ 97,175.00

And to fund these increases by *transfer* as follows from:

292-5100	Animal Control Salaries	\$ 10,000.00
510-5121	Public Health Nurse Salary	\$ 22,835.00
	Sewer Enterprise Reserve	\$ 8,000.00
	Ambulance Reserve	\$ 7,500.00
	FREE CASH	<u>\$ 48,840.00</u>
	Total	\$ 97,175.00

*As allowed by the Town of Ware STM – 11/4/2016, Article 2 and MGL Chapter 39, §15. Attorney General Approved on January 24, 2017.

ARTICLE 4. Unanimously approved to dismiss this article. (Appropriate money for Chapter 90 roads)

ARTICLE 5. Unanimously approved that the Town appropriate \$157,942.00 to fund the Other Post-Employment Benefits (OPEB) Liability Trust Fund and to meet said appropriation by *transferring* \$157,942.00 from available FREE CASH.

ARTICLE 6. Unanimously approved that the Town appropriate \$52,647.00 to fund the Stabilization Fund and to meet said appropriation by transferring \$52,647.00 from available FREE CASH.

ARTICLE 7. Unanimously approved that the Town appropriate \$52,647.00 to fund the Capital Stabilization Fund and to meet said appropriation by *transferring* \$52,647.00 from available FREE CASH.

ARTICLE 8. Unanimously approved that the Town authorize the Board of Selectmen, on behalf of the Town of Ware to acquire by grant, deed, purchase, eminent domain, or any other means, or combination thereof, a road maintenance easement and a road drainage easement, both located on Lee Road from Mountain Stream, LLC.

ARTICLE 9. Unanimously approved that the Town amend the Zoning Bylaws to further clarify the existing bylaw by refining language and adding definitions as published on November 15, and 22, 2018 and presented at a Public Hearing on December 5, 2018, January 2, and 16, 2019 and attached hereto and described in the Town Meeting Packet.

(Note: language to be added is underlined)

Amend:

All occurrences: change “Planning Department” to “Planning & Community Development.”

All occurrences: change “the Department shall”... to “Department staff shall”

§2.2 – Definitions: added “Cargo Container: A metal storage container, typically 20’, 40’, or 53’ nominal length, designed to be utilized in intermodal transport, and quickly connected with an interchangeable, wheeled, separately-registered and titled chassis for over-the-road movement. A Cargo Container shall be considered a permanent storage structure and must meet all zoning bylaw and building code requirements if it is in place for more than ninety (90) days unless it is being utilized on a site with an active building permit, or a site that is being reconstructed after a fire. In all such cases, the container must be removed or brought into compliance with zoning regulations within ninety (90) days of issuance of a certificate of occupancy following building construction or fire recovery completion. If no active reconstruction after a fire is substantially begun within (90) days of an insurance settlement, then the Cargo Container must be removed or brought into compliance with zoning and building regulations.

Mobile Storage Unit: A storage unit less than 20’, without a wheeled chassis that is designed to be hauled from one location to another on a truck, used for the storage of goods and materials; often marked for temporary (i.e. ninety (90) days or fewer) storage at residential dwellings; also marketed as “pods” by storage and moving companies. Mobile

Storage Units shall be considered a permanent storage structure and must meet all zoning bylaw and building code requirements if it is in place for more than (90) days.

Shed or Permanent Storage Structure: A storage unit that is either a site-built structure constructed of wood, metal, masonry, or other materials; or a similar prefabricated building that is brought to a site from a place of construction.

Wheeled Trailer: A storage unit that is purpose-built with permanent wheels and “landing gear” on a non-detachable chassis; typically with a wooden floor and metal sides, roof, and doors. When originally constructed, this kind of unit is issued a vehicle identification number (VIN). The unit utilizes a “king pin/fifth wheel” or “tongue hitch” connection for a motive power unit. An unregistered Wheeled Trailer is considered a vehicle and must comply with general Town of Ware bylaw requirements related to unregistered vehicles. A Wheeled trailer, originally manufactured with a VIN issued, which has had its wheels and/or landing gear removed such that the cargo doors are at or substantially near ground level shall be considered the same as a Cargo Container.”

§3.1.11: modified phrasing from “with an eye toward to “with a focus on” in order to make language more professional and less colloquial.

§4.2 – Use Table

Added footnote “Per Article 4.7.1 Any use not specifically or generically listed in §4.2, Use Table, or not otherwise permitted in a district shall be deemed as prohibited.”

§4.4.1.A: removed “tool”; added “permanent storage structure”, “cargo container, or wheeled trailer”

Residential Accessory Uses (these apply to Category A in §4.2, Use Table)

Private garage or carport for not more than four motor vehicles, small solar energy system, non-commercial greenhouse, ~~tool-shed~~, barn, or permanent storage structure, mobile storage unit, cargo container, or wheeled trailer subject to the dimensional requirements for accessory structures in Article 5.

§4.8.3.C.3: added the words “and in good standing” as it pertains to a professional engineer.

Plans and drawings of the solar energy facility signed and stamped by a Professional Engineer licensed to practice in Massachusetts, and in good standing, showing the proposed layout to the system.

§4.8.3.C.3 a: added the words “and in good standing” as it pertains to a professional engineer.

Plans and drawings of the wind energy facility signed and stamped by a Professional Engineer licensed to practice in Massachusetts and in good standing, showing the proposed layout of the system.

§4.9.1.C: added “National Flood Insurance Program” in order to clarify the acronym.

Notification of Watercourse Alteration. The following entities are to be notified of any alteration or relocation of a watercourse in a riverine situation: adjacent communities, the National Flood Insurance Program (NFIP) State Coordinator, and the NFIP program Specialist.

§5.3.2.D removed “detention basins, ponds” because they are not impervious.

Maximum impervious coverage shall apply to all non-residential development and multi-family residential development, and is the amount of the lot which can be covered with any impervious material, including buildings and other structures, paved parking areas, ~~detention basins, ponds~~, and any other material which prevents water from infiltrating into the ground, but not sidewalks.

§7.4.4.B – added “all” to include both major and minor site plans; added “licensed to practice in Massachusetts and in good standing” as it pertains to a professional engineer.

All Site Plans shall be submitted on 24 inch by 36 inch sheets and shall be prepared by a Registered Professional Engineer, Architect, or Landscape Architect, as appropriate, licensed to practice in Massachusetts and in good standing. All plans that include land survey information shall be prepared by a Registered Land Surveyor.

§7.4.5.J.4 (Major Site Plan); added “Projected economic impact of the proposed project including anticipated total investment in US Dollars” to the Community Impact Assessment.

Community Impact Assessment, which will describe the manner in which the proposed project fits in with the neighborhood and the potential impacts to historic or archaeological resources, and shall include:

d) Projected economic impact of the proposed project including anticipated total investment in U S Dollars.

ARTICLE 10. Passed with 72 % in favor (60 yes) and (23 no) that the Town amend the Zoning Bylaws to amend the existing bylaw to allow for cultivating marijuana in the Rural Residential (RR) district as published on November 15 and 22, 2018 and presented at a Public Hearing on December 5, 2018, January 2, and 16, 2019 and attached to this motion and described in the Town Meeting packet.

§2.2 – Definitions: added “Marijuana Cultivation Structure: a structure that is equipped with climate control systems, such as heating and ventilation capabilities, and that uses a combination of natural and supplemental artificial lighting for marijuana cultivation.”

§4.2 – Use Table

Added new “Section G” – Marijuana (cannabis)”

Placed all marijuana-related uses under the new Section G

Added footnote “Subject to MGL Chapter 40A and 105 CMR 725.000, Registered and Off-site Medical Marijuana Dispensaries: and 935 CMR 500.00”

Changed Marijuana Cultivation Facility in the Rural Residential (RR) district from not allowed to allowed by Special Permit.

§4.3.28 Renumbered and added the Rural Residential (RR) district to the allowable zones:

Marijuana Cultivation Facilities (G-2 of the Use Table) are permitted in the MY, CI, RR, and I districts subject to the provisions of 4.8.8

§4.8.8.C: added definition for Marijuana Cultivation Structure:

“Marijuana Cultivation Structure: a structure that is equipped with climate control systems, such as heating and ventilation capabilities, and that uses a combination of natural and supplemental artificial lighting for marijuana cultivation.”

§4.8.8G: added additional standards as listed below:

k. “All applicable rules and regulations established under the auspices of the Massachusetts Cannabis Control Commission (CCC) must be adhered to.

l. All other applicable regulations such as wetland, septic, water supply, etc. are required to be complied with as appropriate. This permit does not supersede any other requirements.

m. Applicant for the permit must be the property owner or duly authorized agent.

n. The property area required to operate a marijuana cultivation structure in the Rural Residential (RR) district will be:

i. Minimum of 5 acres: up to 5,000 square feet (Tier 1 per CCC)

ii. 10 acres or more: up to 20,000 square feet (Tier 3 per CCC)

o. Any building utilized for the purposes of marijuana cultivation within the Rural Residential (RR) zoning district shall use architectural and landscape design elements that resemble the typical New England agricultural/farm

building styles seen on a farm such as a “butler type metal building” or wood or masonry wall and finished in neutral colors or a color in harmony with existing buildings on adjacent properties. The Planning Board may, at its discretion, entertain and allow proposals for other building styles.

p. The rehabilitation of existing buildings for marijuana cultivation in the Rural Residential (RR) zoning district may deviate from the height restriction if they already exceed it, to the extent that any linear addition may continue existing lines, so long as no additional height is added. Additions added non-linear to the primary axis (ridge line) of the existing building shall not exceed 18’ feet (eave height).

q. New buildings and those occupied and used building constructed prior to July 1, 2018 under this by law which are proposed to be used as marijuana cultivation structures in the Rural Residential (RR) zoning district shall be located at a minimum of one-hundred (100 ft.) feet from a Town or State road way right of way line.

r. Existing buildings which are proposed to be used as marijuana cultivation structures in the Rural Residential (RR) zoning district and that are located within two-hundred (200ft) feet of an existing residential structure on an adjacent property or one-hundred (100ft) feet of a roadway are required to establish and maintain a year-round dense vegetated barrier of at least ten (10 ft.) feet between the residence and/or roadway. A waiver or modification to this provision may be granted by the Planning Board after review for appropriateness and a determination that a modified, reduced or no barrier, would not be substantially detrimental to the adjacent neighborhood.

s. Hoop houses utilized as marijuana cultivation structures in the Rural Residential (RR) zoning district shall utilize an opaque wall film to preclude direct viewing of the vegetative growth.

t. A Site Plan review is required as part of the Special Permit to assure compliance with parking, waste management, lighting, and all other zoning regulations.

u. When a conflict arises between that of local or state regulations, the more restrictive of these shall be in full force.

v. Any change in ownership of the property, operator, duly authorized agent, or co-op association shall require notification to the Planning Board, a review and reissuance of the Special Permit by the Planning Board, prior to the new ownership or other changes taking place.

w. The Special Permit shall terminate on dissolution of the co-op, changes in ownership, or revocation of the authorization to operate by the Massachusetts Cannabis Control Commission (CCC).

x. The Planning Board, Town Planner, and Town Manager shall be notified of any violations, citations or other sanctions by the Massachusetts Cannabis Control Commission (CCC) or other regulatory agency, as related to operations conducted under this Special Permit, by the permit applicant and/or property owner, via mail and certified mail, within three (3) business days from the date of the violation.

y. Operations under a Special Permit issued by the Planning Board must comply with all other local, state, or other rules, regulation and requirements.”

