

2021 ANNUAL TOWN REPORT
OF THE TOWN OF WARE, MASSACHUSETTS



Dedicated to Trish L. Barnes
November 14, 1950 – November 10, 2021



And with our sincerest gratitude to Officer Lu-Ann Czapla, for
over 35 years of service to the community.

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Superintendent of Schools Summary

Ware Junior-Senior High School

Ware Middle School

Stanley M. Koziol Elementary School

Technology Department

Ware School Lunch Program

2022 Board/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
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

**2021
TOWN OF WARE
ELECTED OFFICIALS**

BOARD OF SELECTMEN

Nancy J. Talbot	2022
Thomas J. Barnes	2023
John J. Morrin	2023
Keith J. Kruckas	2024
Caitlin M. McCarthy	2024

MODERATOR

Kathleen H. Coulombe	2024
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SCHOOL COMMITTEE

Christopher T. Desjardins	2022
Brian P. Winslow	2022
Aaron r. Sawabi	2023
Julie A. Slattery	2024
Michael C. Foran	2024

BOARD OF ASSESSORS

Gerald F. Fountain, Jr.	2022
Theodore Balicki	2023
Devin M. Peterson	2024

BOARD OF HEALTH

Jennifer M. McMartin	2022
Katrina Velle	2023
John A. Desmond	2024

PARK COMMISSIONERS

John E. Carroll	(1 year unexpired term)	2022
William R. Imbier		2023
Kimberly E. Swarts		2024

CEMETERY COMMISSIONERS

Julie C. Bullock	2022
Roy P. Erickson	2023
Craig R. Simmons	2024

PLANNING BOARD

Joshua A. Kusnierz	2022
Joseph C. Knight	2023
Edward Murphy	2024
Kenneth Crosby	2025
Richard Starodoj	2026

WARE HOUSING AUTHORITY

George Staiti	2022
Francis Nevue	2023
Vacancy – State Appointee	2024
Henrietta Devlin	2025
Jonathan Hogan	2026

**2022
APPOINTED OFFICERS**

TOWN MANAGER

Stuart Beckley	June 30, 2022
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**MUNICIPAL FINANCE OFFICER
(Appointment by Town Manager per Town Charter)**

Vacancy

**TOWN CLERK
(Appointment by Town Manager per Town Charter)**

Nancy J. Talbot

**TOWN ACCOUNTANT
(Appointment by Town Manager per Town Charter)**

Tracy Meehan

**DIRECTOR OF PUBLIC WORKS
(Appointment by Town Manager per Town Charter)**

Charles Niedzwiecki – Interim Appointee

**FIRE CHIEF
(Appointment by Board of Selectmen per Town Charter)**

Christopher Gagnon – Interim

POLICE CHIEF
(Appointment by Board of Selectmen per Town Charter)

Shawn C. Crevier

CONSTABLES
(Appointment by Board of Selectman per Town Charter)

Tod Bertini	June 30, 2022
Francis W. Cote	June 30, 2022
Christopher R. Talbot	June 30, 2022

HONORARY POLICE OFFICERS
(Appointment by Board of Selectmen per Town Charter)

Dennis Healey	June 30, 2022
Gary Hoskins	June 30, 2022
John Pajak	June 30, 2022
Stanley G. Mettig	June 30, 2022

SPECIAL POLICE OFFICERS
(Appointment by Board of Selectmen per Town Charter)

Ray Corriveau	June 30, 2022
Frank Jolin	June 30, 2022
Patrick Kackley	June 30, 2022
Leon Muraguri	June 30, 2022
Nichols Newman	June 30, 2022
Dan Polak	June 30, 2022
Ron Riethle	June 30, 2022
Matthew Schlegal	June 30, 2022
Paul Skutnik	June 30, 2022
Scott Underwood	June 30, 2022
Daniel Witt	June 30, 2022

POLICE MATRONS
(Appointed by Board of Selectmen per Town Charter)

MaryAnne Regin	June 30, 2022
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VETERANS AGENT & VETERANS GRAVES OFFICER
(Appointment by Board of Selectmen per Town Charter)

Mark Avis	March 31, 2023
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ADA COMMISSION
(Appointment by Board of Selectmen per Town Charter)

Carolyn Wilkins	June 30, 2022
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BOARD OF REGISTRARS
(Appointment by Board of Selectmen per Town Charter)

Irene Orszulak	March 30, 2022
Sheryl Adamczyk	March 30, 2023
Vacancy	March 30, 2024
Nancy J. Talbot – Ex Officio/Town Clerk	

CANNABIS COMMITTEE
(Appointment by Board of Selectmen)

Richard Fly
Jonathan Hogan
Keith Kruckas
Rick Lotuff
William St. Croix
Andrew Stoddard

CAPITAL PLANNING COMMISSION
(Appointment by Board of Selectmen per Town Charter)

Stuart Beckley – Town Manager	
Ashley Walker – Treasurer/Collector	
Keith J. Kruckas – Board of Selectmen Representative	
Devin Peterson – Finance Committee Representative	
Daniel J. O'Connor – Citizen Representative	June 30, 2022
Jennifer McMartin – Citizen Representative	June 30, 2023
Clayton Sydla – Citizen Representative	June 30, 2023

COMMUNITY DEVELOPMENT EXECUTIVE DIRECTOR
TOWN PLANNER
(Appointment by Town Manager per Town Charter)

Robert Watchilla

COMMUNITY DEVELOPMENT AUTHORITY
(Appointment by Board of Selectmen per Town Charter)

Paul Opalinski	June 30, 2021
John E. Carroll	June 30, 2022
James Baird (resigned August 13, 2021)	June 30, 2023
Rhiannon Gresty	June 30, 2023
S K Robinson	June 30, 2023
Brandy Brusso	June 30, 2024
Danielle Souza	June 30, 2024

CONSERVATION COMMISSION
(Appointment by Board of Selectmen per Town Charter)

Kristin Rosenbeck	June 30, 2022
Dennis Cote	June 30, 2022
Thomas Barnes	June 30, 2023
Peter J. Topor, IV	June 30, 2023
Mark Swett	June 30, 2024

CONSULTANT ON LEGAL MATTERS
(Appointment by Board of Selectmen)

Robert LeMaitre

COUNCIL ON AGING
(Appointment by Board of Selectmen)

Julianne Cappe	June 30, 2022
Cheryl Haigh	June 30, 2022
Irene Eskett	June 30, 2022
Carl Waal	June 30, 2024
Vacancies (4)	
John Zienowicz – Executive Director Senior Center	

CULTURAL COUNCIL
(Appointment by Board of Selectmen)
(Terms as directed by Commonwealth of MA)

Lynn Rude	September 30, 2022
Carol Brundige	November 30, 2022
Elena Palladino	November 30, 2022
Aileen O'Regan	July 31, 2023
Mary Healey	October 20, 2023
Judy LaValley	June 30, 2023
Christina Higney	June 30, 2023

DISABILITY AWARENESS COMMITTEE
(Appointment by Board of Selectmen)

Thomas Barnes	June 30, 2024
Steven Hawk	June 30, 2024
Vacancies (3)	

DOWNTOWN IMPROVEMENT COMMITTEE
(Appointment by Board of Selectmen)

John J. Morrin
Robert Watchilla
Shelley Regin

Charles Lask
Dennis Craig
Gary O'Grady

FINANCE COMMITTEE
(Appointment by Board of Selectmen per Town Charter)

Angela Lynn Nenni	June 30, 2022
Devin Peterson	June 30, 2023
Kenneth R. Willette	June 30, 2023
Terrence Smith	June 30, 2024
Vacancy (1)	

HISTORICAL COMMISSION
(Appointment by Board of Selectmen per Town Charter)

Cynthia Bourcier	June 30, 2021
Claudia Kadra	June 30, 2022
Lorie Willette	June 30, 2022
Wanda Mysona	June 30, 2022
Lynn Lak	June 30, 2023
Kathleen Galford	June 30, 2023
Elena Palladino	June 30, 2023
Vacancy (1)	

HOSPITAL DISCUSSION COMMITTEE
(Appointment by Board of Selectmen)

Catherine Buelow-Cascio
Denis Ouimette
Elena Palladino
Craig Simmons (resigned November 2021)
Terrence Smith
Nancy J. Talbot
Howard J. Trietsch, MD

PIONEER VALLEY PLANNING COMMISSION REPRESENTATIVE
(Appointment by Board of Selectmen)

John E. Carroll

TAX INCREMENT FINANCING AUTHORITY
(Appointment by Board of Selectmen)

Robert Watchilla – Community Development Director/Town Planner	
Keith Kruckas – Board of Selectmen Representative	
Gerald Fountain – Board of Assessor Representative	
Vacancy – Finance Committee Representative	
Paul Opalinski – Citizen Representative	June 30, 2023

TOWN COUNSEL
(Appointment by Board of Selectmen)

KP Law

WATER RESOURCES COMMITTEE
(Appointment by Board of Selectmen)

Thomas Barnes
Catherine Buelow-Cascio
Matthew Palladino
Terrence Smith
DPW Representative

ZONING BOARD OF APPEALS
(Appointment by Board of Selectmen per Town Charter)

Jodi Chartier	June 30, 2022
Charles Dowd	June 30, 2023
Gregory W. Eaton	June 30, 2023
Philip Hamel	June 30, 2023
Lewis J. Iadarola	June 30, 2024
David J. Skoczylas – Alternate	June 30, 2024
George Staiti – Alternate	June 30, 2022

TOWN MANAGER APPOINTMENTS

ADA COORDINATOR

Vacancy

GAS INSPECTOR

M. Richard Pluta	June 30, 2021
Edward Kent	June 30, 2022
Richard Holden	June 30, 2022

INSPECTOR OF WIRES

Donald Manseau	June 30, 2022
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PLANNING BOARD ALTERNATE

Elizabeth Hancock	June 30, 2022
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SINKING FUND COMMISSIONERS

Tracy Meehan

Stuart Beckley

TRENCH SAFETY PERMITTING AUTHORITY

Vacancy

TREE WARDEN

Joshua Kusnierz – Temporary Appointee

OPEN SPACE COMMITTEE

**James Kadra
Paul Opalinski
Denis Ouimette**

June 30, 2022

Town of Ware, Massachusetts
Combined Balance Sheet - All Fund Types and Account Group
June 30, 2021

Unaudited

	Governmental Fund Types		Fiduciary Fund Type Trust & Agency	Enterprise Funds		Account Group		Total (Memorandum Only)
	General	Special Revenue		Water	Sewer	General Fixed Assets	General Long-Term Obligations	
ASSETS								
Cash and equivalents	11,657,944	212,690	1,582,314	1,726,521	70,894			15,302,534
Investments			2,111,736					2,111,736
Receivables:								
Property and excise taxes-net	942,238							942,238
Water and sewer	-			122,331	103,106			225,437
Departmental and other	336,277	59,217	42,177					437,671
Due from Federal and State govts	-	393,617	-					452,960
Due from other funds	-	2,823,996	677,773					3,501,769
Property and equipment net of accumulated depreciation						31,387,624		31,387,624
Amount to be provided for retirement of long-term debt & capital leases							4,356,765	4,356,765
Amount to be provided-Comp Absences							551,491	551,491
Total Assets	\$ 12,936,459	\$ 3,489,520	\$ 4,414,000	\$ 1,848,852	\$ 174,000	\$ 31,387,624	\$ 4,908,256	\$ 59,270,225

LIABILITIES AND FUND BALANCES

Liabilities:								
Notes payable-temporary loan	-	-	515,000	-	-			515,000
Warrants payable and accruals	2,700,486	430,930	14,592	20,030	23,949			3,329,205
Withholdings and other liabilities	238,071		914,949					1,153,020
Due to other funds	3,286,263		181,438	-	34,068			3,501,769
Deferred revenue:								
Property and excise taxes	942,238		-					942,238
Departmental and other	336,277	59,217		122,331	103,106		4,025,684	620,931
Long-term debt payable							331,081	4,025,684
Lease obligations payable							551,491	331,081
Accrued Compensated Absences							4,908,256	551,491
Total Liabilities	7,503,335	490,147	835,656	142,361	161,124	-	4,908,256	14,970,419
Fund Balances:								
Reserved for endowment			364,630					364,630
Reserved for expenditures	360,500	2,999,374	1,725,765	50,000	-			4,411,497
Reserved for encumbrances	1,308,451			52,541	-			1,360,991
Reserved for ambulance operation	109,346							109,346
Reserved for investment in property						31,387,624		31,387,624
Unreserved:								
Designated for overdrawn and unprovided accounts								-
Undesignated	3,654,828		1,394,064	1,603,950	12,876			6,665,719
Total Fund Balances	5,433,125	2,999,374	3,484,459	1,706,491	12,876	31,387,624	-	44,299,806
Total Liabilities and Fund Balances	\$ 12,936,459	\$ 3,489,520	\$ 111,514	\$ 1,848,852	\$ 174,000	\$ 31,387,624	\$ 4,908,256	\$ 59,270,225

Town of Ware, Massachusetts

Combined Statement of Revenue, Expenditures and Changes in Fund Balances - All Fund Types
Year Ended June 30, 2021