ARTICLE 11. Passed with greater than 2/3 in favor* and one (1) opposed that the Town amend the Zoning By Laws to amend the existing bylaw to increase the setbacks for large ground-mounted solar facilities as published on November 15 and 22, 2018 and presented at a Public Hearing on December 5, 2018, January 2, and 16, 2019 as follows:

§4.8.3D.1 – Large ground-mounted solar facilities – changed setback requirements from 25’ to 100’:

D. Dimensional Requirements

1. Setbacks. Large ground-mounted solar energy facilities and all accessory structures shall have a setback from front, side and rear property lines and public ways of at least one hundred feet (100’).

*As allowed by Town of Ware STM – 11/14/2016, Article 2 and MGL Chapter 39, §15. Attorney General Approved on January 24, 2017.

ARTICLE 12. Passed unanimously in favor that the Town amend the Zoning Bylaws to enact a temporary moratorium on large ground-mounted solar facilities in order for Town to have sufficient time to engage in a planning process to better address the calculation of open space, the compatibility with adjacent residential uses, potential loss of agricultural lands, environmental impacts and safety implications of the projects proposing power storage by battery and to evaluate the method of financial assurance for the eventual decommissioning of such installations. The period of the moratorium will be from the date of this vote, March 11, 2019, until no later than June 30, 2020 or the date of the Spring Annual Town Meeting of 2020, whichever is sooner, as published on November 15, and 22, 2018 and presented at a Public Hearing on December 5, 2018, January 2 and 16, 2019 and attached hereto, and described in the Town Meeting packet.

ARTICLE 13: Passed by a Majority in favor with One (1) opposed that the Town rescind the action taken under Article 28 of the May 14, 2018 Annual Town Meeting, said article having appropriated the sum of \$200,000.00 from the Sewer Enterprise Fund retained earnings for the replacement of sewer lines.

ARTICLE 14: Unanimously passed that the Town appropriate \$200,000.00 to be expended for the replacement of sewer lines and to meet said appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$200,000.00 under provisions of the Massachusetts General Laws Chapter 44, §6 and/or any other relevant sections of the Massachusetts General Laws Chapter 44.

ARTICLE 15: Unanimously passed that this article be dismissed. (Appropriate a sum of money towards the construction of the Ware Dog Park)

ARTICLE 16: Unanimously passed that this article be dismissed. (Appropriate a sum of money towards the construction of a Regional Animal Control Shelter)

ARTICLE 17: Unanimously passed that this article be dismissed. (Appropriate a sum of money towards an Engineering Review and repairs relative to the Ware Senior Center)

ARTICLE 18: Unanimously passed that the Town appropriate Twenty Thousand Dollars (\$20,000.00) to pay for the Town's share of an Historic Preservation Grant to conduct an architectural envelope study of the Ware Town Hall and to meet said appropriation by transferring \$20,000.00 from FREE CASH.

ARTICLE 19. Passed by greater than 2/3 Majority in favor * (92 yes and 13 No) that the Town appropriate the sum of Three Million Two Hundred Eighty-three Thousand One Hundred Twenty-two Dollars (\$3,283,122.00) to be expended under the direction of the Ware School Building Committee for the replacement of all the doors and windows at the Ware Middle School, 239 West Street Ware, MA 01082. This includes the payment of all costs incidental or related thereto, 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 education program, for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"). To meet this appropriation, the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to said amount under MGL Chapter 44, or pursuant to any other enabling authority. The Town 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 incurs in excess of any grant approved by and received from the MSBA for the Project shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of (1) seventy-eight and ninety-five hundredths percent (78.95%), approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA. The amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreements that may be executed between the Town and the MSBA. This approval is contingent upon grant approval.

*As allowed by Town of Ware STM – 11/24/2016, Article 2 and MGL Chapter 39, §15. Attorney General Approved on January 24, 2017.

ARTICLE 20. Passed by greater than a 2/3 Majority in favor * with 5 opposed that the Town appropriate the sum of Nine Hundred Seventeen Thousand, Forty-one Dollars (\$917,041.00) under the direction of the School Building Committee for the replacement of the two boilers at the Stanley M. Koziol Elementary School, 4 Gould Road, Ware, MA 01082. This includes the payment of all costs incidental or related thereto, 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 education program, for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"). To meet this appropriation, the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to said amount under MGL Chapter 44, or pursuant to any other enabling authority. The Town 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 incurs in excess of any grant approved by and received from the MSBA for the project shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of (1) Seventy-Eight and Ninety Five Hundredths percent (78.95%), approved projects costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA. The amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreements that may be executed between the Town and the MSBA. This approval is contingent upon grant approval.

As allowed by Town of Ware STM – 11/24/2016, Article 2 and MGL Chapter 39, §15. Attorney General Approved on January 24, 2017

There being no other articles to be acted upon, a motion was made and seconded to dissolve the Special Town Meeting of March 11, 2019.

A true copy attest: _____
Nancy J. Talbot – Town Clerk

AMENDED MINUTES BY TOWN CLERK
SEPTEMBER 16, 2019

CORRECTION OF ARTICLE 12 AS VOTED at the Special Town Meeting of March 11, 2019

ARTICLE 12. Passed unanimously in favor that the Town amend the Zoning Bylaws to enact a temporary moratorium on large ground-mounted solar facilities in order for Town to have sufficient time to engage in a planning process to better address the calculation of open space, the compatibility with adjacent residential uses, potential loss of agricultural lands, environmental impacts and safety implications of the projects proposing power storage by battery and to evaluate the method of financial assurance for the eventual decommissioning of such installations. The period of the moratorium will be from the date of this vote, March 11, 2019, until no later than June 30, 2020 or the date of the Spring Annual Town Meeting of 2020, whichever is sooner, as published on November 15, and 22, 2018 and presented at a Public Hearing on December 5, 2018, January 2, and 16, 2019 and attached hereto and described in the Town Meeting packet.

In order for Town to have sufficient time to engage in a planning process to better address the calculation of open space, the compatibility with adjacent residential uses, potential loss of agricultural lands, environmental impacts and safety implications of the projects proposing power storage by battery and to evaluate the method of financial assurance for the eventual decommissioning of such installations, the Town hereby adopts a temporary moratorium on the use of land or structures for large-scale ground-mounted photovoltaic installations by site plan approval. In no case shall the Town accept any new applications for large-scale ground-mounted photovoltaic installations by site plan review or special permit. Said temporary moratorium, and non-acceptance of applications for large-scale ground mounted photovoltaic installations by site plan approval, shall be in effect for twelve (12) months from the date of approval by the Town Meeting. During the temporary moratorium period, the Town shall undertake a planning process to address the potential impacts of commercial solar projects in town and shall consider amending its Zoning Ordinance to address the impact of said solar projects.

Amend:

§4.8.3.D1 – Large ground mounted solar facilities, add:

A temporary moratorium on Large Ground-Mounted Solar Facilities is enacted as of the Special Town Meeting of March 11, 2019. The period the moratorium will be from now, the date of this vote, March 11, 2019, until no later than June 30, 2020 or the date of the Spring Annual Town Meeting of 2020, whichever is sooner

A true copy attest: _____
Nancy J. Talbot – Town Clerk of Ware, MA

ANNUAL TOWN ELECTION
TOWN OF WARE
APRIL 8, 2019

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, qualified to vote in the elections of the town, Precincts A, B, and C met at the Ware Town Hall, 126 Main St., on Monday – April 8, 2019 at seven o'clock in the forenoon. The warrant calling the town election, having been previously posted according to the bylaw of the Town of Ware met all requirements.

Cards of Instructions to Voters, Cards of Penalties of Corrupt Practices at the Elections, Specimen Ballots, etc. having been previously posted in the Town Hall, outside the voting rails, the ballot boxes were set at naught. The polls were declared open by the Warden – Roger Lacoste.

The polls closed at eight o'clock. The total ballots cast were Nine Hundred Forty-Eight (948). The results are as follows:

<u>OFFICE</u>	<u>PCT.A</u>	<u>PCT.B</u>	<u>PCT.C</u>	<u>TOTAL</u>
<u>BOARD OF SELECTMEN – VOTE FOR ONE</u>				
Brandy L. Bruso	71	81	88	242
Andrew Choquette	43	23	28	92
Roxanna Harper	104	84	117	304
Nancy J. Talbot	87	87	133	307
Write Ins	2			1
Blanks	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>
Total	307	275	366	948

SCHOOL COMMITTEE FOR THREE YEARS – VOTE FOR TWO

Christopher T. Desjardins	227	208	285	720
Brian P. Winslow	171	145	216	532
Blanks	215	196	231	642
Write Ins	<u>1</u>	<u>1</u>	<u>0</u>	<u>2</u>
Total	614	550	732	1896

BOARD OF ASSESSORS FOR THREE YEARS- VOTE FOR ONE

Gerald F. Fountain, Jr.	210	191	255	656
Blanks	96	83	110	289
Write Ins	<u>1</u>	<u>1</u>	<u>1</u>	<u>3</u>
Total	307	275	366	948

BOARD OF HEALTH FOR THREE YEARS – VOTE FOR ONE

Blanks	297	265	350	912
Write Ins				
Jennifer McMartin	4	3	8	15
All others	<u>6</u>	<u>7</u>	<u>8</u>	<u>21</u>
Total	307	275	366	948

CEMETERY COMMISSIONER FOR THREE YEARS – VOTE FOR ONE

Blanks	288	263	350	901
Write Ins				
Julie Bullock	9	5	10	24
All others	<u>10</u>	<u>7</u>	<u>6</u>	<u>23</u>
Total	307	275	366	948

CEMETERY COMMISSIONER FOR ONE YEAR (UNEXPIRED TERM) – VOTE FOR ONE

Blanks	294	268	358	920
Write Ins				
Ryan Maslak	5	2	3	10
All others	<u>8</u>	<u>5</u>	<u>5</u>	<u>18</u>
Total	307	275	366	948

PARK COMMISSIONER FOR THREE YEARS – VOTE FOR ONE

John J. Morrin	204	187	257	648
Blanks	103	88	108	299
Write Ins	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>
Total	307	275	366	948

PLANNING BOARD FOR FIVE YEARS – VOTE FOR ONE

Blanks	300	269	352	921
Write Ins				
Edward Murphy III	1	3	9	13
All others	<u>6</u>	<u>3</u>	<u>5</u>	<u>14</u>
Total	307	275	366	948

WARE HOUSING AUTHORITY FOR THREE YEARS (UNEXPIRED TERM) – VOTE FOR ONE

Blanks	302	268	362	932
Write Ins				
George Staiti	2	3	1	6
All others	<u>3</u>	<u>4</u>	<u>3</u>	<u>10</u>
Total	307	275	366	948

A true copy attest: _____
Nancy J. Talbot – Town Clerk, Ware, MA

BOARD OF REGISTRARS
126 MAIN ST
WARE, MA

A RECOUNT OF THE BOARD OF SELECTMEN RACE WAS HELD ON APRIL 29, 2019, UPON THE PETITIONS FILED BY ROXANNA HARPER AND NANCY TALBOT, THE RESULTS OF THE RECOUNT ARE AS FOLLOWS FOR THE BOARD OF SELECTMEN RACE ON THE APRIL 8, 2019 BALLOT:

BRANDY BRUSO	240
ANDREW A. CHOQUETTE	94
ROXANNA HARPER	305
NANCY J. TALBOT	307
WRITE IN	2
BLANKS	<u>0</u>
TOTAL	948

IT WAS DECLARED THAT NANCY J. TALBOT WAS ELECTED TO A THREE YEAR TERM FOR THE OFFICE OF BOARD OF SELECTMEN.

SPECIAL TOWN MEETING
MAY 13, 2019

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, Precincts A, B, and C, qualified to vote in town affairs, met on Monday – March 11, 2019 at six-thirty o'clock (6:30 PM) at Ware High School – 237 West St. Ware.

The quorum requirement per Town of Ware Charter in the amount of One Hundred (100) registered voters was met with 107 voters present at 6:35 PM.

The warrant calling the meeting and return of service by the Constable was read by the Town Clerk at the request of the Moderator.

A pledge of allegiance was done by those present and a moment of silence to recognize the following members of town boards/committees and or employees of the town who had passed since the last town meeting was done (Mary Beth Kaltner, Sr. Center Director; Jose Anacleto – Ware Housing Authority Member; Thaddeus “Ted” Wnek – Park Commissioner; James “Stanley” Midura, Joseph Wnek and Robert Kaczuwka – DPW Workers; Estelle Regin – Administrative Assistant/Tax Collector Office; Patricia Orszulak, Maxine Jurczyk – Ware Public Schools Teachers; and Charles Moulton, Jr. – Business Owner in Ware.

Thereafter the Moderator went over exits, silencing of pagers/cellphones; and rules for speaking on the various articles.

Counters as follows were chosen: Section 1 – Jack Cascio and Brandy Bruso; Section 2 – Cynthia Grzywna and David Grace; Section 3 – Mary Midura and Terrence Smith; Section 4 – Scott Mosso and Devin Peterson.

Action as follows on Articles 1 through 6:

ARTICLE 1. Unanimously voted in favor that the Town appropriate \$392.44 to pay an unpaid bill from a prior fiscal year for the Town Clerk Department and to meet said appropriation by transferring \$392.44 from available FREE CASH.

ARTICLE 2. Passed by a Majority vote in favor with Two (2) opposed* that the Town amend the following line items of the Fiscal Year 2019 Town Budget:

<u>ACCOUNT #</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
141-5200	Assessors Purchase of Services	\$ 2,300.00
155-5200	IT Purchase of Services	\$ 500.00
162-5100	Election Salaries	\$ 1,600.00
220-5100	Fire Personnel	\$11,000.00
231-5100	Ambulance Personnel	\$30,000.00
424-5200	Streetlights	\$15,000.00
543-5700	Veterans Benefits	\$30,000.00
6600-5100	Sewer Personnel	<u>\$ 5,000.00</u>
	Total	\$95,400.00

And to fund these increases by transfer as follows from:

141-5110	Assessors Personnel	\$ 2,300.00
913-5100	Unemployment	\$ 8,100.00
914-5100	Health Insurance	\$60,000.00
945-5700	Municipal Insurance	\$20,000.00
6600	Sewer Enterprise Reserve	<u>\$ 5,000.00</u>
	Total	\$95,400.00

As allowed by the Town of Ware STM – 11/14/2016, Article 2 and MGL Chapter 39, §15. Attorney General Approved on January 24, 2017.

ARTICLE 3. Unanimously voted in favor that the Town appropriate \$275,000.00 to remove accumulated solids from the winter side of the aeration basin at the Ware wastewater treatment plant including related mechanical and structural work and engineering services and to meet said appropriation by *transferring* \$275,000.00 from Sewer Enterprise Reserves.

ARTICLE 4. Voted unanimously in favor of dismissing this article. (Raise and appropriation of funds for infrastructure improvements to Spring St.)

ARTICLE 5. Unanimously voted in favor that the Town authorize the Board of Selectmen, on behalf of the Town of Ware, to acquire by gift, purchase, eminent domain, or any other means, or combination thereof, land and easements necessary for the Main Street Reconstruction Project, as shown on a plan of land entitled “Intersection Improvements at Main Street, West Street, North Street, Church Street and South Street in the Town of Ware”, by CHA, dated March 7, 2019, and attached to this motion, and further to appropriate the sum of \$7,850.00 to compensate the owners for said property and easements and to meet said appropriation by transferring the sum of \$7,850.00 from available *FREE CASH*.

ARTICLE 6. Unanimously approved that the Town appropriate \$3,500.00 to pay for the engineering and design of a culvert on Old Poor Farm Rd. and to meet said appropriation by transferring \$3,500.00 from available *FREE CASH*.

There being no need for action on any other item, a motion was made and seconded to dissolve the Special Town Meeting of May 13, 2019 at 6:55 PM.

A true copy attest: _____
Nancy J. Talbot – Town Clerk, Ware, MA

ANNUAL TOWN MEETING
MAY 13, 2019

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, Precincts A, B, and C, qualified to vote in town affairs met on Monday – May 13, 2019 at seven o'clock (7 P.M.) at Ware High School – 237 West St. Ware.

The quorum requirement per Town of Ware Charter in the amount of One Hundred (100) registered voters was met with One Hundred Fifty-Six (156) voters present at the start of the meeting.

Counters having been previously chosen by the Moderator were: Section 1 – Jack Cascio and Brandy Bruso; Section 2 – Cynthia Grzywna and David Grace; Section 3 – Mary Midura and Terrence Smith; Section 4 – Scott Mosso and Devin Peterson.

The warrant calling the meeting and the return of service by the Constable was read by the Town Clerk at the request of the Moderator.

Once again the Moderator went over procedures and policies for the meeting (silencing of cellphones and pagers, exit signs, rules for speaking on an article, etc.).

Action as follows on Articles under the Consent Agenda (articles 1, 2, 3, 4, 5, 6, 7, 8 and 9) were passed by a Unanimous Vote in Favor:

ARTICLE 1. That the Town accept the report of the Finance Committee as printed in the Annual Town Report and available on the Town website and at this meeting.

ARTICLE 2. That the Town authorize the Treasurer/Tax Collector with the approval of the Board of Selectmen to enter into Compensating Balance Agreements during Fiscal Year 2020 as permitted by the Massachusetts General Laws, Chapter 44, §53F.

ARTICLE 3. That the Town authorize the Treasurer/Tax Collector, with the approval of the Board of Selectmen to borrow money from time to time in anticipation of the revenue of the Fiscal Year 2020, beginning July 1, 2019 in accordance with the provisions of MA General Laws, Chapter 44, §4, and to renew notes or notes payable as may be given for a period of less than one (1) year in accordance with Massachusetts General Laws, Chapter 44, §17.

ARTICLE 4. That the Town accept and appropriate any Grant Funds awarded to the Town of Ware under the Massachusetts Community Development Fund Program by the Executive Office of Housing and Economic Development and to authorize the Board of Selectmen and Community Development Authority to expend the funds in accordance with the terms and conditions of the Grant Agreements.

ARTICLE 5. That the Town accept all State and Federal Educational Grants in any amount as may be awarded for the direct educational expenditures for Fiscal Year 2020 to be expended by the Pathfinder Regional Vocational Technical High School District.

ARTICLE 6. That the Town vote to accept all State and Federal Educational Grants in any amount as may be awarded for the direct educational expenditures for Fiscal Year 2020 to be expended by the Ware Public Schools.

ARTICLE 7. That the Town authorize the Board of Selectmen and Town Manager to apply for, accept, and expend any grants or donations from State or Federal Governments or private agencies, individuals or institutions.

ARTICLE 8. That the Town appropriate Four Hundred Twenty-seven Thousand Five Hundred Eighty-Three Dollars and No cents (\$427,583.00) to be expended for road repairs in anticipation of reimbursement by the Commonwealth of

MA Highway Department under the Chapter 90 State Highway Aid Program and to meet said appropriation by authorizing the Treasurer to borrow the sum of Four Hundred Twenty-Seven Thousand Five Hundred Eighty-Three and no cents (\$427,583.00) under provisions of the MA General Laws Chapter 44, §6 and/or any other relevant sections of the Massachusetts General Laws Chapter 44.

ARTICLE 9. That the Town establish FY 2020 spending limits for the Revolving Funds listed in the Town's General Bylaw and to authorize such expenditure limits to remain in place from Fiscal Year to Fiscal Year unless revised by Town Meeting prior to July 1 for the ensuing Fiscal Year as follows:

Authorized Revolving Fund	Fiscal Year Expenditure Limit
Senior Center Rental	\$ 20,000.00
Ware Public School Athletic Advertising	\$100,000.00
Community Development Septic Repair	\$ 25,000.00
Community Development	\$120,000.00
Cemetery Maintenance and Burials	\$ 10,000.00
Bulky Waste	\$ 15,000.00

ARTICLE 10. Passed by a Majority Vote in Favor that the Town fix the salaries of the several Elected Officers of the Town for the Fiscal Year 2020 as follows:

Town Moderator	\$ 250.00
Chairman – Board of Selectmen	\$ 2,652.00
Members – Board of Selectmen	\$ 2,232.00 each member
Chairman – Board of Assessors	\$ 3,800.00
Members – Board of Assessors	\$ 3,100.00 each member
Planning Board Members	\$ 800.00 each member and the alternate member
Board of Health Members	\$ 654.50 each member

And further, that no Town Board or Commission shall be authorized to employ any of its members for an additional salary or compensation except for the Board of Registrars, Finance Committee, Planning Board, and Recreation Commission, and further provided that the Board of Health may appoint one or more of its members to witness percolation tests and deep hole tests and to perform other paid functions required by the Board of Health.

ARTICLE 11. Unanimously passed in favor that the following sums be appropriated for the Water Enterprise Fund for FY 2020:

Salaries	\$301,481.00
Operating Expenses	\$399,700.00
Budgeted Surplus to Separate Reserve Fund	<u>\$179,107.00</u>
Total	\$880,288.00

And that \$880,288.00 be raised from Department Receipts.

ARTICLE 12. Unanimously passed in favor that the following sums be appropriated for the Sewer Enterprise Fund for FY 2020:

Salaries	\$243,000.00
Operating Expenses	\$507,350.00
Budgeted Surplus to Separate Reserve Fund	<u>\$ 25,754.00</u>
Total	\$776,104.00

And that \$776,104.00 be raised from Department Receipts.