Unaudited

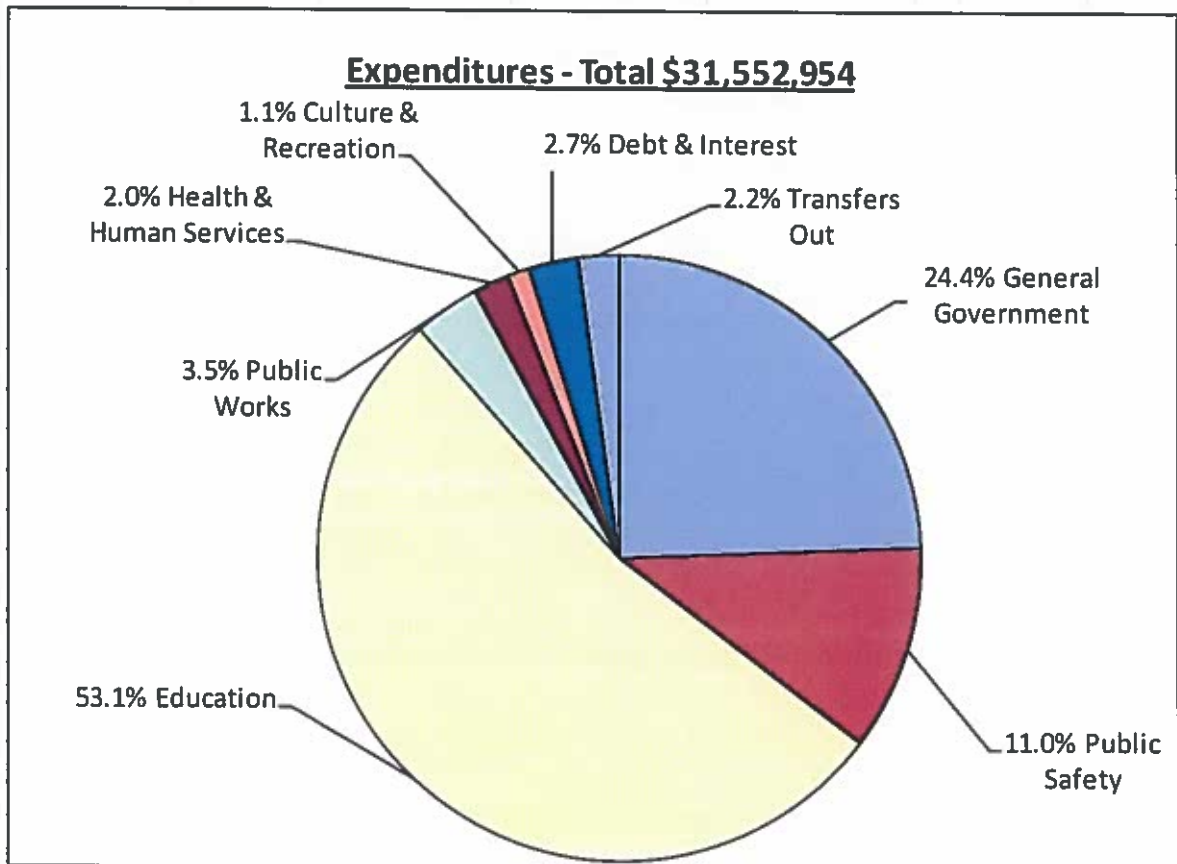
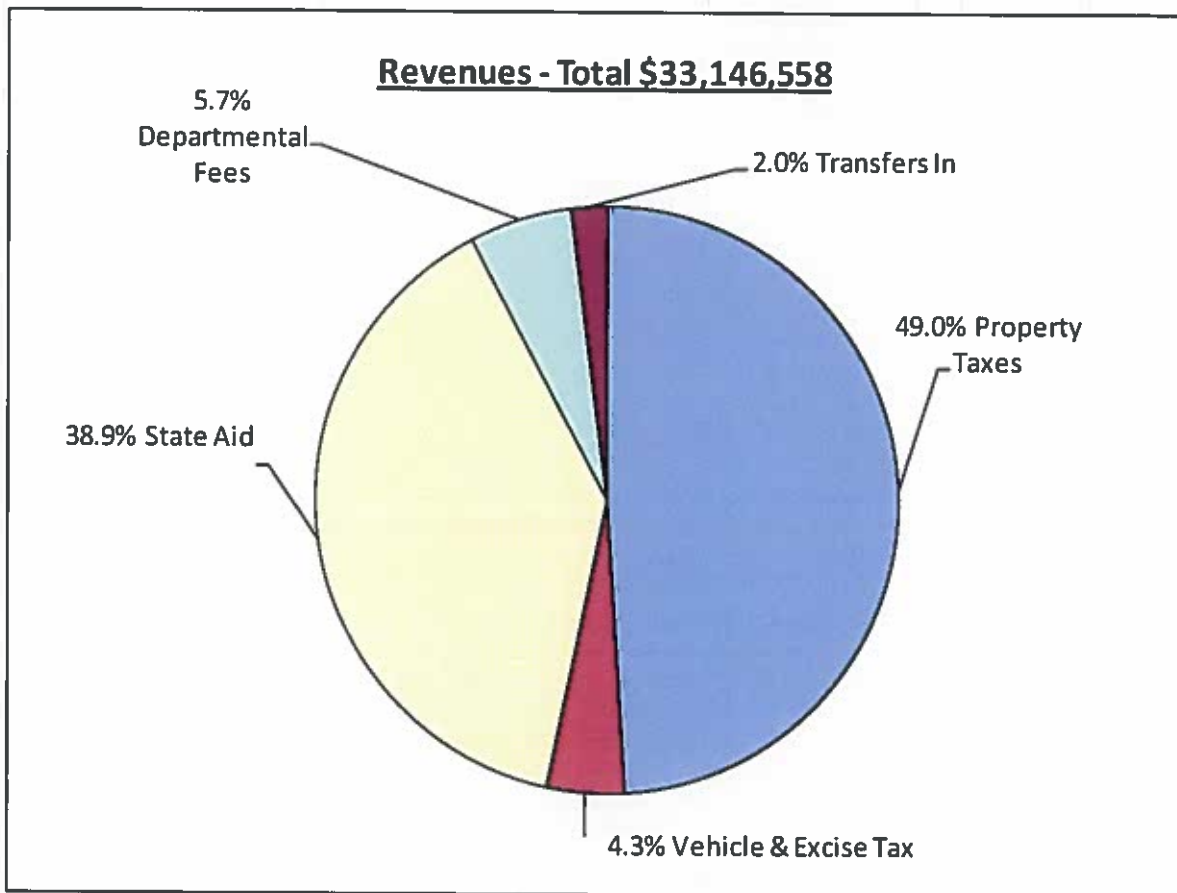
	Governmental Fund Types			Fiduciary Fund Type Trust & Agency	Enterprise Funds		Total (Memorandum Only)
	General	Special Revenue	Capital Projects		Water	Sewer	
REVENUES							
Property Taxes, net	16,241,407						16,241,407
Motor Vehicle and other excise taxes	1,429,510						1,429,510
Intergovernmental aid	12,909,115	4,723,993	1,335,968				18,969,076
Charges for services - water and sewer	-				1,293,570	966,696	2,260,266
Interest on investment and taxes	194,197	24	249	258,956	4,034	51	457,511
Departmental fees and miscellaneous	1,696,748	522,277	66,810	30,484	380		2,316,699
Property foreclosure sales	-						-
Total Revenues	32,470,976	5,246,294	1,403,027	289,441	1,297,984	966,747	41,674,468
EXPENDITURES							
General government	7,683,697	1,220,365		39,167			8,943,229
Public Safety	3,472,527	111,973					3,584,501
Education	16,768,215	1,997,375		1,200			18,766,790
Public works (including water and sewer)	1,109,778	583,411		5,647	721,887	748,761	3,169,483
Health and sanitation	206,736	-					206,736
Human services	423,477	60,604		600			484,681
Culture and recreation	351,756	45,389		3,047			400,193
Capital outlay and development	-	-	2,130,169		67,000	-	2,197,169
Debt Service:							-
Principal retirement	726,344						726,344
Interest (including temporary loans)	124,489						124,489
Total Expenditures	30,867,019	4,019,117	2,130,169	49,661	788,887	748,761	38,603,614
REVENUE OVER (UNDER) EXPENDITURES	1,603,957	1,227,177	(727,142)	239,780	509,097	217,986	3,070,854
OTHER FINANCING SOURCES (USES)							
Issue of serial debt	-	-	1,027,500		-	-	1,027,500
Operating transfers in	675,581	75,000	-	578,500	22,263	10,171	1,361,515
Operating transfers out	(685,934)	(99,192)	-	-	(248,603)	(238,298)	(1,272,026)
REVENUE AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES	1,593,604	1,202,985	300,358	818,280	282,757	(10,141)	4,187,843
Fund Balances, July 1, 2020	3,839,521	1,796,388	(1,024,500)	2,666,180	1,423,734	23,017	8,724,340
Prior Year Adjustments	-	-	-	-	-	-	-
FUND BALANCES, JUNE 30, 2021	\$ 5,433,125	2,999,374	(724,142)	\$ 3,484,459	\$ 1,706,491	\$ 12,876	\$ 12,912,183

Town of Ware, Massachusetts
Statement of Revenues and Expenditures
Budget and Actual - General Fund
Year Ended June 30, 2021

Unaudited

	Budget	Actual	Variance - Favorable (Unfavorable)
REVENUES			
Property taxes - net	15,413,609	16,241,407	(4,990)
Motor vehicle and other excise taxes	1,051,800	1,429,510	194,267
Intergovernmental aid	12,850,472	12,909,115	(20,321)
Interest on investment and taxes	101,492	194,197	18,271
Departmental fees and miscellaneous	1,228,700	1,696,748	488,024
Property foreclosure sales	-	-	-
Total Revenues	30,646,073	32,470,976	1,824,904
EXPENDITURES			
General government	8,607,736	7,683,697	432,314
Public safety	3,894,745	3,472,527	161,074
Education	17,698,741	16,768,215	90,036
Public works	1,326,880	1,109,778	(32,818)
Health and sanitation	226,990	206,736	24,955
Human services	508,280	423,477	13,524
Culture and recreation	521,215	351,756	18,606
Debt service:			
Principal retirement	769,388	726,344	2,861
Interest (including temporary loans)	223,483	124,489	1,746
Total Expenditures	33,777,459	30,867,019	2,910,440
REVENUE OVER (UNDER) EXPENDITURES	(3,131,386)	1,603,957	4,735,344
OTHER FINANCING SOURCES (USES)			
Issue of serial debt	-	-	-
Operating transfers in	693,909	675,581	56,739
Operating transfers out	(684,500)	(685,934)	5,712
REVENUE AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES	(3,121,978)	1,593,604	4,797,795

Town of Ware, Massachusetts
FY21 General Fund Revenue & Expenditures



TAX RATES: 2016 - \$20.21; 2017 - \$20.77; 2018 - \$20.71; 2019 - \$20.21; 2020 - \$20.63; 2021 - \$20.18

TOWN OF WARE EMPLOYEE EARNINGS 2021

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
110	CAROLAN, JOHN	1,758.64	-	-	1,758.64
110	CORNELL, REBEKAH	29,168.17	-	-	29,168.17
110	WATCHILLA, ROBERT	28,163.78	-	-	28,163.78
110	ZITER, ALEXANDER	5,185.80	-	-	5,185.80
122	BARNES, THOMAS	2,232.00	-	-	2,232.00
122	KRUCKAS, KEITH	2,534.17	-	-	2,534.17
122	MCCARTHY, CAITLIN	1,605.80	-	-	1,605.80
122	MORRIN, JOHN	2,232.00	-	-	2,232.00
122	TALBOT, NANCY	2,232.00	-	-	2,232.00
122	WHITNEY, ALAN	744.03	-	-	744.03
123	BECKLEY, STUART	106,091.96	-	-	106,091.96
123	MIDURA, MARY	27,242.33	-	-	27,242.33
123	NOLAN, CHRISTOPHER	13,860.00	-	-	13,860.00
135	MEEHAN, TRACY	86,687.85	-	-	86,687.85
135	PRZYPEK, AMY	44,008.21	-	-	44,008.21
141	BALICKI, THEODORE	3,799.96	-	-	3,799.96
141	FOUNTAIN JR., GERALD	3,099.95	-	-	3,099.95
141	JABLONSKI, LAURA	35,770.18	-	-	35,770.18
141	LAVIGNE, DEANNA	26,436.41	-	-	26,436.41
141	NAVARRO, JOAN	33,519.40	-	-	33,519.40
141	PETERSON, DEVIN	3,099.95	-	-	3,099.95
145	BRUNELL, ERICA	27,903.98	-	-	27,903.98
145	GILDERT, DARLENE	57,381.95	-	-	57,381.95
145	LONGTIN, DONNA	39,428.55	-	-	39,428.55
145	ROZKUSZKA, VIOLETTE	35,557.13	-	-	35,557.13
145	WALKER, ASHLEY	39,108.60	-	-	39,108.60
152	BARNES, PATRICIA	32,375.00	-	-	32,375.00
155	GRACE, DAVID	66,688.92	-	-	66,688.92
161	GALFORD, KATHLEEN	51,110.98	-	-	51,110.98
161	TALBOT, NANCY	59,818.33	-	-	59,818.33
162	BLODGETT, DENISE	184.75	-	-	184.75
162	DANSEREAU, LINDA	159.25	-	-	159.25
162	DESCHAMPS, KATHLEEN	199.25	-	-	199.25
162	DULAK, FAITH	168.50	-	-	168.50