ARTICLE 13. Unanimously passed in favor that the Town Raise and Appropriate from taxation \$29,196,452.00 and transfer \$38,954.00 from Ambulance receipts Reserved for a total appropriation of \$29,235,406.00 to defray the charges and expenses of the Town, including Debt and Interest for the Fiscal Year 2020.

ARTICLE 14. Unanimously passed in favor that the Town appropriate Twenty Thousand Dollars (\$20,000.00) to fund the Employee Compensated Absences Reserve Fund.

ARTICLE 15. Passed by greater than 2/3 in favor with 2 opposed * that the Town amend the Zoning Bylaw by amending the Zoning Map Ware Zoning Map and Bylaw by changing 4 parcels from Downtown Commercial (DTC) district to the Mill Yard (MY) district as defined by Sections 3.1.7 and Section 3.1.8 of the Zoning Bylaw, said properties are listed on Assessor's Map 57-0-64, 57-0-65, 57-0-66, and 57-0-67. The Zoning Map is attached hereto.

*As allowed by the Town of Ware STM – 11/14/16, Article 2 and MGL Chapter 39, §15. Attorney General Approval on January 24, 2017.

ARTICLE 16. Passed by greater than 2/3 in favor (106 – yes, 21 – no) that the Town amend the Zoning Bylaw Use Table, Section 4.2, to allow self-storage facilities by right in Residential Business (RB) District in accordance with the attached petition.

ARTICLE 17. Passed with One Hundred Twenty-Nine (129) in favor and Eight (8) opposed that the Town of Ware authorize the Selectmen to petition the Legislature for a Special Act of Legislation exempting Christopher Scott Romani, who has already taken the Civil Service Exam, from the maximum age requirement for applying for Civil Service appointment as a Police Officer in the Town of Ware. The Legislation seeks to allow the appointment of Christopher Scott Romani as a Ware Police Officer despite the fact that he surpasses the 32 year age limit on March 28, 2002. This vote specifically authorizes the Board of Selectmen to petition the Legislature for a Special Act of Legislation as follows:

Whereas the deferred operation of this Act would tend to defeat its purpose, which is set forth with exempt Christopher Scott Romani from the maximum, age requirement for applying for Civil Service appointment as a Police Officer in the Town of Ware, therefor it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.

Section 1. Notwithstanding Chapter 31 of the General Laws or any other general or special law or rule of regulation to the contrary regulation the maximum, age of an applicant for appointment as a Police Officer, Christopher Scott Romani of the Town of Ware, shall be eligible to have his name certified for original appointment to the position of Police Officer in the Town of Ware notwithstanding his having reached the age of 32 before taking any Civil Service Examination in connection with that appointment. Christopher Scott Romani shall be eligible for appointment to the position of Police Officer in the Town of Ware provided that he meets all other requirements for certification and appointment to this position.

Section 2. This act shall take effect upon its passage.

And further that the Town of Ware authorize the Legislature to reasonably vary the form and substance of this requested Legislation within the scope of the general public objectives of this petition.

ARTICLE 18. Unanimously approved that the Town appropriate Two Thousand Dollars (\$2,000.00) for the support of veterans through the Brookfield Institute Care for the Troops Program and to meet said appropriation by transferring Two Thousand Dollars (\$2,000.00) from available FREE CASH.

ARTICLE 19. Unanimously approved that the Town appropriate \$85,000.00 for the Engineering, Design and Installation of Water Mains and appurtenant works at the Barnes Street Pumping Station and to meet said appropriation by transferring \$85,000.00 from the Water Enterprise Reserve.

ARTICLE 20. Unanimously approved that the Town appropriate \$8,000.00 to fund the purchase of an over seeder for the Parks and School Departments, and to meet said appropriation by transferring \$8,000.00 from available FREE CASH.

ARTICLE 21. Passed by a Majority vote in favor that the Town appropriate \$60,000.00 to be expended for the replacement of Water Service Lines and appurtenant works to the buildings on Main Street as part of the Main Street Reconstruction Project and to meet said appropriation by transferring \$60,000.00 from the Water Enterprise Reserves.

ARTICLE 22. Passed by a Majority vote in favor with one (1) opposed that the Town appropriate \$53,000.00 for the purchase and outfitting of a police vehicle and to meet said appropriation by transferring \$53,000.00 from available FREE CASH.

ARTICLE 23. Passed by a Majority vote in favor that the Town appropriate \$5,800.00 for Speed Control Signs for the Police Department and to meet said appropriation by transferring \$5,800.00 from available FREE CASH.

ARTICLE 24. Unanimously passed in favor that the Town appropriate \$15,000.00 for the improvements to the telephone system for the Police Department and to meet said appropriation by transferring \$15,000.00 from available FREE CASH.

ARTICLE 25. Unanimously passed in favor that the Town appropriate \$165,000.00 to purchase an excavator for the Department of Public Works and to meet said appropriation by transferring \$140,000.00 from available FREE CASH and \$25,000.00 from Water Enterprise Reserves.

ARTICLE 26. Unanimously passed in favor that the Town appropriate \$255,000.00 to purchase a dump truck for the Department of Public Works and to meet said appropriation by authorizing the Treasurer with the approval of the Board of Selectmen to borrow up to the sum of \$255,000.00 under Massachusetts General Laws, Chapter 44 §7.

ARTICLE 27. Passed by a Majority vote in favor that the Town appropriate \$36,500.00 to fund the purchase and outfitting of a pickup truck for the Department of Public Works and to meet said appropriation by transferring \$36,500.00 from available FREE CASH.

ARTICLE 28. Passed by a Majority vote in favor that the Town appropriate \$13,000.00 for the Town's share of the construction of the Ware Dog Park on Pleasant Street, and to meet said appropriation by transferring \$13,000.00 from available FREE CASH.

ARTICLE 29. This article did not pass. (That the Town appropriate \$162,000.00 to fund its share of a Regional Animal Control Shelter)

ARTICLE 30. Passed by a Majority vote in favor that the Town appropriate \$49,000.00 to fund the purchase and outfitting of a pickup truck for the Parks Department and to meet said appropriation by transferring \$49,000.00 from available FREE CASH.

ARTICLE 31. Unanimously vote in favor that the Town raise and appropriate \$20,000.00 from taxation to fund the purchase of personal computers for various Town departments.

ARTICLE 32. Unanimously voted in favor that the Town appropriate \$14,000.00 to fund the engineering review related to the structure and foundation of the Ware Senior Center, and to meet said appropriation by transferring \$14,000.00 from available FREE CASH.

ARTICLE 33. Passed by a Majority vote in favor that the Town appropriate \$44,000.00 to fund the purchase and outfitting of a pickup truck for the Fire Department and to meet said appropriation by transferring \$44,000.00 from available FREE CASH.

ARTICLE 34. Passed by a Majority vote in favor that the Town appropriate \$25,000.00 for the replacement of AIR SCBA units, breathing/air tanks and gear for the Fire Department and to meet said appropriation by transferring \$25,000.00 from available FREE CASH.

ARTICLE 35. Unanimously voted in favor that the Town raise and appropriate from taxation \$20,000.00 to fund the operations of the local and regional transportation service, the Quaboag Connector.

ARTICLE 36. Unanimously passed that the Town authorize the Board of Selectmen to approve a Preservation Restriction on Ware Town Hall to be held by the Massachusetts Historical Commission subject to the Town's participation in the Massachusetts Preservation Projects Fund.

ARTICLE 37. Unanimously passed that the Town accept a revised layout of Buckley Court and to authorize the Board of Selectmen to record said layout in the Hampshire County Registry of Deeds.

ARTICLE 38. Passed by a Majority vote in favor that the Town authorize the Board of Selectmen to accept the proposed Payment in Lieu of Tax Program as presented on March 29, 2019 by Goldilocks Capital, UC to the Town of Ware involving a dual-use solar plus agricultural project on land owned by Terrence Smith and Ivy Peritz-Smith at 209 Greenwich Plains Road Ware as presented in the attached petition.

ARTICLE 39. Passed by a Majority vote in favor that the Town authorize the Board of Selectmen to enter into a Tax Agreement pursuant to MGL Chapter 59, §38H (b), and Chapter 164, §1, or any other enabling authorizing for personal property in the annual amount of \$11,900.00 per MW DC escalating at ½% annually, associated with a privately owned and operated solar photovoltaic facility to be located on the property located at 313 Palmer Road and referred to as Parcel ID 10-0-105 in the Assessor's database and filed in the Hampshire County Registry of Deeds in Plan Book 8803 Page 60, for a term of 20 years; and to take all actions as may be necessary on behalf of the Town to undertake the purpose of this article.

ARTICLE 40. Passed by a Majority vote in favor that the Town authorize the Board of Selectmen to ratify and approve an agreement made between the Town of Ware and CS Ware West Street LLC or subsidiary pursuant to MGL Chapter 59, §38H, and regulations promulgated thereunder, with respect to annual payments in lieu of Real and Personal Property Taxes for a 20 year period relative to a parcel of land located at 417 Belchertown Road; said PILOT agreement is based upon the proposed construction and operation of a solar photovoltaic power plant with an expected nameplate capacity of approximately 1.79 megawatts and may be executed in conjunction with a Massachusetts Solar Net Excess Generation Credit Purchase Agreement, or take any other action relating thereto.

There being no other business to come before the voters a motion was made and seconded to dissolve the Annual Town Meeting of May 13, 2019. Voted all in favor at 9:38 PM.

A true copy attest: _____
Nancy J. Talbot – Town Clerk, Ware, MA

TOWN OF WARE
SPECIAL TOWN MEETING
NOVEMBER 18, 2019

The meeting was scheduled for 6:30 PM but there were only 84 registered voters present. Meeting was postponed until Monday December 2, 2019 at 6:30 PM

Moderator declared on Saturday – November 30, 2019 that she was declaring a postponement of the Special Town Meeting scheduled for December 2, 2019 due to forecasted inclement weather and the likelihood for achieving a quorum of 100 voters, to Wednesday – December 4, 2019 at 6:30 (copy of email notice attached).

Monday – December 4, 2019 at 6:54 PM with only Ninety-five (95) voters present, the Moderator postponed the Special Town Meeting until Monday – December 9, 2019 at 6:30 PM.

SPECIAL TOWN MEETING
DECEMBER 9, 2019

Moderator Kathleen Coulombe opened meeting at 6:38 PM with 110 registered voters present.

Counters chosen as follows: Section 1 – Josh Kusnierz, Norma Silloway; Section 2 – Janice Ouimette, Andrew Choquette; Section 3 – Brian Rheame, Jennifer McMartin; Section 4 – Kevin O'Regan and Cliff Harris.

The Moderator reviewed procedures for speaking with regard to an article on the floor; noted exit signage; silencing of all cellphones and pagers. A pledge of allegiance was recited.

The Moderator then requested the Town Clerk to read the service return of the warrant.

Action as follows on the following articles was taken:

Article 1: Moderator Kathleen Coulombe passed her role as Moderator temporarily to the Town Clerk for this article only.

Article 1: Unanimously passed in favor that the Town appropriate \$10,684.91 to pay unpaid bills from prior fiscal years of the Building, Fire, School, Police, Parks, Water and Sewer Departments and to meet said appropriation by transferring \$4,089.50 from the Water Retained Earnings, and \$3,128.00 from the Sewer Retained Earnings; and \$1,100.00 from the Ambulance Reserve and by Raising and Appropriating from Taxation \$2,367.41.

Article 2: An amendment was offered to this article to add \$100,000.00 to the Fire Department Line Item 220-5200 Purchase of Services but after discussion the amendment was defeated by a Majority vote.

Article 2: Passed by a Majority vote in favor that the Town amend the following items of the Fiscal Year 2020 Town Budget by increasing them as follows:

145-5200	Treasurer/Collector Purchase of Services Strategic Accounting & Tax Service – YTD	\$18,885.98
421-5100	Highway Salaries	\$ 9,000.00
914-5100	Health Insurance (Increased Enrollment)	\$90,000.00
945-5700	Municipal Insurance	\$25,000.00
241-5120	Electrical Inspector Salaries	\$28,000.00

141-5200	Assessors Purchase of Services	\$ 5,000.00
155-5200	PIT Purchase of Services	\$ 6,000.00
210-5200	Police Purchase of Services	<u>\$15,000.00</u>
	Total	\$196,885.98

And to fund these increases by Raising and Appropriating from Taxation.

Article 3: Unanimously passed in favor that the Town authorize the Custodian-Treasurer/OPEB Fund Board of Trustees of the OPEB Fund established under MGL Chapter 32B §20 to invest monies in the OPEB Fund pursuant to the prudent investor rule established in MGL Chapter 203c.

Article 4: Unanimously passed in favor that the Town appropriate \$147,660.00 to fund the Other Post-Employment Benefits (OPEB) Liability Trust Fund and to meet said appropriation by transferring \$147,660.00 from available **FREE CASH**.

Article 5: Unanimously passed in favor that the Town appropriate \$49,220.00 to fund the Stabilization Fund and to meet said appropriation by transferring \$49,220.00 from available **FREE CASH**.

Article 6: Unanimously passed in favor that the Town appropriate \$49,220.00 to fund the Capital Stabilization Fund and to meet said appropriation by transferring \$49,220.00 from available **FREE CASH**.

Article 7: Passed by a Majority vote in favor with one (1) opposed to dismiss this article. (Acceptance of Wildflower Drive as a public way)

Article 8: Passed by a Majority vote in favor with one (1) opposed that the Town authorize the Board of Selectmen on behalf of the Town of Ware, to acquire by gift and to accept the deed to a parcel of land on Wildflower Drive known as Assessors Map 55, Parcel 1-28.

Article 9: Passed by a Majority vote in favor with one (1) oppose to dismiss this article. (Amend the layout and extension of Quarry St.)

Article 10: Unanimously voted in favor that the Town appropriate \$28,981.00 for resurfacing and related work on Greenwich Road and to meet said appropriation by transferring \$28,981.00 from the Gravel Escrow Fund.

Article 11: Unanimously voted in favor that the Town authorize the Ware School Committee to enter into a Memorandum of Understanding (attached) with the Executive Office of Health and Human Services, the Department of Elementary and Secondary Education and the Department of Children and Families, in relation to the administration of the transportation costs under the Every Student Succeeds Act, and to maximize Federal Financial Participation from the Federal Government through the Title IV-E of the Social Security Act.

MEMORANDUM OF UNDERSTANDING EVERY STUDENT SUCCEEDS ACT TRANSPORTATION CLAIMING UNDER TITLE IV-E OF THE SOCIAL SECURITY ACT

This Memorandum of Understanding (MOU) has been created and entered into on _____, 2019 by and between the following parties in relation to the Administration of school of origin transportation costs under the Every Student Succeeds Act (ESSA) to maximize Federal Financial Participation from the Federal Government through Title IV-E of the Social Security Act (Title IV-E):

Executive Office of Health and Human Services (EQHHS);

Department of Elementary and Secondary Education (DESE);
Department of Children and Families (DCF); and

_____ (Enter name)
Commonwealth City/Town/Regional School District or Local Education Agency

The Commonwealth of Massachusetts, Executive Office of Health and Human Services, Department of Elementary and Secondary Education, Department of Children and Families and _____ the City or Town or Regional School District of _____ by and through

_____ (legal name and address of the Local Education Agency, hereinafter, the LEA, hereby agree to the following terms and conditions as they relate to reporting costs and receiving Title IV-E allowable federal reimbursement for said costs as they relate to transporting children eligible under Title IV-E foster care to and from their foster placement and their School of Origin, effective for dates of service on or after April 1, 2019.

RECITALS

WHEREAS, DCF is the single state agency designated to submit claims to the Administration of Children and Families (ACF) for the purposes of obtaining Title IV-E cost reimbursement; and
WHEREAS, THE LEA desires to participate in the Title IV-E Claiming of Transportation Expenditures for Children Administration in Foster Care (hereinafter, the "Program") under the terms and conditions set forth in this Memorandum of Understanding (MOU);

WHEREAS, the scope of services and providers payable under the Program is defined by this MOU: and

NOW, THEREFORE, in consideration of the mutual obligations contained in this MOU, the parties agree as follows:

Section 1 DEFINITIONS

The following terms that appear capitalized throughout this MOU shall have the following meanings, unless the context clearly indicates otherwise.

Administration of Children and Families (ACF) – The agency responsible for the oversight and administration of services pertaining to children, youth, and families nationwide, as established under the authority of Section 6 of the Reorganization Plan No. 1 of 1953.

Certification of Qualified Expenditures or Certification of Qualifying Expenditures – For purposes of this agreement an expenditure for Transportation that is certified, or attested to, by a contributing public agency or designated authority at a public agency that is eligible for reimbursement under Title IV-E of the Social Security Act.

Department of Children and Families (DCF) – The constituent agency within EQHHS providing services to children 0 through 22 years old who are at risk or have been victims of abuse or neglect, as well as their families, established under MGL c. 18B §1.

Department of Elementary and Secondary Education (DESE) – The constituent agency within the Executive Office of Education responsible for the provision of a public education system of a sufficient quality to extend to all children, established under MGL c 69 §1.

Every Student Succeeds Act (ESSA) – Federal Law passed in December 2015 governing United States K-12 public education policy (public Law 114-95).

Executive Office of Health and Human Services (EQHHS) – The executive secretariat of the Commonwealth of Massachusetts established under MGL c 6A, §2 that oversees DCF.

Individualized Education Program (IEP) – A written statement, developed and approved in accordance with federal special education law in a form established by the Department of Elementary and Secondary Education that identifies a student’s special education needs and describes the services a school district shall provide to meet those needs.

Local Education Agency (LEA) – See definition for Local Government Entity.

Local Government Entity – Pursuant to MGL c.44, §70 an for purposes of this MOU, a city or town, that vote of its town meeting, town council or city council with the approval of the selectmen, town manager or mayor, authorizes the LEA to enter into this MOU and that is responsible, or assumes responsibility, either directly or indirectly through an agency or other political subdivision, for the non-federal share of the Program expenditures. Local Governmental Entity is also referred to as Local Educational Authority (LEA) in this MOU.

Metropolitan Council for Educational Opportunity (METCO) – a state-funded grant program run by DW intended to expand educational opportunities, increase diversity, and reduce racial isolation by permitting students in Boston and Springfield to attend public schools in other communities that have agreed to participate, pursuant to MGL c. 76, §12A.

Reporting Tool – The mechanism, designed and agreed upon by EQHHS, DESE, and DCF, by which the LEA will report on costs associated with the Program and attest to the accuracy of said costs.

School of Origin – The school in which a child is enrolled at the time of placement in foster care. Pursuant to Elementary and Secondary Education Act, §1111 (g) (I) (E) (i), DESE, and the LEAs must ensure that a child in foster care enrolls or remains in his or her school of origin unless a determination is made that it is not in the child’s best interest.

State Fiscal Year – The 12-month period commencing July 1 and ending June 30 and designated by the calendar year in which the fiscal year ends (e.g., State Fiscal Year 2019 starts on July 1, 2018 and ends June 30, 2019).

Title IV-E – an amendment to the Social Security Act that allows states to claim federal reimbursement for the costs of administering foster, adoptive, and guardianship services based on specific eligibility criteria.

Title IV-E Allowable Transportation Claiming Activities – The process through which an LEA requests payment based on Title IV-E – allowable actual incurred costs related to Administrative Activities. Administrative Activities Claiming is further described n Section 2.3 of this MOU.

Title IV-E Claiming of Transportation Expenditures for Children in Foster Care Program – The program through which Local Government Entities participate in administrative activities claiming of Title IV-E allowable expenditures of transportation for children in foster care.

Title IV-E Eligibility – children in foster care that meet the federal eligibility requirements outlined in the Social Security Act for foster care maintenance payments claimed on their behalf.

Title IV-E Federal Financial Participation (Title IV-E FFP) – The amount of the federal share that may be available based on the Certification of Qualifying Expenditures of an LEA for administrative activities related to the provision of transportation services to IV-E eligible foster care children to their School of Origin provided pursuant to this MOU.

Section 2. TERMS AND CONDITIONS

1. Subject to (a) the City/Town/Regional School District, hereinafter, Local Education Agency’s (LEA) voluntary compliance, as determined by EQHHS, with all submission and other requirements established by EQHHS, DESE, and DCF, hereto referred to as “the Commonwealth”; ((b) all other state approvals; (c) federal approval of all necessary payment and funding methods and payment limits; and (d) the availability of Title IV-E FTP, the Commonwealth will pay the LEA an amount equal to the final Title IV-E FFP amount received by the Commonwealth for the allowable Certification of Qualifying Expenditures of the LEA for that state fiscal year, less an contingency fees and other administrative costs.

2. The LEA shall submit to the DESE no later than October 1 of each year, a cost report and Certification of Qualifying Expenditures on a form designated by the Commonwealth and completed in accordance with the Commonwealth's instructions and signed by an officer who is an authorized signatory of the unit of government providing the on-federal share of Title IV-E allowable transportation expenditures associated with transporting children to/from his/her School of Origin.
3. Said certification shall provide that the LEA's reported expenditures are allowable costs for children in foster care who are covered under ESSA and exclude the following costs:
 - a. Any Individualized Education Program (IEP) transportation costs incurred for a child who is enrolled in MassHealth where transportation services are required under the IEP;
 - b. Any costs for children and youth considered homeless as defined by the McKinney-Vento Homeless Assistance Acts, 42 USC 11434(a)(2);
 - c. Participate in METCO as set forth in MGL c 76, §12A; or
 - d. Any other federally funded form of transportation services.
4. The LEA shall comply with all Title IV-E transportation administrative and billing requirements set forth in this MOU or incorporated by reference and applicable laws, regulations or subregulatory guidance regarding these requirements.
5. The LEA must repay to the Commonwealth any amounts resulting from any overpayment, erroneous reporting, administrative fine, or otherwise, in accordance with this MOU, DESW's rules and regulations, and all other applicable state and federal laws.
6. In the event that a review by the Commonwealth, ACF, or any other state and federal oversight entity reveals that the LEA's claim resulted in a duplicate payment under one or more state or federal programs or that LEA did not follow the requirements in accordance with the terms specified herein or applicable state or federal laws for any fiscal year the Commonwealth retains the right to recover payments from the LEA for that fiscal year).
7. At any point during the MOU, if the Commonwealth, in its sole judgment, identifies any deficiency in the LEA's performance under the MOU, the Commonwealth may require the LEA to develop a corrective action plan to correct such deficiency. The corrective action plan must, at a minimum:
 - a. Identify each deficiency and its corresponding cause;
 - b. Describe corrective measures to be taken to address each deficiency and its cause;
 - c. Provide a time frame for completion of each corrective measure;
 - d. Describe the target outcome or goal of each corrective measure (ie., how the action taken will be deemed successful);
 - e. Describe the documentation to be submitted to the Commonwealth as evidence of success with respect to each corrective measure; and
 - f. Identify the person responsible for each corrective measure, and any other information specified by the Commonwealth.