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
162	GRANGER, VALERIE	184.75	-	-	184.75
162	HARRIS, CLIFFORD	164.25	-	-	164.25
162	KORZEC, JACQUELINE	220.50	-	-	220.50
162	LACOSTE, ROGER	186.00	-	-	186.00
162	LAVALLEE, CAROLINE	119.25	-	-	119.25
162	LEEMAN, NORRIS	215.25	-	-	215.25
162	LEEMAN, ROSEMARIE	184.75	-	-	184.75
162	MALBOEUF, PHILIP	293.50	-	-	293.50
162	MALBOEUF, THERESE	189.75	-	-	189.75
162	PELLETIER, MELINDA	67.50	-	-	67.50
162	SHUMATE, DARLENE	155.00	-	-	155.00
162	SILLOWAY, NORMA	119.25	-	-	119.25
162	SKUTNIK, JOHN	336.25	-	-	336.25
162	SKUTNIK, PATRICIA	27.00	-	-	27.00
162	SOCHA, DAVID	119.25	-	-	119.25
162	SOCHA, SUSAN	63.00	-	-	63.00
162	SOOS-STAITI, ANNA	144.75	-	-	144.75
163	ADAMCZYK, SHERYL	400.00	-	-	400.00
163	ORSZULAK, IRENE	400.00	-	-	400.00
171	PRENOSIL, JOHN	10,200.00	-	-	10,200.00
175	KNIGHT, JOSEPH	800.00	-	-	800.00
175	MUCHE, JENNIFER	800.00	-	-	800.00
175	MURPHY, EDWARD	800.00	-	-	800.00
175	STARODOJ, RICHARD	800.00	-	-	800.00
176	DOWD, CHARLES	400.00	-	-	400.00
176	EATON, GREGORY	400.00	-	-	400.00
176	HAMEL, PHILIP	400.00	-	-	400.00
176	IADAROLA, LEWIS	400.00	-	-	400.00
176	STAITI, GEORGE	400.50	-	-	400.50
192	GEROME, DONNA	15,795.40	-	-	15,795.40
241	CROTEAU, NICOLE	38,691.66	-	-	38,691.66
241	MANSEAU, DONALD	58,111.00	-	-	58,111.00
241	MARQUES, ANNA	59,546.89	-	-	59,546.89
242	HOLDEN, RICHARD	896.00	-	-	896.00

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
242	PLUTA, M	1,008.00	-	-	1,008.00
242	PLUTA, MICHAEL	892.66	-	-	892.66
243	KENT, EDWARD	2,733.33	-	-	2,733.33
417	DIPILATO, DONNA	11,022.82	-	-	11,022.82
417	STACY, MARIE	11,784.25	-	-	11,784.25
425	KUSNIERZ, JOSHUA	5,800.04	-	-	5,800.04
510	DESMOND, JOHN	163.63	-	-	163.63
510	JUDA, MICHAEL	163.62	-	-	163.62
510	KULARSKI, THOMAS	3,300.00	-	-	3,300.00
510	MCMARTIN, JENNIFER	327.25	-	-	327.25
541	BRESNAHAN, MAIRE-BRIGHID	30,039.42	-	-	30,039.42
541	CLOUGH, GERALD	10,224.75	-	-	10,224.75
541	DAVIS, ALTON	18,057.70	-	-	18,057.70
541	LEIS, JANINE	3,760.00	-	-	3,760.00
541	ZIENOWICZ, JOHN	54,077.52	-	-	54,077.52
543	AVIS, MARK	9,900.00	-	-	9,900.00
	TOTAL TOWN HALL/SENIOR CENTER	\$ 1,224,844.22	\$	\$	\$ 1,224,844.22

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
000	ALDRICH, TIMOTHY	1,194.38	-	-	1,194.38
000	AVERY, MAURA	2,779.32	-	-	2,779.32
000	BEAUREGARD, CARL	89.06	-	-	89.06
000	BERRIOS, ALEXIS	157.50	-	-	157.50
000	BERTHIAUME, LINDA	8,768.45	-	-	8,768.45
000	BLODGETT, WILLIAM	12,685.26	-	-	12,685.26
000	BOUTOT, MAEGAN	41,760.00	-	-	41,760.00
000	DAMBROSIO, MICHAEL	3,846.16	-	-	3,846.16
000	DIPASQUALE, BRENDA	2,727.82	-	-	2,727.82
000	DISE, MICHAEL	16,232.00	12,408.07	-	28,640.07
000	DUDA, ABAIGEAL	26,880.00	-	-	26,880.00
000	GARCIA, GEORGE	3,813.75	-	-	3,813.75
000	GRAMAROSSA, GAIL	63,999.00	-	-	63,999.00
000	HURSTON, JOSEPH	2,838.75	-	-	2,838.75
000	HURSTON, CAROLYN	714.00	-	-	714.00
000	LEIVA-ESTRADA, OSCAR	13,081.13	-	-	13,081.13

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
000	MESSIER, THERESA	12,051.77	202.50	-	12,254.27
000	RICKERT-JENKINS, NAT ELLEN	51,175.06	-	-	51,175.06
000	RIENDEAU, DAVID	12,903.78	-	-	12,903.78
000	SHEPARD, STEVEN	23,453.47	122.85	-	23,576.32
000	SIMMONS, CRAIG	3,135.00	-	-	3,135.00
000	SZCZEPANEK, WAYNE	3,834.17	-	-	3,834.17
000	WILLIAMS, ARIANA	24,192.00	-	-	24,192.00
000	ZINS, CAROL	11,578.34	-	-	11,578.34
	TOTAL GRANT PAID POSITIONS	\$ 343,890.17	\$ 12,733.42	\$ -	\$ 356,623.59

DEPT #	NAME	REGULAR	OVERTIME	OFF DUTY	TOTAL
210	AMES, DEREK	51,167.60	9,730.50	8,984.25	69,882.35
210	BERTINI, TOD	66,243.94	11,241.17	12,757.50	90,242.61
210	BONNAYER, JEANNINE	70,153.13	15,886.06	5,020.50	91,059.69
210	CACELA, JOHN	62,676.66	20,922.09	-	83,598.75
210	CLARK, DANIEL	-	-	3,675.00	3,675.00
210	CORRIVEAU, RAY	385.00	-	8,649.89	9,034.89
210	CREVIER, JACOB	50,163.41	14,441.09	34,927.59	99,532.09
210	CREVIER, SHAWN	129,467.61	-	-	129,467.61
210	CZAPLA, LU-ANN	85,394.44	3,171.77	-	88,566.21
210	DESANTIS, CHRISTOPHER	69,475.59	34,468.63	45,664.28	149,608.50
210	DOWNING, RYAN	55,451.68	18,680.43	15,548.56	89,680.67
210	FELICIANO, NICOLAS	36,801.25	2,434.32	7,243.35	46,478.92
210	GLINIECKI, DIANA	72,842.70	27,102.62	-	99,945.32
210	HARNEY, NICHOLAS	53,285.07	5,869.42	6,530.00	65,684.49
210	JOLIN, FRANK	542.50	-	-	542.50
210	KACKLEY, PATRICK	805.00	-	12,337.99	13,142.99
210	LAVALLEE, ROBERT	18,051.75	-	-	18,051.75
210	LAWRENCE, SCOTT	84,241.35	41,873.03	20,215.53	146,329.91
210	MURAGURI, LEON	2,257.50	-	32,263.82	34,521.32
210	MURTAGH, GRANT	56,746.97	16,508.54	30,143.59	103,399.10
210	NEWMAN, NICHOLAS	2,266.25	-	6,757.09	9,023.34
210	OBRZUT, DAVID	61,390.64	7,974.41	-	69,365.05
210	REGIN, MARY ANN	94.62	-	-	94.62
210	RIETHLE, RONALD	105.00	-	-	105.00

DEPT #	NAME	REGULAR	OVERTIME	OFF DUTY	TOTAL
210	ROUISSE, DANA	57,821.49	5,050.85	-	62,872.34
210	SCHLEGEL, MATTHEW	1,557.50	-	32,351.10	33,908.60
210	SKUTNIK, PAUL	332.50	-	-	332.50
210	TALBOT, CHRISTOPHER	76,770.06	5,184.61	29,019.53	110,974.20
210	TURPIN, TROY	49,646.70	13,074.68	16,147.50	78,868.88
210	UNDERWOOD, SCOTT	315.00	-	196.00	511.00
210	WHITCOMB, KYLE	54,632.08	15,538.81	29,873.40	100,044.29
210	WITT JR, DANIEL	35.00	-	-	35.00
	TOTAL POLICE DEPARTMENT	\$ 1,271,119.99	\$ 269,153.03	\$ 358,306.47	\$ 1,898,579.49

DEPT #	NAME	REGULAR	OVERTIME	AMBULANCE	TOTAL
220	ADAMS, WILLIAM	11,761.67	970.66	1,501.50	14,233.83
220	ALLARD, ERIC	48,063.71	10,149.70	5,649.00	63,862.41
220	BATEMAN, RYAN	42,603.46	6,492.45	6,531.00	55,626.91
220	BERNINGER, THOMAS	44,118.14	3,969.94	5,649.00	53,737.08
220	BOULRICE, JEREMY	66,127.06	13,252.52	8,379.00	87,758.58
220	BOWLER, SYDNEY	40.00	-	-	40.00
220	COULOMBE, THOMAS	107,938.01	13,307.35	3,192.00	124,437.36
220	EDGAR, DAVID	54,799.44	6,310.88	8,379.00	69,489.32
220	FANDREY, LAURA	69,141.13	9,983.07	8,379.00	87,503.20
220	FAUCHER, KAITLYN	1,875.00	-	-	1,875.00
220	FAUCHER, ERIC	240.00	-	-	240.00
220	FLYNN, SEAN	3,150.00	-	-	3,150.00
220	GAGNON, JOSEPH	1,120.00	-	-	1,120.00
220	GAGNON, CHRISTOPHER	109,356.40	-	-	109,356.40
220	GAMBINO, DAVID	65,533.04	18,576.56	8,379.00	92,488.60
220	HARPER, DAKOTA	50,933.34	6,834.59	5,649.00	63,416.93
220	HORRIGAN, SUMMER	33,210.53	-	-	33,210.53
220	LAGIMONIERE, MARK	55,458.96	14,527.03	8,379.00	78,364.99
220	LYNCH, MARK	53,352.80	-	2,415.00	55,767.80
220	MARTINEZ, JAMES	93,224.31	-	-	93,224.31
220	MCNAMEE, DOLAN	1,275.00	-	-	1,275.00
220	MCNEANEY, JASON	66,365.92	22,050.81	8,379.00	96,795.73
220	MURPHY, LONNY	2,375.00	-	-	2,375.00
220	PERRON, JACOB	50,224.93	5,078.40	5,649.00	60,952.33

DEPT #	NAME	REGULAR	OVERTIME	AMBULANCE	TOTAL
220	PERRON JR, JOHN	250.00	-	-	250.00
220	QUINK, EDWARD	50.00	-	-	50.00
220	RUSSELL, NED	3,535.00	-	-	3,535.00
220	RUSSELL JR, PAUL	3,275.00	-	-	3,275.00
220	SHADBEGIAN, PETER	11,201.66	981.46	1,501.50	13,684.62
220	SWETT, ERIC	1,715.00	-	-	1,715.00
220	TENGGREN, DANIEL	15,522.84	1,747.18	2,163.00	19,433.02
220	TITUS-ABATE, MERISSA	48,501.22	9,639.78	5,649.00	63,790.00
220	ZACHARIE, JEFFREY	62,201.94	18,000.73	8,379.00	88,581.67
	TOTAL FIRE DEPARTMENT	\$ 1,178,540.51	\$ 161,873.11	\$ 104,202.00	\$ 1,444,615.62
DEPT #	NAME	REGULAR	OVERTIME	SNOW REMOVAL	TOTAL
421	CLARK, DANIEL	34,984.60	5,746.13	613.80	41,344.53
421	DINEEN, DEREK	13,384.80	223.08	2,439.95	16,047.83
421	DUNHAM, JASON	49,198.80	1,129.04	4,140.51	54,468.35
421	HARPER, JOSEPH	41,373.36	1,464.58	3,023.15	45,861.09
421	KING, NOLAN	16,595.60	-	-	16,595.60
421	KOCZUR, STEVEN	43,189.24	39.87	836.96	44,066.07
421	LAGRANT, MARC	44,703.21	816.14	4,345.35	49,864.70
421	LUKASKIEWICZ, MARK	57,291.68	1,596.11	4,621.05	63,508.84
421	NIEDZWIECKI, CHARLES	83,834.96	-	4,500.00	88,334.96
421	PIECHOTA, SEAN	42,541.36	2,682.39	3,556.03	48,779.78
421	ROBIDOUX, WILLIAM	50,759.48	1,274.65	3,593.07	55,627.20
421	VENNE, FREDERICK	49,166.40	1,257.54	4,027.79	54,451.73
650	AYERS, TIMOTHY	38,324.84	4,429.10	747.63	43,501.57
650	GOODROW, KAYLEIGH	38,691.66	-	-	38,691.66
650	LALASHIUS, ANDREW	71,320.80	13,963.58	1,711.56	86,995.94
650	LOSERT, DANIEL	47,143.26	7,477.26	1,126.59	55,747.11
650	RUCKI, BRIAN	57,164.01	11,727.52	1,335.58	70,227.11
650	ST. GEORGE-SOREL, GILBERT	74,866.00	-	-	74,866.00
660	BUTCHER, STEPHEN	450.00	-	-	450.00
660	COMEAU, DAVID	83,811.22	12,469.62	2,016.54	98,297.38
660	HALEY, BRANDON	43,263.21	5,752.70	1,014.90	50,030.81
660	PROVENCAL, MATTHEW	44,269.20	5,457.56	1,565.88	51,292.64
	TOTAL DPW, WATER, SEWER	\$ 1,026,327.69	\$ 77,506.87	\$ 45,216.34	\$ 1,149,050.90

DEPT #	NAME	REGULAR	OVERTIME	SNOW REMOVAL	TOTAL
201	ADAMS, IAN	1,824.00	-	-	1,824.00
201	LAGRANT, JONATHAN	4,225.50	-	-	4,225.50
693	DUNN, NANCY	2,683.88	-	-	2,683.88
693	MORIARTY, DAVID	11,853.00	-	-	11,853.00
693	OUIMETTE, DENIS	37,060.75	53.99	291.15	37,405.89
693	PIECHOTA III, JOHN	61,726.68	-	1,258.00	62,984.68
	TOTAL PARKS/CEMETERY	\$ 119,373.81	\$ 53.99	\$ 1,549.15	\$ 120,976.95

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	ABARE, MELISSA	71,948.00	-	-	71,948.00
300	ABETE, KEITH	77,403.96	-	-	77,403.96
300	ADAMS, ANDREA	68,665.59	-	-	68,665.59
300	ADAMS, HUNTER	3,045.00	-	-	3,045.00
300	ALAOWNIS, STEPHEN	77,598.18	-	-	77,598.18
300	ALDERMAN, WILLIAM	56,997.28	2,351.89	-	59,349.17
300	ALLIS, DEBBIE	3,957.55	-	-	3,957.55
300	ANNUNZIATA, KATIE	57,743.58	-	-	57,743.58
300	APHOLT, ERIN	32,208.16	-	-	32,208.16
300	APPLEBY, HANNAH	31,688.00	-	-	31,688.00
300	APRAHAM, ASHLEY	6,748.11	-	-	6,748.11
300	AUVINE, DANIEL	21,840.00	-	-	21,840.00
300	BAIN, TIFFANY	24,809.70	-	-	24,809.70
300	BALDWIN, KYLIE	3,281.68	-	-	3,281.68
300	BALICKI, MAURA	58,847.77	-	-	58,847.77
300	BARBIASZ, WENDY	36,761.22	-	-	36,761.22
300	BARROSO, AMI	14,168.59	-	-	14,168.59
300	BARRY, CARA	3,199.36	-	-	3,199.36
300	BEACH, KARA	21,582.99	-	-	21,582.99
300	BEAN, JENNIFER	76,939.92	-	-	76,939.92
300	BELANGER, NINA	215.00	-	-	215.00
300	BENNETT, COLLEEN	18,904.07	-	-	18,904.07
300	BERNIER, MICHAEL	82,062.64	-	-	82,062.64
300	BIRKS, DENNIS	78,637.46	-	-	78,637.46
300	BIRON, ALLISON	79,661.46	-	-	79,661.46
300	BLAIS, ANDREW	2,082.00	-	-	2,082.00

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	BLAIS, WAYNE	74,372.13	-	-	74,372.13
300	BOLDUC, JESSICA	100,443.50	-	-	100,443.50
300	BOUCHER, AMBER	86,502.18	-	-	86,502.18
300	BOUGHAMER, ERIN	20,480.73	-	-	20,480.73
300	BOURBEAU, HEATHER	21,215.95	-	-	21,215.95
300	BRACH, JONATHAN	76,873.96	-	-	76,873.96
300	BRADLEY, JOANN	31,423.26	-	-	31,423.26
300	BREAULT, JESSICA	35,936.64	-	-	35,936.64
300	BREWER, KAELEAH	17,174.95	-	-	17,174.95
300	BROWN, BETTY	76,323.00	-	-	76,323.00
300	BROWN, MICHAEL	66,878.50	-	-	66,878.50
300	BUCKNELL, JESSICA	71,369.63	-	-	71,369.63
300	BURNS, TIMOTHY	1,576.55	-	-	1,576.55
300	BUTLER, MARY	36,340.41	-	-	36,340.41
300	CAHALAN, PAIGE	3,108.75	-	-	3,108.75
300	CAMPBELL-BISHOP, MICHELLE	27,433.14	-	-	27,433.14
300	CARDAROPOLI, ANTONIA	1,869.19	-	-	1,869.19
300	CASEY, TRACY	44,720.70	-	-	44,720.70
300	CHARRON, BRANDY	1,846.65	-	-	1,846.65
300	CHEVRETTE, SAMANTHA	31,341.54	-	-	31,341.54
300	CLARK, SHAWN	2,954.00	-	-	2,954.00
300	CLOUTIER, MONICA	3,053.85	-	-	3,053.85
300	COLL JR, JOSEPH	53,764.54	-	-	53,764.54
300	CONDRADE, SABRINA	960.00	-	-	960.00
300	CONNERS, SUSAN	1,845.00	-	-	1,845.00
300	CONNOLLY, JESSICA	41,456.31	-	-	41,456.31
300	CONNORS, SHIRLEY	36,204.74	-	-	36,204.74
300	COUTURE, MARY	7,915.95	82.35	-	7,998.30
300	CREPEAU, KAREN	27,501.39	-	-	27,501.39
300	CROWE-PUTZ, JACQUELINE	60,921.72	-	-	60,921.72
300	CURTIS, AMI-JO	42,985.41	-	-	42,985.41
300	CZECH, TIMOTHY	23,742.23	662.11	-	24,404.34
300	CZUPRYNA, BRIAN	31,955.48	559.72	-	32,515.20
300	DANITIS, DEBRA	2,576.40	-	-	2,576.40
300	DAPONTE, DOMINICK	27,665.16	-	-	27,665.16

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	DARLING, TYLER	38,229.02	-	-	38,229.02
300	DASILVA, STEPHANIE	33,551.54	-	-	33,551.54
300	DAUKSEWICH, CHERYL	11,992.55	-	-	11,992.55
300	DAVIES, ALYCIA	66,803.73	-	-	66,803.73
300	DAVIS, SHELLEY	83,810.22	-	-	83,810.22
300	DECELL, JAMIE	4,015.06	-	-	4,015.06
300	DEMARS, KATIEANNE	48,114.14	-	-	48,114.14
300	DEMERS, PHYLLIS	104.65	-	-	104.65
300	DEPUTY, SUSAN	20,407.95	-	-	20,407.95
300	DESCHAMPS, KARISA	77,713.48	-	-	77,713.48
300	DESCHAMPS, KATHLEEN	1,807.50	-	-	1,807.50
300	DESCHAMPS, WILLIAM	64,239.75	-	-	64,239.75
300	DILEO, MARLENE	138,046.92	-	-	138,046.92
300	DIMARZIO, JULIA	100.00	-	-	100.00
300	DODGE, LAURIN	2,946.56	-	-	2,946.56
300	DOYLE, ERIC	29,652.32	-	-	29,652.32
300	DUDA, RACHEL	17,174.95	-	-	17,174.95
300	DUGAY, JACQUELINE	1,608.00	-	-	1,608.00
300	DUNHAM, JANICE	1,235.00	-	-	1,235.00
300	DUNLEA, MICHAEL	39,655.05	-	-	39,655.05
300	DWYER, LORI	8,103.12	-	-	8,103.12
300	DYKSTRA, YVONNE	55,867.73	-	-	55,867.73
300	EASTON, PETER	68,864.36	-	-	68,864.36
300	EMANUEL, EMMA	2,160.00	-	-	2,160.00
300	FAZIO, MICHAEL	74,384.59	-	-	74,384.59
300	FENTON, MEAGHAN	53,068.03	-	-	53,068.03
300	FINOCCHIO, TIANA	24,601.40	-	-	24,601.40
300	FREDERICK, SUSAN	50,013.68	-	-	50,013.68
300	GALLAGHER, KIMBERLY	312.50	-	-	312.50
300	GARDNER, KARIN	74,148.86	-	-	74,148.86
300	GAUDREAU, LYNN	36,024.24	-	-	36,024.24
300	GEMBORYS, KENNETH	77,498.96	-	-	77,498.96
300	GERMAIN, KATY	8,842.36	-	-	8,842.36
300	GLANVILLE, MELISSA	76,878.96	-	-	76,878.96
300	GOODRICH, TAMMY	14,500.98	-	-	14,500.98

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	GOUDREAU, KIM	34,553.41	-	-	34,553.41
300	GRANT BERGERON, PAMELA	76,716.10	-	-	76,716.10
300	GREEN, ADAM	36,154.32	-	-	36,154.32
300	GREEN, TAYLOR	270.00	-	-	270.00
300	GREENBERG, DAVID	23,690.50	-	-	23,690.50
300	GRIFFITH, KELLY	68,926.93	-	-	68,926.93
300	GRUTTI, LYNN	58,099.08	-	-	58,099.08
300	HALEY, KAYLA	58,168.82	-	-	58,168.82
300	HANLEY, ELIZABETH	61,792.37	-	-	61,792.37
300	HARPER, KATIE	927.08	-	-	927.08
300	HARVIE, ANTHONY	17,564.00	110.55	-	17,674.55
300	HASKINS, LAUREN	25,322.12	-	-	25,322.12
300	HAWK, TIFFANY	76,623.96	-	-	76,623.96
300	HAY, DUNCAN	45,634.72	-	-	45,634.72
300	HAYES, STACY	16,741.03	-	-	16,741.03
300	HEBERT, REBECCA	28,670.21	-	-	28,670.21
300	HEGARTY, MONIQUE	54,556.57	-	-	54,556.57
300	HELLYAR, JUNE	16,393.67	-	-	16,393.67
300	HENEGHAN, SHANA	4,480.72	-	-	4,480.72
300	HENRY, TINA	38,260.79	-	-	38,260.79
300	HILL, KAREN	77,123.96	-	-	77,123.96
300	HILL, WILLIAM	77,348.18	-	-	77,348.18
300	HORN, DEANNA	77,255.36	-	-	77,255.36
300	HOUGH, BRITTANY	6,439.31	-	-	6,439.31
300	HOULE-ADAMCZYK, JILL	85,340.89	-	-	85,340.89
300	HOULIHAN, SEAN	41,559.05	-	-	41,559.05
300	HUCKABY, APRIL	72,028.91	-	-	72,028.91
300	IWASINSKI, PAMELA	94,152.55	-	-	94,152.55
300	JACKOWITZ, MICHAEL	8,427.20	-	-	8,427.20
300	JAMES, SANDRA	16,704.89	-	-	16,704.89
300	JARVIS, STEVEN	2,954.00	-	-	2,954.00
300	JOCK, JACQUELINE	70,612.68	-	-	70,612.68
300	JOHNSON, BARBARA	35,999.96	-	-	35,999.96
300	KACZUWKA, LISA	8,801.25	-	-	8,801.25
300	KAISLA, EILEEN	30,627.97	-	-	30,627.97

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	KALISH, JUSTIN	71,948.00	-	-	71,948.00
300	KANE, CHANDEL	1,372.30	-	-	1,372.30
300	KANOZEK, MELISSA	81,148.96	-	-	81,148.96
300	KARGOL, ALLISON	38,846.95	-	-	38,846.95
300	KEOUGH, KATHLEEN	71,188.36	-	-	71,188.36
300	KING, CAROLE	10,741.50	-	-	10,741.50
300	KING, GEORGE	14,511.48	960.70	-	15,472.18
300	KING, JENNIFER	74,414.64	-	-	74,414.64
300	KING JR, STEWART	84,135.22	-	-	84,135.22
300	KLUMPP, MATTHEW	74,414.64	-	-	74,414.64
300	KNIGHT, JENNIFER	80,978.68	-	-	80,978.68
300	KOBIS, CLAIRE	12,100.64	-	-	12,100.64
300	KOCZUR, DEVON	30,897.76	726.82	-	31,624.58
300	KOCZUR, JACQUELINE	29,389.18	-	-	29,389.18
300	KUBIN, ALEXANDRIA	18,104.45	-	-	18,104.45
300	KUSEK-BOSER, DEBRA	34,717.77	-	-	34,717.77
300	LAGIMONIERE, MEGHAN	80,713.18	-	-	80,713.18
300	LAKE, SARA LYNN	25,818.64	-	-	25,818.64
300	LAM, LYNN	19,735.93	-	-	19,735.93
300	LAROSE, ALYSSA	1,245.95	-	-	1,245.95
300	LAURETANO, ERICA	54,298.72	-	-	54,298.72
300	LAVALLEY, JUDITH	45,526.97	-	-	45,526.97
300	LAZARZ, DAWNA	35,923.46	-	-	35,923.46
300	LECLAIR, ANNETTE	400.00	-	-	400.00
300	LEEMAN, NORRIS	2,208.00	-	-	2,208.00
300	LEFFERTS, MELISSA	78,298.60	-	-	78,298.60
300	LESSORE, CHRISTINE	63,765.41	-	-	63,765.41
300	LEWIS, KAREN	7,217.48	-	-	7,217.48
300	LIGAWIEC, BETH	48.75	-	-	48.75
300	LOHR, DARCY	35,840.41	-	-	35,840.41
300	LUKASIK, PAMELA	11,114.22	-	-	11,114.22
300	LUKASKIEWICZ, TRACIE	120.12	-	-	120.12
300	MALIN, HEATHER	82,188.68	-	-	82,188.68
300	MARSLAND, KIM	29,561.29	-	-	29,561.29
300	MASSE, RACHEL	79,260.22	-	-	79,260.22

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	MATYS, JUSTIN	66.75	-	-	66.75
300	MCHUGH, DONNA	10,094.99	-	-	10,094.99
300	MCNAMEE, ERIKA	12,816.98	-	-	12,816.98
300	MCNEILL, KEVIN	7,620.10	-	-	7,620.10
300	MENDOZA, JENNIFER	24,096.62	-	-	24,096.62
300	MENDOZA, STEPHANIE	8,372.46	-	-	8,372.46
300	MENEKE, KATY	26,417.08	-	-	26,417.08
300	MERCER, TARA	28,234.68	-	-	28,234.68
300	MESSIER, ERIN	21,515.18	-	-	21,515.18
300	MILLER, AMANDA	85.00	-	-	85.00
300	MILLIGAN, JEREMY	38,225.18	-	-	38,225.18
300	MINER, JAIME	60,921.72	-	-	60,921.72
300	MITCHELL, LEONA	11,628.47	-	-	11,628.47
300	MONACO, JILL	35,092.71	-	-	35,092.71
300	MORIARTY, THERESA	51,780.19	1,023.91	-	52,804.10
300	MORIN, KIRSTIN	42,325.41	-	-	42,325.41
300	MURPHY, KRISTEN	25,764.43	-	-	25,764.43
300	MUSE, ANTHONY	51,347.31	-	-	51,347.31
300	MUSNICKI, ELIZABETH	77,606.64	-	-	77,606.64
300	NELSON, SUSAN	43,095.05	-	-	43,095.05
300	NICHOLAS, ANDREA	77,098.18	-	-	77,098.18
300	NICHOLAS, JEFFREY	64,152.03	-	-	64,152.03
300	O'BRIEN, BEVERLY	33,406.80	-	-	33,406.80
300	O'BRIEN, MAEVE	37,080.96	-	-	37,080.96
300	O'KEEFE, MELINDA	27,013.83	-	-	27,013.83
300	OCANA, ASHLEY	75,592.82	-	-	75,592.82
300	OCANA-ROSA, BELKIES	21,622.09	-	-	21,622.09
300	OLDAKOWSKI, AMY	69,595.50	-	-	69,595.50
300	OLIVER, MICHAEL	30,992.01	-	-	30,992.01
300	ORSZULAK, DANIEL	97,302.46	-	-	97,302.46
300	ORSZULAK, HEATHER	93,205.26	-	-	93,205.26
300	ORSZULAK, HEATHER	77,708.96	-	-	77,708.96
300	ORSZULAK, MARGARET	77,123.96	-	-	77,123.96
300	ORSZULAK, MORGAN	6,386.40	-	-	6,386.40
300	OSTIGUY, DEBORAH	7,520.82	-	-	7,520.82