The LEA shall submit any such corrective action plan to the Commonwealth and shall implement such corrective action plan only as approved or modified by the Commonwealth. Under such corrective action plan, the Commonwealth may require the LEA to (1) alter the manner or method in which the LEA performs any MOU responsibilities, and (2) implement any other action that the Commonwealth may deem appropriate.

The LEA's failure to implement any corrective action plan may, in the sole discretion of the Commonwealth, be considered breach of the MOU, subject to any and all agreement remedies, including, but not limited to, termination of the MOU.

8. Any costs incurred by the Commonwealth to administer the LEA's participation in the ESSA transportation claiming program, including contingency fees payable to the Commonwealth contractors, if necessary, will be offset against amounts of federal revenue payable to the LEA under an ongoing MOU or withheld in a special payment arrangement in the case of MOU termination.
9. The LEA shall immediately disclose to the Commonwealth any non-compliance by the LEA with any provision of this MOU, or any state or federal law or regulation governing this MOU.

10. In the event that the Commonwealth receives written notification of a deferral or disallowance of Title IV-E FFP claimed on behalf of the LEA's services through the Certification of Qualifying Expenditures, receives written notification of an audit finding requiring the return of any such Title IV-E FFP, or otherwise reasonably determines any such Title IV-E FFP will be deferred or disallowed if claimed, the Commonwealth shall so notify the LEA. At any time after the Commonwealth's receipt of such notice or other information, it may require the LEA to the Commonwealth the amount of payment (s) under review, pending final disposition of such review. The Commonwealth shall specify such amount in a written remittance notice to the LEA and, within 30 days of the date of such remittance notice, the LEA shall repay to the Commonwealth an amount equal to the amount specified. In the absence of such a remittance notice, the LEA may, on its own initiative remit such amount to the Commonwealth. In the event the LEA for any reason retains payment amounts subject to deferral, disallowance, or audit findings as described herein, the LEA shall be liable for such amounts plus an interest assessed by the federal government on the Commonwealth. The Commonwealth shall provide to the LEA written notification of the amount of any federal interest assessed on payment amounts retained by the LEA. In the event that the final disposition of the deferral, disallowance, or audit described herein requires the Commonwealth to return an amount previously paid by the LEA to the Commonwealth under these provisions, no such payment due to the LEA shall constitute a late payment or otherwise obligate the Commonwealth to pay to the LEA any interest on such payment. Any remittance pursuant to the provisions of the paragraph shall be in accordance with all applicable state law.
11. The LEA must maintain records that are accurate and sufficiently detailed to substantiate the legal, financial and statistical information reported on the Certification of Qualifying Expenditure Form. These records must demonstrate the necessity, reasonableness, and relationship of the costs (e.g., personnel, supplies, and services) to the provision of any other federal and state officials and agencies authorized by law to inspect such information or their designees, including the United States Secretary of Health and Human Services, the Comptroller General of the United States, the Administration for Children and Families, the Governor of Massachusetts, the Massachusetts Secretary of Administration and Finance, the Massachusetts State Auditor, the Massachusetts Department of Elementary and Secondary Education, and the Massachusetts Department of Children and Families. These records include, but are not limited to, all relevant transportation payments, service dates related to transportation payments, and child count. The LEA must maintain documentation supporting the transportation costs: (1) associated with transporting children eligible under Title IV-E in foster care, including their names and dates of services provided; and (2) that the costs are associated with transporting these children to/from their School of Origin; and (3) that the costs are not excluded pursuant to Section 2.3 of this MOU. The LEA is required to maintain cost report work papers for a minimum period of seven years beyond the last quarter that a child's transportation costs are included on a claim or until the completion of any audit, whichever is longer, following the end of each cost reporting period.
12. The LEA and any of their business associates/subcontractor shall comply with the terms and conditions, and obligations relating to data privacy, security and management of personal and other confidential information applicable to the LEA under this MOU, as well as any other laws, regulations and other legal obligations regarding the privacy and security of such information to which the LEA is subject.
13. The Terms and Conditions set forth in this MOU may be terminated by any party upon written notice to the other at the address set forth below. Notice shall be sent to:

Executive Office of Health and Human Services
Office of Federal Finance and Revenue
600 Washington St, 7th Floor
Boston, MA 02111
Attn: Michael Berolini – Director

Local Education Agency Name

Local Education Agency Address

Local Education Agency Address

Attn: _____
Local Education Agency Contact

14. The Terms and Conditions may be amended at any time in writing, signed by all parties.
15. The Terms and Conditions shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts.
16. No provision of the Terms and Conditions is or shall be construed as being for the benefit of, or enforceable by, any third party.
17. Rights and obligations, which by their nature should survive or which these Terms and Conditions expressly states will survive, will remain in full force and effect following termination or expiration of this MOU. Notwithstanding the generality of the foregoing, the rights and duties under paragraph 12 survive the termination or expiration of this MOU.

Signed by the respective duly authorized representatives of the parties hereto.

COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES

By: _____
EQHHS Authorized Signatory

Name: _____ (Print)

Date: _____

By: _____
DESE Authorized Signatory

Name: _____ (Print)

Date: _____

By: _____
DCF Authorized Signatory

Name: _____ (Print)

Date: _____

By: _____
Local Education Agency Authorized Signatory

Date: _____

Name: _____ (Print)

Position: _____

Phone Number: _____

Email Address: _____

ARTICLE 12. Passed by a Majority vote in favor that the Town appropriate \$46,423.00 for the replacement and installation of a new fire alarm panel at the Ware Junior Senior High School and to meet said appropriation by Raising and Appropriating from Taxation \$46,423.00.

ARTICLE 13. Passed by a Majority vote in favor with Two (2) opposed that the Town appropriate \$20,000.00 for a residential Hazardous Waste Collection, and to meet said appropriation by Raising and Appropriating from Taxation \$20,000.00.

ARTICLE 14. Passed by a Majority vote in favor that the Town appropriate \$4,941.00 for the purchase of software for the Town Clerk's Office and to meet said appropriation by Raising and Appropriating from Taxation \$4,941.00.

ARTICLE 15. The motion to dismiss did not pass rather an amendment was offered. Action as follows for –

ARTICLE 15. Passed by a Majority vote in favor that the Town appropriate \$11,000.00 to fund the grant match for the SCBA units for the Fire Department and to meet said appropriation by transferring \$11,000.00 from FREE CASH.

ARTICLE 16. Unanimously voted in favor that the Town appropriate \$75,000.00 for the purchase of two Monitor Defibrillator Units for the Ambulances and to meet said appropriation by transferring \$75,000.00 from the Ambulance Reserve Fund.

ARTICLE 17. Passed by a Majority vote in favor that the Town appropriate \$166,000.00 to fund its share of the construction of a Regional Animal Control Shelter and to meet said appropriation by transferring \$166,000.00 from available FREE CASH.

ARTICLE 18. Unanimously voted in favor that the Town appropriate \$45,000.00 to fund the purchase of a police cruiser for the Police Department and to meet said appropriation by transferring \$45,000.00 from FREE CASH.

ARTICLE 19. Passed by a Majority vote in favor that the Town appropriate \$10,000.00 to fund the purchase of hand guns, shotguns, and rifles for the Police Department and to meet said appropriation by Raising and Appropriating from Taxation \$10,000.00.

ARTICLE 20. Unanimously vote in favor that the Town appropriate \$10,000.00 to fund the repair of a chimney at the Police Station and to meet said appropriation by Raising and Appropriating from Taxation \$10,000.00.

ARTICLE 21. Unanimously voted in favor that the Town appropriate \$40,000.00 to fund the removal and disposal of dead and dangerous trees along the Town's public ways and on Town property and to meet said appropriation by Raising and Appropriating from Taxation \$40,000.00.

ARTICLE 22. Unanimously voted in favor that the Town appropriate \$32,000.00 to fund the painting and associated work of the Grand Hall at Town Hall and to meet said appropriation by Raising and Appropriating from Taxation \$32,000.00.

ARTICLE 23. Unanimously voted in favor that the Town appropriate \$40,000.00 to redevelop and replace the pump and motor in Barnes Street Well # 1, to removed and replace the "in column" check valve in Barnes Street Well # 2

and to remove, disassemble, inspect and repair the cause of the vibration in Barnes Street Well # 4, and to meet said appropriation by transferring \$40,000.00 from Water Retained Earnings.

ARTICLE 24. Passed by a Majority vote in favor with Two (2) opposed that the Town appropriate \$39,100.00 to purchase a water service truck to replace W-3 and to meet said appropriation by transferring \$33,110.00 from Water Retained Earnings and by Raising and Appropriating from Taxation \$5,990.00.

There being no other articles to act on, a motion and second was made to dissolve the Special Town Meeting of December 9, 2019 at 7:54 PM. All in favor – yes.

A true copy attest: _____
Nancy J. Talbot – Town Clerk, Ware, MA

TOWN TREASURER REPORT

Cash Reconciliation for June 30, 2019

Town Treasurer's Cash and Investments	9,798,461.23
Other trust funds not in custody of Treasurer	-
Total Cash and Investments	9,798,461.23

Accountant's / Auditor's Cash and Investments (Per balance sheet)

General Fund	4,927,719.26
Special Revenue Funds	33,303.25
Capital Projects Funds	16,901.98
Enterprise Funds	2,133,232.38
Trust and Agency Funds	2,580,970.13
Total per general ledger	9,802,127.00

Reconciling Items

Warrants Payable	-
Deposits in Transit	3,665.77

Total Adjusted Accountant's/Auditor's Cash and Investments

Treasurers Report

Cash on hand @ 07/01/2019	9,798,461.23
Receipts 07/01/2018-06/30/2019	9,798,461.23
Disbursements:	
Payables	
Payroll	

Cash on hand @ 06/30/2019

Tax Titles held 07/01/2019	456,117.55
New commitments	
Payments	
Moved to Possessions	-

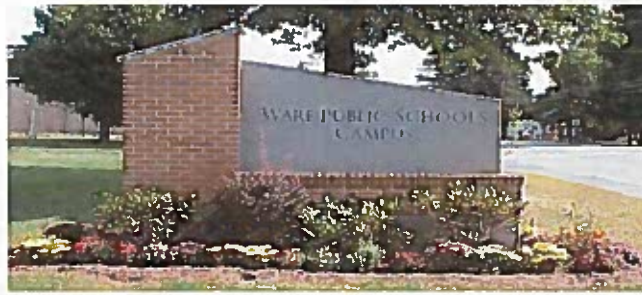
Tax Titles held 06/30/2019

Tax Possessions held 07/01/2019	257,792.87
New Possessions	
Sold at Auction	-

Tax Possessions held 06/30/2019

TOWN COLLECTOR REPORT

TAX	Levy Year 2019	Levy Year 2018	Levy Year 2017	Levy Year 2016	Levy Year Prior Years	Totals
Real Estate Taxes	620,419.17	97,574.31	3,922.77	546.24		722,462.49
Personal Property Taxes	10,323.04	1,141.98	2,756.43	1,002.85	1,191.56	16,415.86
Deferred Property Taxes						-
Taxes in Litigation						-
Motor Vehicle Excise	146,159.97	29,914.04	14,404.42	8,770.39	33,862.58	233,111.40
Sealers Weights & Measures		3,680.00	2,930.00	1,010.00	2,195.00	9,815.00
Tax Liens/Tax Title	509,984.30					509,984.30
Tax Possessions	257,792.87					257,792.87
Other Excise Taxes						2,600.00
Boat Excise	513.95					513.95
Farm Animal Excise						-
Classified Forest Land						-
User Charges Receivables						
Water	113,107.79					113,107.79
Sewer	96,933.79					96,933.79
Water/Sewer Liens	48,999.01					48,999.01
Utility Liens Added to Taxes						-
Departmental & Other Receivables	241,276.63					241,276.63
Special Assessment Receivable						
Unapportioned assessments						-
Apportioned assessments						-
Committed interest added to taxes						-
Apportioned assessments not yet due						-
Suspended assessments						-
Special assessments tax liens						-
Totals	2,045,510.52	132,310.33	24,013.62	11,329.48	37,249.14	2,250,413.09



This year finds Ware Public Schools welcoming four new administrators at Ware Junior-Senior High School and Ware Middle School. The high school welcomes Mr. Eugene Rich as the Principal of the Junior-Senior High School. Mr. Rich has worked in the district for 19 years in a variety of teaching and administrative roles.

Ware Junior-Senior High School welcomes Mr. Daniel Roy as the new Assistant Principal. Mr. Roy has spent 19+ years working with students in grades PreK – 12 as a principal, assistant principal, Dean of Students, and a teacher.

At the Ware Middle School, the new Principal Ms. Katie Anne DeMars, comes to us from the STEM Academy in Holyoke. Ms. DeMars holds a Master's Degree in Business Administration along with holding a general science license grades 1-8 and was the founding principal to help develop the STEM Academy in Holyoke.

The new Assistant Principal of Ware Middle School is April Huckaby, who comes to us from the John J. Duggan Middle School in Springfield, MA. She received her Master's Degree in Education from Springfield College.

Not only were we able to add an assistant principal at the middle school this year, but we were also able to add teaching positions throughout the district, which are as follows:

- 7th & 8th Grade Art Teacher
- 7th & 8th Grade Computer Science Teacher
- Engineering Teacher- WJSHS
- Special Education Teacher – SMK
- Math Consultant - SMK
- Special Education Leader

In addition, a Certified Nursing Assistant (CNA) program offered for the first time through Holyoke Community College will occur this year. What an exciting time it is to be a member of Ware Public Schools!

This year the Ware Public Schools announced a partnership with i2 Learning to bring innovative project-based curriculum into middle school classrooms. Through this partnership with i2 Learning, Ware Middle School will run a series of immersive one-week STEM programs throughout the school year.

Earlier this school year, we applied for an Early Literacy Grant (\$42,225) that will provide professional development in reading and writing for educators at SMK. In addition, we also received the 21st Century Afterschool Grant for WMS, similar to the grant we received for SMK last year. This grant provides \$190,000 a year for three years-another outstanding opportunity for our students and our district.

Respectfully submitted,
Dr. Marlene A. DiLeo
Superintendent of Schools



Ware Junior Senior High School – 2019-2020

Ware Junior-Senior High School (WJSHS), home of “The Ware Way,” serves approximately 480 students in grades 7 through 12. During the 2019-2020 school year, Mr. Eugene M. Rich currently serves as Principal, Mr. Daniel Roy as Assistant Principal, and Mr. Thomas Shamgochian as the Athletic Director. We also welcome new teachers and student support staff into the WJSHS community; Mr. Dennis Birks (Special Education), Ms. Jessica Connolly (School Psychologist), Ms. Jacqui Crowe-Putz (Special Education), Mrs. Ami-Jo Curtis (8th Grade Special Education), Mrs. Kathleen Keough (Computer Science), Mr. Stewart King (Engineering/Technology), Ms. Carrie Latulippe (CNA), Mr. Ryan Lavigne (7th/8th Grade Art), Ms. Kirstin Morin (Chorus), Mr. Anthony Muse (Business), Ms. Brooke Packard (7th Grade English), Ms. Laurie Wasielewski (World Languages), and Mr. Brian Wetherbee (Computer Science).

WJSHS opened the 2019-2020 school year with the annual Principal’s Block Party. We were able to welcome approximately 120 incoming students and their families to the WJSHS. This event allowed incoming students and parents to meet with teachers, new school counselors, and the new administration. Also, students and parents were given a tour of the building by our Student Council members. This tour not only provided an opportunity to ask questions and become familiar with the layout of the building; it presented the incoming students with the opportunity to make a connection with current WJSHS students. We utilize this strategy to align the students with someone familiar to make the transition into the school less stressful.

This year, Ware Junior-Senior High School continues to promote a Fire Science course with Deputy Fire Chief James Martinez providing the instruction. Moreover, this course is being utilized as a foundation to create a framework that may potentially be disseminated to various Massachusetts schools. This year we have collaborated with our Middle School Music Program to provide more opportunities for our students and to foster a vibrant band and chorus group. Mr. Milligan and Ms. Morin have teamed up to share their vast array of knowledge and skills in music for which they have already implemented innovative ways to continue to grow the music program. This year, the WJSHS band has performed at football games, school orientations,

Memorial Day Parade, Veteran’s Day Parade and the Ware Flair Parade. Ware Junior-Senior High School is an official member of the River East School-to-Career Partnership, affording students enriching opportunities for internships throughout the community. To expand our community partnerships, WJSHS has made connections with various manufacturers in the area in order to provide other courses that will enhance our course selections. This partnership is now known as the Manufacturing Partnership Council. WJSHS has worked closely with Holyoke Community College to bring a Certified Nurse’s Assistant course to the Education to Employment (E2E). Through our partnership and collaboration with Holyoke Community College and current HCC Instructor Carrie Latulippe, our students can enroll in a CNA course right on our WJSHS campus at no cost to them. Students who participate in this class are able to develop their skills in a career field that is in high demand. In conjunction, WJSHS has been communicating and meeting with local manufacturers to create various courses that surround Science, Technology, Engineering, Art, and Math (S.T.E.A.M.) such as Principles of Engineering and CAD. Mr. Stewart King is our new Engineering Instructor, and he is currently working on adding additional courses to our Program of Studies. Through several grants, we have been able to provide Mr. King and his students with some additional resources to run these courses, highlighted by the addition of two 3D Printers.

Ware Junior-Senior High School students are community service-oriented, especially members of the National Honor Society, National Art Honor Society, Spanish National Honor Society, Student Council, and the Junior High School Leadership Council. These organizations work to give back to both the school and the community-at-large through several events. Due to the profound service our students provide to the community, many of our school organizations are being recognized, such as the Student Council, which has been nominated for the MASC Excellence Award. To continue, we had the opportunity to celebrate 11 students who have received the John and Abigail Adams Scholarship Award by inviting the students and parents to a celebratory breakfast in their honor.

As a way to empower our students to have a voice in the function of the school, we have incorporated a Student Leadership Team. This group of young adults from all grades meet with administration once a month to discuss any concerns that the student body may have concerning the operations of the school.

Parent and family engagement is strongly fostered at Ware Junior-Senior High School. The Junior Parent Teacher Student Spirit Organization (Jr. PTSSA) and the PTSSA work together on several events, including the Winter Carnival and various teacher appreciation events. Also, parents, teachers, students, and administration work collaboratively on the school council to ensure implementation of the school's improvement plan moving in a positive, progressive manner.

Ware Junior-Senior High School educators will continue to hold students to high academic, civic, and social expectations, while working to meet each learner's individual needs in preparation for the future personal endeavors post-secondary education.

Respectfully submitted,

Mr. Eugene M. Rich, Principal



Ware Middle School Town Report 2019-2020

Ms. KatieAnne DeMars assumed the role of Ware Middle School Principal in July 2019. Ms. April Huckaby was hired as the Assistant Principal for the Middle School. Popsicles with the Principal was held on August 14th. Our Open House was held on Thursday, September 5th, from 5:30-7:00 p.m. in conjunction with the Book Fair to raise funds for the WMS Library. Parents and Guardians had the opportunity to visit classrooms, meet faculty, and purchase books for their children. Current enrollment figures are as follows: 91 students in four Grade 4 classes, 101 students in four Grade 5 classes and 105 students in five Grade 6 classes, for a total enrollment figure of 297. Enrollment figures continue to increase.

In October, we launched our 21st Century After School Learning program. Fifty-five students participated in our nightly program. Students engage in activities focused on mathematics and movement. Activities include aeronautics, dance, set design, drama, Latin America, and rocketry.

Mrs. Kim Senecal is now the teacher in the Academic Achievement Center for students in grades 4-6. Mrs. Senecal supports the need for struggling learners at Ware Middle School in the areas of math and writing. She works with students without IEPs to provide Tier 2 and Tier 3 interventions five days a week. Mr. Sean Houlihan has joined our staff as the new 5th grade Special Education Teacher.

Teachers, staff, and students are still focusing on our monthly character traits. Lessons on good and positive behavior are filling the classrooms at WMS. Students are recognized monthly for positive behavior, student of the month, and perfect attendance at our monthly awards assemblies. Students earn entrance into the monthly reward, which includes a movie, hot cocoa and cookies, extra recess, open gym, and many more. Our December award was a staff vs. student basketball game. Over 75 students played in the game.

Ware Middle School has had two fire drills and two lockdown drills. Students continue to practice safety drills in the event that there is an emergency. Students are to be commended for doing a great job. Ware Middle School staff work closely with SRO Jeannine Bonnayer during staff meetings and professional development days to learn updated information in the areas of school safety.

Ware Middle School is currently offering several clubs open to students in grades 4-6. Mrs. Deb LaPierre is running a robotics club with 12 students every six weeks on Friday. There is also an Art Club with Ms. Hanley, which meets on Thursday morning. Chorus meets with Ms. Morin on Wednesday morning.