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	PACKARD, BROOKE	54,298.72	-	-	54,298.72
300	PAGE, VALERIE	38,889.54	-	-	38,889.54
300	PALANO, CAROLYN	442.20	-	-	442.20
300	PALERMO, LISA	71,901.01	-	-	71,901.01
300	PARO, BENJAMIN	2,136.00	-	-	2,136.00
300	PATRAW, CYNTHIA	7,739.45	-	-	7,739.45
300	PATTERSON, LISA	77,598.18	-	-	77,598.18
300	PAUL, AMY	26,126.16	-	-	26,126.16
300	PELSKI, MATTHEW	38,193.92	262.07	-	38,455.99
300	PENOYER, ERIC	23,276.26	-	-	23,276.26
300	PEREZ, MAIKAYLA	1,188.75	-	-	1,188.75
300	PEREZ, MELANIE	10,635.95	-	-	10,635.95
300	PESSOLANO, KRISTEN	75,724.40	-	-	75,724.40
300	PLESCIA, SUZANNE	66,499.77	-	-	66,499.77
300	PLUMLEY, CHRISTINE	50,173.32	-	-	50,173.32
300	PORCELLI, SANDRA	84,943.41	-	-	84,943.41
300	POULIN, DARLENE	32,092.90	-	-	32,092.90
300	PRICE, LEAH	46,642.05	-	-	46,642.05
300	PUTNAM, CAISSIE	16,243.09	-	-	16,243.09
300	QUINN, KAREN	5,278.50	-	-	5,278.50
300	RACICOT, AMY	60,634.27	-	-	60,634.27
300	RACINE, SAMANTHA	61,360.82	-	-	61,360.82
300	RASYS, KATHERINE	40,435.06	-	-	40,435.06
300	RAVOSA, ROBERT	19,498.36	-	-	19,498.36
300	REX, JONATHAN	9,116.32	121.97	-	9,238.29
300	RICH, EUGENE	111,014.53	-	-	111,014.53
300	RICHARDS, CAMILLE	19,024.79	-	-	19,024.79
300	RIVERA, AYLEEN	1,147.70	-	-	1,147.70
300	ROBERT, DIANNE	35,923.46	-	-	35,923.46
300	ROBIDOUX, ROSEMARY	8,238.40	-	-	8,238.40
300	ROSALES, JUANITA	10,513.61	-	-	10,513.61
300	ROSE, BARRY	7,346.40	150.63	-	7,497.03
300	ROSS, JESSICA	17,174.95	-	-	17,174.95
300	ROWDEN, AUDRA	47,464.00	-	-	47,464.00
300	ROY, DANIEL	82,087.48	-	-	82,087.48

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	RUSSELL, STEPHANIE	71,506.01	-	-	71,506.01
300	RYDER, LYNN	43,676.47	319.50	-	43,995.97
300	RY'S, JOANNE	39,808.20	-	-	39,808.20
300	SANDRIDGE, RODNEY	3,459.36	-	-	3,459.36
300	SAWABI, JOAN	3,240.00	-	-	3,240.00
300	SENECAL, KIMBERLY	81,353.18	-	-	81,353.18
300	SERRANO, STEPHANIE	18,956.40	-	-	18,956.40
300	SHAMGOCHIAN, KELLY	84,750.86	-	-	84,750.86
300	SHAMGOCHIAN, THOMAS	8,822.00	-	-	8,822.00
300	SIMONS, TIMOTHY	2,954.00	-	-	2,954.00
300	SINASKY, JOSEPH	30,526.47	-	-	30,526.47
300	SINCLAIR, MARILYN	36,119.71	-	-	36,119.71
300	SLATOR, NANCY	87,514.76	-	-	87,514.76
300	SLATTERY, MARY	282.17	-	-	282.17
300	SLATTERY, SCOTT	92,545.96	-	-	92,545.96
300	SLOAT, KIMBERLY	16,092.96	-	-	16,092.96
300	SMITH, YVONNE	36,041.74	-	-	36,041.74
300	SMITH III, ROBERT	26,808.91	-	-	26,808.91
300	SMITH-ZAJCHOWSKI, ELIZABETH	5,010.09	-	-	5,010.09
300	SOUTER, REBECCA	56,969.23	-	-	56,969.23
300	STEELE, LORI	49,673.32	-	-	49,673.32
300	SWARTS, DONALD	7,408.00	-	-	7,408.00
300	TALBOT, CHERYL	84,892.91	-	-	84,892.91
300	TARGAN, ERIC	76,873.96	-	-	76,873.96
300	TAVERAS, FRANCES	5,552.85	-	-	5,552.85
300	TEMPLE, SARA	25,751.27	-	-	25,751.27
300	TETREAULT, DOUGLAS	10,998.38	-	-	10,998.38
300	THOMAS, TRICIA	7,368.55	-	-	7,368.55
300	THOMPSON, KIMBERLY	76,198.97	-	-	76,198.97
300	TOELKEN, MORGAN	3,978.00	-	-	3,978.00
300	TRZPIT, CAITLIN	58,084.09	-	-	58,084.09
300	TRZPIT, JESSE	79,932.25	-	-	79,932.25
300	TRZPIT, KELLIE	29,914.07	-	-	29,914.07
300	TRZPIT, RYAN	20,480.73	-	-	20,480.73
300	TWEEDIE, KIMBERLY	18,579.19	-	-	18,579.19

DEPT #	NAME	REGULAR	OVERTIME	OTHER	TOTAL
300	VADNAIS, CHERYL	31,256.63	-	-	31,256.63
300	VADNAIS, JOSEPH	33,919.46	-	-	33,919.46
300	VALLEE, CHARLENE	4,507.00	-	-	4,507.00
300	VANTANGOLI, NICHOLAS	84,259.46	-	-	84,259.46
300	VASILIADIS, ANTHONY	2,784.00	-	-	2,784.00
300	VEALE, CAROLYN	36,048.46	-	-	36,048.46
300	VEALE, KAYLA	12,801.75	-	-	12,801.75
300	WALKER, ZACHARY	1,308.00	-	-	1,308.00
300	WALSH, ERIN	13,696.37	-	-	13,696.37
300	WALSH, KELLY	77,363.00	-	-	77,363.00
300	WARBURTON, DONNA	36,645.41	-	-	36,645.41
300	WATSON, CARMEN	33,479.78	-	-	33,479.78
300	WATTU, AMY	2,800.00	-	-	2,800.00
300	WEATHERWAX, BARBARA	12,169.07	-	-	12,169.07
300	WEBBER, SHAUNDA	41,589.96	-	-	41,589.96
300	WEGGE, DONNA	25,582.50	-	-	25,582.50
300	WEIRBRICK, HEATHER	82,273.18	-	-	82,273.18
300	WEISSMAN, CHRISTINE	3,776.00	-	-	3,776.00
300	WELLER, ROSEMARY	31,930.41	1,122.65	-	33,053.06
300	WEST, STEPHANIE	47,942.78	-	-	47,942.78
300	WETHERBEE, BRIAN	63,096.55	-	-	63,096.55
300	WHITE, ELIZABETH	63,765.41	-	-	63,765.41
300	WILK, CHELSEA	28,167.69	-	-	28,167.69
300	WILK, RUDOLPH	526.90	-	-	526.90
300	WURTZEL, MARK	21,124.00	-	-	21,124.00
300	WYZIK, CASSIDY	2,400.00	-	-	2,400.00
300	YARDLEY, JANUARY	87,065.00	-	-	87,065.00
300	YOUNG, ANNE	36,441.71	-	-	36,441.71
300	ZALASKAS, TORY	2,108.66	-	-	2,108.66
	TOTAL SCHOOL DEPARTMENT	\$ 11,198,195.01	\$ 8,454.87	\$ -	\$ 11,206,649.88
	GRAND TOTAL	\$ 16,362,291.40	\$ 529,775.29	\$ 509,273.96	\$ 17,401,340.65

BOARD OF ASSESSORS

Theodore P. Balicki
Devin M. Peterson
Gerald F Fountain Jr.

Term Expires 2023
Term Expires 2024
Term Expires 2025

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, Chapter Land, Exemptions, Real & Personal Property Abatements, Apportionments, Supplemental Taxes, Water and Sewer Liens.

ABATEMENTS & EXEMPTIONS GRANTED IN CALENDAR YEAR 2021

ABATEMENTS:

Levy Year	2021 *FY2022	2020 *FY2021	2019 *FY 2020	2018 *FY 2019
Boat	\$0.00	\$0.00	\$0.00	\$0.00
Motor Vehicle Excise	\$24,221.12	\$7,525.30	\$146.46	\$0.00
Real Property *	\$7,699.86	\$0.00	\$516.13	\$0.00
Personal Property	\$1,934.86	\$1,978.00	\$0.00	\$0.00
Sr. & Veteran Work Off	\$11,373.00	\$0.00	\$0.00	\$0.00

EXEMPTIONS:

Levy Year	FY2022	FY 2021
Clause 17C1/2	\$2,275.00	\$1750.00
Clauses 22's	\$49,699.84	\$47,969.08
Clause 37A	\$1,500.00	\$2000.00
Clause 41C	\$8,492.38	\$1,000.00

The Assessor's Office collected \$1,270.00 in fees.

The Board of Assessors Office completed 553 Building Permit & Cyclical Inspections in 2021.

FISCAL YEAR 2022
7/1/21 TO 6/30/22

TAX RATE
\$19.34

CLASSIFIED TAX LEVIES

	Class	Percentage	Valuation	Levy
1	Residential	84.3497	665,167,604	13,423,082.25
2	Commercial	9.4777	74,739,392	1,508,240.93
3	Industrial	3.0677	24,191,300	488,180.43
4	Personal Property	3.1049	24,484,881	494,104.90
	Total	100	788,583,177	15,913,608.51

APPROPRIATIONS & SOURCES OF FUNDING

Total Amount to be Raised	
Appropriation from raise & appropriate	\$ 35,137,433.58
Other amounts to be raised	\$ 637,034.06
State and County cherry sheet charges	<u>\$ 1,286,963.00</u>
Total amounts to be raised	\$ 37,061,430.64
Estimated receipts and other sources	
Cherry sheet estimate receipts	\$ 13,651,174.00
Estimated receipts	\$ 2,858,900.00
Offset receipts & enterprise funds	\$ 2,195,905.00
Appropriation from free cash	\$ 1,613,146.77
Appropriation from available Funds	<u>\$ 283,320.81</u>
Total	\$ 20,602,446.58

TAX RATE SUMMARY

Total Amount to Be Raised	\$ 37,061,430.64
Total Estimated Receipts and Other Revenue Sources	<u>\$ 20,602,446.58</u>
Tax Levy	\$ 16,458,984.06

FY 2022 Maximum Allowable Levy - \$16,671,644

Excess Levy Capacity - \$241,809.94

2021 Annual Report of the Ware Board of Health

Board of Health Members:

Name	Title
John Desmond	Chairman
Jennifer McMartin	Vice-Chair
Katrina Velle	Member

Personnel:

Name	Title
Judy Metcalf RS. CHO	Director of Public Health (Retired 6/23/21)
Stephen Bell, MPH	Director of Public Health (Started 3/15/21)
Sainath Palani	Health Inspector
Betty Barlow	Administrative Assistant
Amy Langone, 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.

2021 Inspection and Activity Reports:

ANIMAL INSPECTOR

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 2021. During my visits to the local farms I have conducted a welfare check on the following animals.

Alpaca	13
Chickens	817
Cows-Beef	70
Cows-Dairy	
Adult	78
Young	48
Donkeys	3
Game Birds	4
Goats	49
Horses	62
Pigs	8
Rabbits	8

Sheep	8
Waterfowl	24

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 REPORT

The Board of Health Burial Agent is responsible for examining a Death Record for any errors or omissions, and upon acceptance to assign a number to each permit, file and record each permit issued in the community where a death occurred.

The following information is provided to the Board of Health and the residents of Ware for all permits issued during this year – January 1 through December 31, 2021

Total permits issued during the year 68*

Permits received for disposition in Ware 1

44 of the Burial Permits issued were from Deaths occurring other than the ER/Hospital

24 of the Burial Permits issued were from Deaths occurring at the Baystate Emergency Satellite Center which closed in June 2021

Respectfully,
Nancy J. Talbot
Burial Agent – Ware

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 2021.