Thanks, once again, to Gerry's Music Shop for their donation of instruments so the 6th-grade band program can continue for its fourth year, and the 5th-grade program can start this year. Selected 5th & 6th-grade students participate in a band program where they have the opportunity to play flute, clarinet, trombone, saxophone, trumpet, or drums. The program is under the direction of Ms. Cindy Koch & Mr. Mulligan. All lessons are held various days throughout the week during the school day.

WMS School Council held its first meeting in October. The Council consists of members of the community, parents, faculty and administration. The council meets every month at 8:00 a.m. in the Middle School conference room.

Ware Middle School PTO meets the third Monday of each month from 6-7 p.m. in the faculty lounge. The PTO has held two Open Gyms, a Halloween Happenings dance, Craft Night, and Calendar Raffle fundraisers so far to date. All have been very successful, with all proceeds going towards field trips and other activities for the students and staff of the Middle School.

The Leadership Council is under the advisement of Mrs. Tiffany Bain. The council is comprised of 25 students this year in grades 4-6. There were over 50 students who applied for the council this year. Students from all grade levels were encouraged to apply. The council once again held its annual non-perishable food drive with donations going to our local food pantry as well as a diaper drive. The council is also busy organizing raffles and dances to raise monies to go towards the school-wide end of the school year carnival.

Ware Middle School has received several grants this year, including Lego robotics, lacrosse equipment, and physical education equipment for our students. We have also received a grant to partner with Bruce Rosenbaum for STEAMPunk Kinetics with the 6th graders.

Respectfully submitted,
KatieAnne DeMars
Principal, WMS

Stanley M. Koziol Town Report 2019-2020

The Stanley M. Koziol Elementary School seeks to provide a nurturing, positive, safe, learning community for all students. We encourage & support students to develop respect for self & others, to grow intellectually in content knowledge & problem-solving skills, & to become informed & active citizens of their community.

STANLEY M. KOZIOL ELEMENTARY SCHOOL

Stanley M. Koziol Elementary School is the elementary school for the Ware Public Schools. SMK continues to contain classes of grade levels Preschool through Grade 3 as of the 2019-2020 school year. We currently have 3-Preschool classrooms, 5-Kindergarten classrooms, 4-First Grade classrooms, 4-Second Grade classrooms, and 4-Third Grade classrooms. Total student enrollment is 386 as of January 21, 2020.

SAFETY

The Safety of the students at SMK has always been our number one priority. In conjunction with our District's Safety Officer, we have participated in practice lockdown drills and shelter in place protocol. Administrators have received intense training involving the Ware Police Department in coordination with the Massachusetts State Police relating to evacuation drills. We continue to learn the most up to date information on how to handle problems if they occur, and we are working closely with law enforcement to coordinate our efforts.

Every staff member monitors students continually in a concerted effort to safeguard the physical well-being of the students. It is equally important that the emotional safety of the students is also protected.

ACADMICS

Literacy, math, and writing are an integral part of the curriculum at SMK. The information collected through student assessment continues to drive instruction and ultimately results in higher levels of student achievement. The Ware Public Schools grades kindergarten through 6th received a new Reading program called Wonders by McGraw-Hill, and we are currently in our 2nd year of implementation. The Wonders Program has allowed teachers to deliver reading instruction to all levels of students directly in their homerooms, rather than a "walk-to" model. Students who need additional reading support receive small group services from our Reading Specialist and Special Education Teachers assigned per grade level. Teachers in kindergarten through 3rd grade are continuing to utilize the Guided Reading program in their respective literacy blocks. Literacy centers are also a common trend in our elementary classrooms.

Writing occurs across many disciplines here, including math, science, social studies, art, physical education, and music. The Wonders Program itself offers students multiple opportunities to write within the literacy block. In addition, classrooms have a separate writing block. We are currently participating in DESE's Early Literacy Program with a focus on writing. We have the privilege of working with a Writing Consultant through this grant that works with administration and teachers on what effective writing instruction looks like in an elementary classroom.

Kindergarten through 3rd grade utilizes the program "GoMath." "GoMath" has proven to be an engaging and interactive approach to teaching and is linked directly to the state standards for math. Students who need additional math support receive small group services within the classroom. We are currently searching for a math coach to help support our math instruction at SMK.

MEASURING PROGRESS WITH STUDENT GROWTH

SMK staff measures student progress regularly to ensure instruction is being delivered at the appropriate developmental level. Student progress is measured through multiple assessments including DIBELS, DRA, MAP (for 2nd and 3rd grade only), Running Records, "GoMath" Chapter Assessments, John Collins pre & post writing rubrics, MCAS, Bracken Readiness Assessment, and BAS.

STUDENT INCENTIVE PROGRAMS

The Elementary School continues to offer many programs in our continuous effort to meet the needs of all of our students. "SMK Superstars" program encourages students to follow the Six Pillars of Character – Trustworthiness, Respect, Responsibility, Fairness, Caring, and Citizenship. Students are nominated by their classroom teacher, recognized, and awarded with a certificate each month. We hold a monthly All School Assembly where all students and staff come together in the gymnasium on the last Friday of each month. We recognize the students who have been nominated for

the designated monthly character trait and learn about the new character trait for the upcoming month. The monthly All School Assemblies have been a very positive change in our building this past school year!

Mrs. Hill, our adjustment counselor, uses the Six Pillars of Character in her "Character Counts" program. Mrs. Hill also works with all students to be "Bucket Fillers" at SMK. This concept is based on the idea that each of us has an invisible bucket. It is constantly being filled or emptied, depending on what others say or do, as well as what we say or do. Students are recognized several times during the week when they are filling other students' buckets.

Six Flags "Read to Succeed" is a language arts reading program that encourages children in grades K through 6 to read for fun. Every student who completes six hours of recreational reading is awarded a free admission ticket valid at Six Flags theme park. These students are also recognized during our morning exercises and invited to come down and put a representation of their deed on a bulletin board set up in the main hallway.

Through a partnership with the Collaborative for Educational Services and the MA Department of Elementary and Secondary Education, SMK has been awarded a grant-funded 21st Century Community Learning After School program. This program is structured to provide students with additional learning and enrichment opportunities beyond what might otherwise be available to them. It is an academic enrichment program that operates five days a week from 3:15 pm to 5:30 pm daily with evening transportation available to those students in need. After school offerings include: LEGO robotics, Fantastic Fables, yoga, science exploration, and drama!

SMK never closes. We are involved in making sure that all children have nutritional meals for breakfast and lunch during the summer. The students of SMK also take part in the Universal Breakfast Program, which provides a meal to every student each morning free of charge. There are always teachers offering after school tutoring for a variety of content areas. The SMK Elementary School Building also provides space and facilities during non-school hours for the KidStop Program, sports, and community groups.

STAFF DEVELOPMENT

SMK staff are continuing to learn and become more familiar with all of the components of the Wonder's Reading program. The ability to offer students a comprehensive program that covers all skills and concepts of teaching ELA is a powerful tool to educate students with; however, like any new program, it takes time and experience. Teachers continue to be engaged in professional development and collaborative meetings as the transition began this year through the Collaborative. Educators also continue working with the Teacher's Evaluation System per their contracts. We have spent time formulating team and individual goals aimed to further enhance the quality of instruction and education of students. This is another endeavor that has required learning and teamwork along the way. Lastly, our participation in DESE's Early Literacy Grant has brought powerful and effective professional development back to our learning community to directly impact student learning.

MCAS 2020

Our grade 3 students will take the 2020 ELA MCAS Assessment on April 15th & 16th and the Math MCAS Assessment on May 12th & 13th. This assessment will be computer-based. Students who need an alternative assessment will do so through the state-approved, MCAS ALT pathway.

SCHOOL COUNCIL

The School Council members are as follows: Mrs. Kimberly Baxter, Ms. Anne Delman, Mrs. Katie Annunziata, Mrs. Jodie Gerulaitis, Mrs. Laurie Desjardins, Mrs. Kimberly Thompson, and Mrs. Pamela Iwasinski. Thank you to all council members for your continued interest, ideas, and support!

THE STANLEY M. KOZIOL PARENT TEACHER ORGANIZATION

The Stanley M. Koziol PTO will continue to facilitate funding and volunteer personnel for a variety of field trips, projects, events, and programs to provide an abundance of educational experiences for all our students. The officers include Mrs. Kiara Pond & Mrs. Shauna Collett as PTO co-presidents, Allison Biron as vice president, Kim Dulak as treasurer, Caitlyn Garceau as secretary, and Kristin Mirabile, as our Box Tops Coordinator. A monthly newsletter is distributed to all SMK families and community agencies.

Respectfully Submitted,

Pamela Iwasinski

Principal

Stanley M. Koziol Elementary School

TECHNOLOGY DEPARTMENT



The district has continued to increase student access to technology in all buildings. At Stanley M. Koziol Elementary school, more Chromebook carts were purchased, making Grade 3 fully 1:1 with Chromebooks. This is an important grade level to target as students take MCAS for the first time in Grade 3. MCAS is now almost fully computer-based across the district, so having access to Chromebooks daily helps students become comfortable utilizing them before test time. Ware Middle School created two more 1:1 classrooms in Grade 6 with Chromebooks. Now half of Ware Middle School has 1:1 classrooms, and the other half has access to, on average, eight laptops or Chromebooks daily.

The last classrooms at Ware Middle School had ultra-short-throw interactive projector systems installed. This means that every homeroom at Ware Middle School now has this technology. These systems enhance the students' learning experience by giving the teachers the ability to instruct with interactive content.

Six more Interactive TVs called View Boards were purchased for classrooms at the Elementary School, where projectors cannot be easily mounted. The View Boards have been used heavily in all locations, and we hope to add more in the future. These systems have the same features as the short-throw projector systems installed at the Middle School to enhance instruction.

Finally, the district installed a new firewall system to increase network security. This new firewall also allows for the increase of Internet bandwidth to help with the increased number of student devices as well as overall network access.

Respectfully submitted,

Michael J. Brown

Technology Director



WARE SCHOOL LUNCH PROGRAM

Ware High School Cafeteria
237 West Street
Ware, MA 01082

Tel. # 1-413-967-5977
Fax # 1-413-967-9053

We participated in the Summer Food Service Program. We served breakfast and lunch at the Ware Middle School and lunch to the Hillside Village Community Center. We provided 1,718 meals for breakfast and 2,336 meals for lunch over 28 days.

We now offer free breakfast and lunch to all students at SMK Elementary School.

We participated in the states "Harvest for Students Week," featuring fresh local fruits and vegetables on our menus.

We now provide snacks for the after school program at the SMK Elementary School and Ware Middle School.

Our annual roll sale at Thanksgiving netted \$986.00 for the Ware's Christmas for Kids Charity.

On December 18th and 19th, we held a district-wide "Bring your Parent/Grandparent to Lunch Day" with over 200 people attending.

The total school meals served from January 2019 through December 2019.

Breakfast	Lunch
Paid-5,735	Paid-19,360
Free-41,731	Free-82,371
Reduced-1,983	Reduced-6,096
Total Breakfast Served-49,449	Total Lunches Served-107,827

Respectfully Submitted,

Jeff Nicholas
Food Service Director