Bakery Licenses	2
Catering Licenses	1
Ecology Can	2
Farmer's Market	1

Food Establishment Licenses	36
Frozen Dessert Licenses	2
Funeral Director Licenses	5
Milk & Cream Licenses	45
Mobile Food Server Permits	5
Mobile Home Park Licenses	2
Motel License	0
Pasteurization of Milk Licenses	0
Permanent Cosmetic Tattoo License	0
Plumbing Permits	97
Pool Permits	0
Residential Kitchen Permits	8
Retail Food Licenses	14
Septic Hauler Licenses	8
Septic Installer Licenses	19
Septic Installations (new)	12
Septic Installations (repair)	27
Tanning Salon Permits	0
Tattoo Artist License	2
Body Piercing	1
Tattoo Parlor License	1
Temporary Food Permits	13
Temporary Housing	0
Tobacco Permits	8
Type II / Limited Food Permits	5
Trash Collection Permits	7
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, 2021.

Bathtub	26
Dishwasher	15
Food Disposer	3
Floor / Area Drain	11
Kitchen Sink	24
Lavatory	47
Shower Stall	18
Service / Mop Sink	3
Toilet	42
Urinal	2
Washing Machine Connection	18

Water Heater All Types	69
Water Piping	9
Backflow Preventor	1
Sillcock	2
Cross Connection Device-Boiler	4
Ice Maker	1
Lavatory Trap	1
Underground Piping	1
Hose Bibs	2
Water Closet	4
Laundry Trap	1
Sewer Line Replacement	1
Other	1

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

Respectfully Submitted,
Ed Kent
Plumbing Inspector

Annual Report of the Quabbin Health District Public Health Nurse and 2021 Communicable Disease Report

The following reportable diseases were reported to the Quabbin Health District Office as suspected, confirmed, contact, probable, or revoked in 2021:

Total event count by disease

Diseases Year 1/1/2021 to 12/31/2021	Belchertown	Pelham	Ware
Babesiosis	4	3	2
Campylobacteriosis	1	0	2
Giardiasis	0	1	0
Hepatitis B	2	0	1
Hepatitis C	6	1	15
Human Granulocytic Anaplasmosis	7	3	1
Influenza	9	0	2
Lyme Disease	49	8	31
Melioidosis	0	1	0
Mumps	0	0	1
Novel Coronavirus	1987	76	1787
Pertussis (and other Bordetella species)	0	0	0
Rocky Mountain Spotted Fever	1	0	0
Salmonellosis	1	0	1
Tuberculosis	12	1	5
Varicella	1	0	0
Viral Meningitis (aseptic)	0	0	1
West Nile Infection	2	0	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 Quabbin Health District Public Health Nurse.

The Quabbin Health District Public Health nurse is a position established in 2021 to service the towns of the Quabbin Health District with professional public health nursing while benefitting from cost savings through a shared agreement. This position was made possible with a grant from the state to expand our offered services.

Amy works under the direction of the Quabbin Health District and Dr. Scott Siege, BMP. In 2021 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. She was able to provide 2021/2022 flu vaccines to employees in need from both the Ware and Belchertown locations, doing our part in promotion of a healthy community.

Amy continued to work with Scott Troppy 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. She routinely confirmed, monitored, assessed, and followed 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. By far the largest part of this work was spent on COVID-19 and the case investigation required for the pandemic. Almost 4000 suspect, probable, and confirmed cases had to be investigated and followed up with, as we saw large spikes in the number of cases in January as well as the fall and into the winter of 2022.

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

Amy also worked 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. They also met monthly on their mission in the development of a Peer Recovery Center for Ware, Belchertown, and surrounding towns.

Amy worked 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 she serves.

Respectfully Submitted,
Stephen Bell, MPH
Quabbin Health District Director of Public Health

QUABBIN HEALTH DISTRICT 2021 COVID 19 and ANNUAL INSPECTION REPORT

COVID-19

The first case of novel coronavirus SARS-CoV-2 known as COVID-19 was confirmed in Massachusetts on March 2, 2020. Since that time, the word pandemic became a common word in our collective vocabulary. As a novel virus, the first step of the health department was education of other town departments on what was known of the virus at that time - how it is transmitted and protective measures. We also performed an inventory of existing medical supplies such as masks, gloves, goggles, sanitizer, etc... in storage at the Boards of Health offices in the Town Hall. What was still usable was distributed to various at-risk Departments.

By the beginning of 2021, remote work was a very familiar environment for the employees of the Quabbin Health District. Having transitioned to almost completely in-person work for most of 2020, it was not a strain to continue that into 2021. It was in the spring of 2021 that the office staff started working in the building again, and by May the entire department was back to work in person full time.

The District also applied for and received funding for a \$50,000 grant from the Massachusetts Public Health Trust. Funds were used for remote work equipment and communications, as well as for distribution of supplies for public protection. Mask, gloves and thermometers were prepared and given to the senior centers, food banks, and local opioid prevention groups. Essential departments were also provided with worker protection supplies, such as to the Town Clerks for voting and town meetings. The towns also eventually had access to their own funding from the CARES Act and later the American Recovery Plan Act.

The following table lists the major COVID-19 activity/ services provided to each town in the District during 2021:

	Belchertown	Ware	Pelham
Confirmed Cases tracked and monitored	1217	1300	40
Outbreaks and Clusters investigated	26	21	2
Total COVID Complaints	18	2	0
Repeated Complaints	5	1	0
Referrals from DLS	0	0	0
Enforcement Letters	2	1	0
Fines Issued	0	1	0
COVID Plan Reviews	27	7	1

Total: Activities District-wide: 2671

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 27,448 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 2021.

	Belchertown	Ware	Pelham
PercTest / Deepholes and Soil Evaluations	75	29	11
Septic Application Review (New Construction)	36	12	0
Septic Application Review (Repair)	53	27	4
Septic Installation Inspections and Re-inspections	86	27	4
Well Application Review	34	N/A	1
Housing Inspections (upon complaint) And Re-inspections	21	66	3
Lead Paint Inspections	0	0	0
Condemnations (#of units)	0	0	0
Voucher Housing Inspections	0	8	0
Housing Court Appearances	0	0	0
Food Service Inspections (routine and complaint) Including School Cafeterias	75	90	1
New or Remodeled Food Plan review	0	0	0

Mobile/Temporary Food Inspections	8	11	0
Beaver Permits Applications	3	2	1
Nuisance Complaints Received and Investigated and Orders issued as warranted	5	22	3
Tanning Bed Licensure	1	0	0
Children Recreational Camp Inspections and Licensing	0	0	0
Tattoo/ Body Art Establishments	N/A	1	N/A
Public Pool and Sauna Inspections Public Beaches	2	0 Not opened	N/A
Meetings/ Hearings	12	8	2

Total: Inspection Activities District-wide: 744

The tremendous amount of work performed by the staff of the Quabbin Health District in this unprecedented year could not have been possible without the dedicated service of our employees. On top of the challenges of COVID-19, this was as difficult year for staffing changes. Our former health inspector left his position in March, which prompted a shift in Stephen Bell's roll from COVID-19 Compliance Officer to Health Inspector. Judy Metcalf, the former director of the district, retired from her position in April after 33 years of exemplary service. Her position was filled by Stephen Bell.

We hired a new health inspector, Sainath Palani, who almost single-handedly kept the routine inspection business of the Board of Health running from July 2021 forward. He continued to perform required food safety inspections, investigate tenant complaints and order repairs on rental housing units, perform perc tests, inspect septic installation, etc...

We also added, for the first time in the District's history, a full-time Public Health Nurse to cover all three towns. Amy Langone, a former operating room nurse, took this position in July 2021, and had her hands full from the start with COVID-19 case investigations.

Administrative Assistant Betty Barlow and Senior Clerk Mary Grenier provided instrumental clerical support to us all, whether in our normal duties or pandemic response. They did the work admirably despite working remotely at times with new equipment, while learning new programs, and procedures.

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. The Health Director, Inspector, and nurse 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 also like to thank members of the District Board of Directors for their continued support

Sincerely,

Stephen Bell, MPH
Director of Public Health
Quabbin Health District



BUILDING DEPARTMENT & INSPECTION SERVICES

Annual Report - 2021

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.

The department is headed by Building Commissioner, Anna S. Marques, who carries out the duties set forth by the Commonwealth of Massachusetts State Building Code. This role also upholds the Town of Ware Zoning Bylaw as the Zoning Enforcement Officer. These regulations address construction, occupation and use of buildings and land in regard to location, density and additional factors. Code Enforcement addresses existing structures as well, working with various departments as required for compliance.

Nicole L. Croteau provides administrative support to the Building Department and Conservation Commission. Permit applications are reviewed for completeness and inspections are coordinated with the applicable entities. Record keeping and permit tracking is utilized through our online permitting system Viewpoint for building, gas, and electrical permits. It is also utilized for violations, zoning complaints and annual inspections. The department is dependent on this system for maintaining property records and for managing inspections.

The challenges of the department are to ensure work is being done in compliance and properties are used and occupied legally. There is a significant number of multi-family properties in Town. Periodic inspections are key to identifying outdated building systems and elements creating safety concerns. Vacant properties pose challenges in regard to compliance with maintenance and safety. Three problem vacant properties underwent demolition in 2021 creating vacant space feasible for development and additional areas for municipal/public parking. There were 6 significant structure fires in 2021 – all were secured safely within the allowed time for compliance within regulations and have active permits or are in the process of applying for permits for repairs and renovations. Efforts are continuous in communicating with all municipal departments and seeking cooperation from these entities on public safety issues affecting the community. A new challenge for the year has been the permitting for cannabis cultivation. Having a dispensary permitted in the past, it set forth the process for future dispensaries. Currently, a second one permitted and under construction with a third one beginning the permitting process. Cultivation has different code requirements with additional regulations set forth by the Cannabis Control Commission. The first facility is permitted and is under construction in an existing building. The second facility is currently in the permitting process. Training in the form of required continuing education to maintain certification is current and has offered guidance on these topics.

BUILDING

There were 502 permits total issued for the construction, reconstruction, alterations, repairs, removals and demolition of buildings and structures including any changes in use or occupancy of a building or structure and any installation of equipment regulated under 780 CMR. Of these 502, 1 was for a tent, 12 for signs, 29 were for fuel burning stoves, 4 were sheet metal permits, 72 were insulation permits, 42 for residential solar installation, 10 were for demolition, 18 were for pools, 262 were other scopes of work related to residential structures and 52 were for other scopes of work for commercial structures. 13 Violations were issued; 9 being unsafe for occupancy and 4 for beginning work without applying for and receiving a permit. There were 7 Board of Health Referrals – all being multi-family structures. 3 Unkempt/Vacant complaints and 18 additional complaints were addressed in writing. 31 Annual Inspections were conducted as required by 780 CMR 110 for uses including Assembly, Educational, Institutional and some Residential, as specified along with facilities licensed by the Alcohol Beverage

Control Commission. The annual inspections are conducted together with the Ware Fire Department. Overall, Permits and Inspections totaled 532 records and \$89,105 in fees. 39 Zoning Determinations were made to review if the use is allowed for the purpose of obtaining business certificates. In some cases, approvals are required from the Planning Board. If any determinations or decisions issued by the Zoning Enforcement Officer are aggrieved, they may be appealed to the Zoning Board of Appeals.

GAS

Richard Pluta has served the Town of Ware for 39 years as the Gas Inspector. He resigned in August of 2021. The Town thanks Mr. Pluta for his dedication and hard work. We wish him the best. Richard Holden was appointed as the Gas Inspector this year and Edward Kent remains in his role (9 years) as the Alternate Gas Inspector. There were 78 gas permits issued bringing in \$3,570 in fees.

ELECTRICAL

Don Manseau continues in his role as the Electrical Inspector (18 years). Ken Higney continues as the Alternate Electrical Inspector (31 years). There were 214 gas permits issued bringing in \$20,173 in fees.

PLUMBING

Plumbing permits are issued by the Board of Health. Ed Kent serves as the Plumbing Inspector. Code questions related to plumbing are handled by the BOH, the Plumbing Inspector and the Building Commissioner.

Permits	2020 Revenue	2021 Revenue	Difference +/-
Building Permits	\$ 68,171	\$ 89,105	31% Increase
Electrical Permits	\$ 27,386	\$ 20,173	26% Decrease
Gas Permits	\$ 5,065	\$ 3,570	30% Decrease

CONSERVATION DEPARTMENT & COMMISSION

Annual Report for 2021

Nicole L. Croteau provides administrative support to the Conservation Commission and is the main contact during office hours in Town Hall. Nicole initiates and coordinates requests, submissions and communications with respect to Site Inspections and Filings with the Commission Conservation as required.

The Conservation Agent is John M. Prenosil. He started this role for the Town of Ware in April having 23 years of experience in wetland delineation, site assessments, threatened and endangered species, invasive species control as well as residential and commercial project management. Site Inspections are conducted to determine what filing, if any, is required under the Wetlands Protection Act. Guidance is provided to the applicant and the Conservation Commission as required on site visits and in public meetings.

The Commissioners are volunteers given the permission to administer the Wetlands Protection Act by reviewing and issuing permits if granted for work in and near wetlands, floodplains, banks, riverfront areas, beaches and surface areas.

<i>Conservation Commissioner</i>	<i>Title</i>	<i>Term Expiration</i>
Mark Swett	Chairman	2024
Thomas Barnes	Vice Chairman	2023
Kristin Rosenbeck	Member	2022
Dennis Cote	Member	2022
Peter Topor, IV	Member	2023

The Conservation Commission's most notable duty is to facilitate wetland permitting with respect to development. The eight interests identified in the Wetlands Protection Act (WPA) are:

- Protection of public water supplies
- Protection of private water supplies
- Protection of groundwater
- Flood control
- Storm damage prevention
- Pollution prevention
- Protection of land containing shellfish
- Protection of fisheries and wildlife

Understanding that impacts to these critical resources are becoming increasingly difficult to detect and manage, the Commission seeks to work closely with residents in protection of the same. As always, the Ware Conservation Commission encourages anyone who is interested in conservation and would like to volunteer or learn more about our conservation efforts, to please get involved through active participation.

The Conservation Commission experienced predictable filing activity given the economic and regulatory environment and its effect on associated development patterns. Residential projects are primarily related to maintenance or improvements to existing assets. The following represents filing activity for the 2021 reporting period:

Site Inspection Requests	28	Emergency Certifications	01
Request for Determination of Applicability (RDA's)	15	Enforcement Orders	--
Notice of Intent (NOI's)	13	Wetland Complaints	10
Right of First Refusal Review	03	Wetland Violations	--

The Ware Conservation Commission will continue to assist all existing projects in meeting the associated performance standards of their permits and provide guidance towards bringing these construction activities to successful conclusions.

During 2021, the Conservation Commission was involved in several large projects that were significant to public interest. Some projects were initiated during prior reporting periods and remain part of the Commission's regular workload.

- Large-Scale Ground Mounted Solar Arrays (4 locations)
- New and Re-development in the Millyard
- Construction of Single-Family Homes
- Residential tree removal surrounding the Beaver Lake area

A **Site Inspection Request Form** is an extremely helpful form for owners who live near wetlands, wetland buffers, streams, rivers, ponds, lakes, etc. to verify if a project would require filing state applications. *As a reminder, anything within 100-ft of wetlands or 200-ft of a riverfront falls under the jurisdiction of the Conservation Commission and the MassDEP Wetland Protection Act.* Therefore, this form allows the Agent to walk the property, discuss the scope of work, and decide if any filings would be necessary. Projects such as clearing brush, cutting trees, even cutting dead and/or fallen trees, building or buying a shed, constructing a deck, or simply laying patio stones, could have an impact on nearby wetlands. It is always best to check before proceeding. This request could prevent any violations or Enforcement Orders. The Site Inspection Request Form can be found on the town website, under the Conservation Department.

**2021
TOWN CLERK
REPORT**

I am pleased to submit this report to the residents of Ware for the year 2021:

Registered voters as of January 1, 2021:	5,769
Registered voters as of December 31, 2021:	6,559

Vital Records processed and recorded for the year: Births – 80, Marriage Intentions Filed – 47, Marriages – 46, Deaths 125.

The following fees were collected in the Town Clerk's Office from January 1 to December 31st:

Vital Records and other Fees:	\$19,550.00
Dog Licensing and Late Fees:	\$17,806.75
Building Code Violations:	\$ 100.00
Snow Removal Bylaw Violation:	\$ 100.00
Storage of Flammables:	\$ 3,900.00
Insufficient Funds & Fees:	<u>\$ 66.00</u>
	\$41,522.75

Unlike 2020 which saw a Presidential Primary, the Annual Town Election, a State Primary, and the general election in November; in 2021 we had the Annual Town Election with local offices and no ballot questions.

In 2021 a Special Town Meeting which was scheduled to be held on April 24 was postponed due to COVID19 to May 24th and was held prior to the Annual Town Meeting. Once again additional safety precautions were evident as required to allow not only for a town meeting to be held, but to insure for the safety of all participants. No fall town meeting was scheduled, and any budget shortfalls will be addressed in the spring of 2022 at the Annual Town Meeting.

Much of the legislation which allows for changes at town meetings and voting in elections expired at the end of December and it is anticipated that this will be taken up by the legislature once again in January as the pandemic continues at this writing.

Municipal offices remained open during 2021 but it is apparent that the volume of individuals who previously came to town hall to pay their taxes, ask questions, or seek information are now not coming in person; bills are being paid online whenever possible; emails and the phones are being used much more and the town website is frequented whenever possible.

The Town Clerk is responsible for the posting of all meeting notices on the website and other pieces of information for resident use are placed on the website in an effort to keep residents informed about a variety of things.

The Annual Census done in January saw an increase in our population and it is apparent that many individuals have either retired or stopped working during the pandemic and others are now working remotely.

The 2020 Federal Census saw an increase in our population, and we now are over 10,000 residents. The legislature has started the reprecincting process in December but ultimately made no final decision; it will begin and finalize the process in January of 2022. It is anticipated that Ware will have no changes and we will retain the representatives we have had in the past.

In 2002 when I was elected as Town Clerk, I soon realized that I am the first woman in the history of our town to become Town Clerk, I took on the role with a commitment to make a difference and to serve the public with integrity and commitment. I have just begun to realize how much I have accomplished since I began and yet how much more needs to be done prior to my departure. Joining the MA Town Clerks Association and achieving my certification in the association surely has proved to be advantageous; additionally, I opted to enroll in an advanced certification program for clerks called NEMCI. This three-year program enables clerks to educate themselves in the role of government, leadership, and guidance in their communities. The role of a clerk is ever changing and yet it still remains the same in many instances. As recording clerk for the community, we create records of town meetings, elections and are a filing place for a host of other documents all of which must be preserved.

In 2022, I hope to be able to eliminate a vast amount of “old papers” found in file cabinets, and more than likely easily disposable under the direction of the Supervisor of Public Records. Items found in the basement that have no longer any validity or use and have sat there for far too long collecting nothing but dust and are taking up space will be discarded in accordance with state guidelines. Only records which clearly are listed in the Records Retention Schedule as being permanent will be retained in a suitable manner.

Genealogy requests have subsided temporarily over the last year. So many people are no longer pursuing their family history and for those that are inclined to do their family tree, much of their family history is available in other place such as church records or ancestry.com. Phone calls and emails to simply review and verify what they have found is generally the practice of late.

In 2021 I put forward a request for funding of new voting equipment and it was supported by voters at town meeting. I have seen demonstrations of equipment from two companies to date and expect that a decision will be made in the best interest of our town with use to commence at the next town election.

Respectfully submitted,

Nancy J. Talbot – CMC, CMMC
Town Clerk

Ware Cemetery Commission

The Cemetery Commission would like to report that there are many developments in the infrastructure at Aspen Grove Cemetery. Tree work has continued to resolve issues at the cemetery. The DPW is still taking down the large number of trees decimated by storms and infections of the gypsy moths. The commission is hoping to find ways to plant more trees but still make their maintenance more manageable.

The structural integrity of the equipment barn which was once part of the old fire alarm system was declared unsafe and the Town will have to eventually find a solution.

There were only 10 cremation burials this year reflecting a societal change.

The last remaining unsurveyed section of Aspen Grove was prepared to allow burials in the future. Once this section is opened there should be lots available for the rest of this century at current burial rates. This section was developed in response to requests for cemetery space availability at the beginning of the pandemic.

The Cemetery Commission hired Preservation Gravestones of New England to restore the bronze plaques on the Civil War monument to their original state. A picture is below. These plaques are marked with the names of the Ware residents who died during the war or from wounds as a result of the war.

The Commission applied for a Cultural grant for 2022 to continue educating interested residents and others on the cleaning techniques and the history of town residents by maintaining the gravestones that are their memorials.

Respectfully submitted

Ware Cemetery Commission.



Civil War Monument after bronze plaque restoration



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

Gerry Clough, Custodian

Marie Stacy, Van Coordinator

Maire Brigid Bresnahan, Social Services Coordinator
(January 4-October 15)

Donna DiPilato, Finance Coordinator

Janine Leis, Social Services Coordinator

(November 29 – Present)

Funding Sources Weekly

Town Funded:

January 4-December 31, 2021 Director -40 hrs., Outreach -30 hrs., Chef-19hrs., Custodian-19hrs.

State Formula Grant Funded: Finance Coordinator-19 hours

WestMass ElderCare Grant: Van Coordinator - 19 hours

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

The reception desk was manned by volunteers, Monday through Friday from 8am-4 pm. The van operated Monday, Thursday and Friday with one regularly assigned volunteer driver from 8-1pm. From January 4th to July 30th the van delivered lunches and food items, rides were not provided due to Covid restrictions. From August 2nd to December 31st the van returned to providing rides only, with the exception of Brown Bag and Amherst Survival Center Deliveries.

Senior Center Hours:

Jan.4-July 6, 2021:	Monday	Tuesday	Wednesday	Thursday	Friday
	8am-4pm	8am-4pm	8am-4pm	8am-4pm	8am-4pm
July 7-Nov 19, 2021:	8am-4pm	8am-8:30pm	8am-4pm	8am-8:30pm	8am-8:30pm
Nov 22-Dec 30 2021	8am-4pm	8am-8:30pm	8am-4pm	8am-4pm	8am-8:30pm

Business Hours:

Jan 1-Dec 31, 2021:	Monday	Tuesday	Wednesday	Thursday	Friday
	8am-4pm,	8am-4pm	8am-4pm	8am-4pm	8am-4pm

2021 Summary

When I wrote this section for last years' Annual Report I had no idea that we would not only still be dealing with this pandemic but it would be two variants and higher case numbers stronger. Fortunately, we have the knowledge of how to conduct business through this and the staff that are willing to follow the protocols and as a result we have been able to remain open in various capacities, for all of 2021. The programs may have changed in how they are delivered and the social aspects may have been dampened some by masks instead of smiles but in the big scheme we continued to provide meals, rides, social services, exercise and socialization opportunities for all of 2021 uninterrupted. For that we are grateful.

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 2021, 30 Ware Senior Center Volunteers gave 4154.5 hours of their time which was a cost equivalent of \$112,171.50. 24 of our current volunteers are also members of RSVP of the Pioneer Valley. The time they spend volunteering at the Senior Center is reported monthly to a larger state-wide database which provides vital information to the state and federal governments as to the importance of Seniors in the healthy functioning of their communities. Many of our volunteers are also consistent users of our facility and frequent users 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.

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, Medicare, Supplemental Plans	
Assist. Living/Nursing Home Placement	Fuel Assistance
Protective Referrals for Elders at Risk	Food Stamp Applications/SNAP
Prescription Plans	Maria Hastings Grant
Friendly Visitors Program	Farmers Markets Coupons
Social Security/SSI	Brown Bag Program
Senior Housing Options	TRIAD
Salvation Army Good Neighbor's Fund	QHCC Community Fund
Amherst Survival Center Food Distribution	Covid Vaccine Scheduling Assistance

Services provided for 2021 remained intact up until October 15th when Maire Brigid Bresnahan accepted a position with the Department of Transitional Assistance at the Front Street Office in her hometown of Holyoke. Maire Brigid served the Town of Ware for 13 years as the Outreach Coordinator and had a tremendous impact on the lives of our Seniors. We wish her well on this new journey and say thank you for all of her hard work especially in getting over 120 Seniors vaccine appointments in a very difficult environment.

On November 29th we welcomed Janine Leis as the new social Services Coordinator for the Town of Ware. Janine spent the previous five years as a case manager for Tri Valley Elder Care, the Worcester County version of WestMass Elder Care. She has a BS in Social Work and is currently enrolled at Westfield State as a graduate student working towards a MS in Social Work.

The Social Services Department overall provided vital services to the Seniors of Ware in 2021 in spite of the challenges that the pandemic presented with regards to meeting people face to face. Maire-Brigid Bresnahan was still available with an appointment on a one on one basis and with, PPE and social distancing protocols in place. Maire was not available to make home visits to those seniors who are homebound and in need of services so more time was spent on the phones than ever. The rare exception being when signatures were needed at which all efforts were made to accomplish this by mail, fax or email.

Maire was a Certified SHINE (Serving Health Insurance Needs of Everyone) Counselor and could assist seniors with Medicaid/Medicare applications as well as answer questions about the Affordable Care Act as it pertains to seniors. Maire was also CAC certified which allowed her to have direct access to the Mass Health portal, which meant she can process and track applications with much more efficiency and health insurance services were provided faster. Janine will go through the certification process for these skills in the spring of 2022.

Both Maire and Janine acted as participating members of TRIAD, a program of law enforcement/first responders and seniors working together to provide support and protective services to the Ware seniors. Maire and Janine also represented 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 and Janine 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 also serve 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 and now Janine can review a simple application and determine if a voucher can be instantly provided in an emergency situation.

In 2021 Maire Brigid Bresnahan and Janine Leis served two towns and provided over 1, 000 service units to over 300 different seniors.

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.

FOOD INSECURITY

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 2021, the number of senior households participating in this program was 112. Due to Covid Restrictions the number of volunteers was reduced dramatically from 15 to 6 in order to maintain proper social distancing but the Brown Bags got stuffed just the same.

We have also partnered with the Amherst Survival Center on a federal grant to address food insecurity in vulnerable seniors. Each week a truck delivers boxes of food items to one of four locations. The Ware Housing Authority at Valley View, Church Street Senior Housing, Hillside Village and the Ware Senior Center. The boxes are prepared at the Amherst Survival Center for each individual on the list and is tailored to their needs with a variety of foods, personal care items and pet food. Once delivered the sites are then responsible for distributing the food items out to the individuals. Since no Seniors live at the Senior Center we employ the help of a fleet of volunteer drivers to load up the boxes and delivery them to the doorsteps of the seniors in need. This program now provides monthly deliveries of 2-4 boxes of food items to over 140 Senior households per month.

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 March 18, 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.

Outside of the one salary for the Chef and cost of utilities, this program does not receive any further Town funding. The meal program is solely 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.

After the Covid restrictions were put in place on March 18th, 2020, we suspended all congregate meals in the building and converted to a strictly take out service in the form of a Grab and Go in the parking lot and reduced the fee to \$2.00. For those that had no access to transportation, we delivered the meals to their doorstep asking the patrons to tape their fee, in an envelope, to their doors so the drivers can remain safely distanced. That continued until the end of June of 2021.

For the month of July 2021 we made a brief return to congregate meals inside of the Senior Center for three days per week, Monday, Wednesday and Friday while continuing to do Grab and Go with deliveries on Tuesday and Thursday in an effort to get people used to coming back into the building

again. For all of August 2021 lunches were strictly congregate, inside the building, five days per week and a full menu was restored including beverage and dessert for the full price of \$3.00. (The price was raised to offset the rising costs of raw food items) Unfortunately, by the end of the month the next variant arrived and we were forced to return to strictly Grab and Go for the remainder of the year.

In 2021, the Senior Center served a total of 8,981 meals to Ware seniors with another 707 meals having been delivered.

Transportation Program

Prior to March 18th, 2020, Transportation remained a vital service that we offered Ware seniors. In 2021 we provided 425 rides the vast majority of which were getting people to their medical appointments. After the Covid shutdown we transitioned our transportation team to be a delivery service for vital needs. In 2021 707 meals were delivered and an additional 336 deliveries of Brown Bags and boxes of food from the Amherst Survival Center were brought to our most vulnerable seniors. Thanks to our close relationship with the Quaboag connector, 3,696 Seniors were able to continue to get local transportation while we were restricted.

Because of our successful relationship with the Quaboag Connector and the growing need for public transportation for Seniors, we were able to successfully apply for and receive an increase in our WestMass ElderCare Transportation Grant from \$7500 to \$10,000 per year for two years, which will not only help fund the van coordinator position for the next two years but will help us expand the service as we prepare for the full closure of Mary Lane Hospital in 2022.

Drivers attended yearly trainings required by MARTAP in November of 2021 and are CPR trained. The MARTAP trainings were held online and at the Senior Center on November 13th and 20th. The van ran Monday through Friday 11am-12pm until July 7th for meal deliveries and other delivery events like Brown Bag and Amherst Survival Center. After August 2nd we returned to our regular Monday, Thursday and Friday schedule for Senior rides only. This year, the van was driven for all of 2021 by Craig Simmons. The van coordinator was Marie Stacy who was responsible for all scheduling.

Normally Transportation is 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.

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 current committee members, John L. Zienowicz, Maire Brigid Bresnahan (now Janine Leis), 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 2022 are available by contacting the Senior Center. Both Janine 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. Some activities were scaled back due to social distancing requirements or instructor availability but at least they were still being offered.

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 once the space was re-opened. 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.

Of course we cannot forget to mention **BINGO** every Thursday evening which ran through 2021 up until November when volunteer organizers felt a holiday hiatus until 2022 would be safer for staff and participants given the Omicron surge. Our **Pool Table** was available at all times.

Hearing Clinics by Heritage Hearing, **Monthly Foot Care** by Dianne DeWan LPN were all available at the center from August through December.

For those who preferred card games, there was **Cribbage, 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. Participants agreed to wear masks continuously while playing.

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. The Friends of Ware Seniors Inc. under the guidance of Sue LaBarge had reorganized the entire operation and 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

AARP Age Friendly States and Communities – On March 3rd of 2021 the Town of Ware became the 513th community to enroll in this national initiative. The AARP Network of Age-Friendly States and Communities “provides a structured process that guides change and serves as a catalyst to educate encourage, promote and recognize improvements that benefit residents of all ages and life stages. Enrollment in the network provides member communities with resources to become more age friendly by tapping into national and global research, planning models and best practices.” – Nancy LeaMond AARP

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 Jodi Gerulaitis and the "CB Crew" staff for the many hours they have volunteered as drivers for the Amherst Survival Center Food Program.

We must also thank Big Y markets for the donations of breads and pastries that we receive from them every day except Wednesday.

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

2022 Goals

We look forward to being able to open the doors to the Senior Center and start getting back to business. We do understand that it won't be business as usual by any means but at least we will be able to see everyone again in some capacity. Plans are being made to incorporate more virtual opportunities for Social Services to make access to appointments easier and safer.

In 2021 we were aggressively exploring the formation of walking clubs, golf leagues, bowling leagues and other activities geared towards the more active lifestyles but Covid had other plans however, we have been able to introduce two new concepts for January 2022, Chair Yoga and a pilot version of PickleBall. Of course the Spring of 2022 will hopefully see the final phase of the Bocce courts come to fruition and we will have a beautiful outdoor space for fun and games for years to come. Thank you to the Eagle Scouts involved in the creation of the project and all of the Boy Scouts that helped make it happen.

We will continue to look at the long term plans for the Senior Center and how this building can best serve the Ware Community especially in times of crisis like we have been through. Respectfully submitted,

A handwritten signature in black ink, appearing to read 'John L. Zienowicz', with a stylized, flowing script.

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

Finance Committee Fiscal Year 2021-2022 Report

Mission Statement: The Finance Committee serves in an advisory capacity to the Town Manager and Board of Selectmen. The Committee is comprised of five appointed members with three year terms, whose primary responsibility is to work with the Town Manager to present a balanced budget at the Annual Town Meeting.

		<u>Term Expires June 30</u>
Current Members are:	Lynn Nenni	2022
	Devin Peterson	2023
	Ken Willette	2023
	Terry Smith	2024

The Finance Committee met several time during the 2021-2022 fiscal year to review the Town Budget, make recommendations on Special Town Meeting articles and the use of ARPA funds, and to approve transfers from Finance Committee reserves. In March 2021, Terry Smith was appointed to the Finance Committee, and at the end of June longtime member Janice Hills decided to retire.

In February and March the Finance Committee met to make recommendations on the articles for the March 27, 2021 Special Town Meeting. The STM sought approval of transfers to cover shortages in the FY 2021 budget, transfers to stabilization funds, equipment purchases, the purchase of a new accounting software package and to approve appropriating funds to cover the demolition of 114 Main Street. The Committee unanimously approved all of the articles with the exception of the demolition of 114 Main Street. The building demolition was voted down at an earlier STM and was the most controversial item on the agenda as taxpayers and Finance Committee members objected to paying an estimated \$425,000 for an obligation of a private business owner. Committee members who initially voted against approval of funding the building demolition subsequently changed their minds and voiced their approval at the STM. Approval of paying for the building demolition enabled town staff to facilitate negotiations with the owner of the property and the state, who had delayed the Main Street paving project until the building was either demolished or repaired. The following items received voter approval at the March 27th STM:

\$ 9,675	Unpaid bills from prior years
\$ 276,100	FY 2021 additional appropriation to cover expenses
\$ 245,000	Transfer to OPEB Stabilization Fund
\$ 81,750	Transfer to Stabilization Fund
\$ 81,750	Transfer to Capital Stabilization Fund
\$ 2,000	Payment to Brookfield Institute Care for Troops
\$ 99,192	Financial Software Package
\$ 51,000	Water Division Service Truck
\$ 7,500	Water Division Gate and Telescopic Valves
\$ 25,000	Water Division Air Compressor
\$ 42,000	Schools- Front Loader Tractor
\$ 32,000	Schools- Pickup Truck
\$ 68,000	Parks Dept Truck
\$ 60,000	Police Dept Vehicle
\$ 254,000	DPW Dump Truck and Snowplow
\$ 30,000	Brush Disposal
\$ 30,000	Tree Trimming
\$ 425,000	114 Main Street demolition

The Finance Committee met with the Town Manager and department heads weekly during the months of March and April to review the Town Manager's proposed budget. Budget discussions were centered on the following priorities:

- a) Consideration of the 2022 budget in the context of
 - A three to five year capital plan
 - A review of current and future debt requirements and the impact on future years
 - An analysis of stabilization funds- what is the right level of stabilization funds and free cash
 - Current and future year revenue estimates
 - Current and future expenditure estimates
- b) The impact of vacancies and new positions on the budget
- c) Finance committee reserves- what is the right level
- d) A budget discussion between the Finance Committee, Town Manager, Board of Selectman and School Committee- and the benefit of presenting a united effort
- e) The roll of the finance committee in the budget process and Annual Town Meeting
- f) Use of Special Town Meeting for emergency purposes only
- g) Meeting with all departments to review their 2022 budgets

At the May 18th Selectman meeting, the Committee made their recommendations to the Board on the Town Manager's FY 2022 budget. The Committee voted to recommend all of the articles pertaining to the general fund and water and sewer fund budgets, and expressed concern over the use of \$124,492 of tax dollars instead of fees generated from rates to balance the sewer fund budget. The Board however, wanted to wait to see the results of a rate study before they took action to change the sewer rates. The Committee also made recommendations on articles approving capital purchases, however the vote was not unanimous as all members did not agree that it was necessary to approve the pay loader and fire truck purchases in the FY 2022 budget and considered the purchases premature.

The Annual Town Meeting to approve the FY 2021-2022 budget was held on May 24, 2021. The ATM was preceded by a Special Town Meeting to approve spending \$72,000 for drainage improvements and ballfield repairs at Grenville Park and to approve spending an additional \$7.3 million, for a total of \$13.3 million, for the design and reconstruction of the water treatment plant on order to remove iron and manganese from the water supply.

The Finance Committee voted "yes" on the drainage improvements and ballfield repairs and "no" on the additional spending for the water treatment plant. The "no" vote was unanimous and the result of diligent research and many meetings with the town's consultants and town staff. The Committee was not convinced that the proposed engineering solution would solve the brown tap water problem experienced by some residents, furthermore, the additional cost to water rate payers would result in a very large rate increase to pay for the forty year \$13.3 million loan as no other state or federal grants were available to offset the cost. The Committee was also concerned that there may be sewer upgrades needed in the near future which had not been considered which could also impact residents and business tied into the sewer system.

The FY 2021-2022 budget was passed by voters and approved total spending in the amount of \$35,201,213. General fund spending increased 5.2% and spending for the water and sewer departments increased 6.8% and 4.5% respectively. Free cash of \$225,000 and \$45,500 from the Ambulance Receipts Reserves were used to balance the budget and \$124,492 was used from the general fund to pay for an

expected shortfall in the sewer fund. During the ATM the Historical Commission made a motion and received approval to use \$70,000 from Free Cash for repairs to town hall. The following capital purchases were also approved:

\$208,000 - Pay loader
\$ 50,000 - Water Meters
\$625,000 - Fire Truck

The Committee continues to monitor the balances in the stabilization funds and free cash. "Free cash" represents the amount of cash that is available to balance the budget, fund capital projects, pay for costs of an emergency nature that may arise after the annual budget is passed or to replenish stabilization funds. The state recommends maintaining free cash at a minimum of approximately 3%-5% of the operating budget, and settings aside money in stabilization funds in the event of an emergency or to fund special projects.

At June 30, 2021 (certified 10/30/2021) the chart below shows a comparison of the Town's free cash and stabilization funds at June 30, 2020 and June 30, 2021.

	<u>FY 2020</u>	<u>FY 2021</u>	<u>Change</u>
Free Cash	1,844,771	2,780,118	935,347
Water	1,335,780	1,603,950	268,170
Sewer	-12,583	12,876	25,459
Stabilization	709,368	793,461	84,093
Capital Stabilization	507,710	600,603	92,893

Currently, the balances in the General fund and Water Enterprise budgets appear to be sufficient however the balance in the Sewer Fund is concerning and the Committee has recommended increasing sewer rates in order to reduce the amount that will need to be borrowed in the future to make plant repairs.

During the months of September 2021 to March 2022 the Committee continued to meet to study and make recommendations to the Board of Selectman on setting the water and sewer rates and the use of \$2.9 million in ARPA funds.

The Committee reviewed reports prepared by the town's engineering consultant summarizing water and sewer improvements and repairs that will likely be necessary over the next 10-15 years, and their recommendations on setting a rate to provide funding for the projects. In November the committee attended a public hearing on the subject and concurred with the rates recommended in the consultant's reports. The consultant also noted that water and sewer rates will require evaluation on a regular basis in order to ensure that revenue projections are met and sufficient to pay for repairs.

In January 2022 the Finance Committee made recommendations to spend the ARPA grant on infrastructure and purchases that would otherwise require bonding in order to save interest costs and to also set aside \$400,000 to support the needs of residents and the downtown business district. The Board has thus far approved funds to pay for a grant writer, to pay for the engineering study and bid specs for a sewer plant screen and a \$7,500 bonus to fire and police personnel to compensate them for working during the Covid epidemic. The Finance Committee also requested the Board hold a public

hearing on spending the remaining funds. Although the Board has the authority to approve the use and spending of all grant funds, the Committee believed a public hearing was prudent because of the unusually large size of the grant and the unique opportunity the town was provided. Thus far the Board has approved approximately \$726,000.

The Committee is currently meeting with town staff to review and make recommendation on the FY 2023 budget.

Two members of the Finance Committee are also volunteers on other town committees and provided invaluable insight to the Finance Committee discussion this past year. Terry Smith, as Chair of the Water Resource Committee expended a great deal of research and energy researching the water and sewer department operations and helped us to understand that the town was not ready to move forward with the proposed Water Plant improvements. Devin Peterson serves on the Board of Assessors and Capital Planning Committees and provides valuable input when it comes to making decisions on capital purchases and understanding how the Finance Committee's decisions impact the mill rate. We are thankful for their contributions.

We would also like to thank all town staff, especially Stuart Beckley and Tracy Meehan for their commitment to the Town, patience with our Committee and thoughtful answers to our questions over the past year.

Respectfully Submitted

Lynn Nenni
Finance Committee Chair



TOWN OF WARE FIRE DEPARTMENT

Office of the Fire Chief

200 West Street Ware, Massachusetts 01082
Station (413) 967-5901 * Office (413) 967-9631 * Fax (413) 967-9632
Email Chief- cgagnon@townofware.com Email Deputy- jmartinez@townofware.com

Annual Report 2021

To the Citizens of Ware

Currently all of the Fire Department's apparatus is in working order and in a state of readiness. As approved at town meeting last year, we are in the preliminary building stage of the new Engine 2 and anticipate its arrival by late summer early fall of this year. Engine 1, manufactured in 1994 is now 28 years old and currently runs as the second due pumper and to mutual aid incidents. Recently it has had several mechanical issues. Parts for repair have been difficult to acquire yielding long out of service times. Engine 1 would be scheduled for replacement in 2023-24.

The Fire Department in partnership with the Ware Police Department was fortunate to transition to Westcomm Regional dispatch in November of 2021. This change allows for increased efficiency with emergency 911 call processing and dispatch of all first response Fire and EMS needs. Emergency dispatching has become a profession of its own. We are very confident this service and skill will better serve the community of Ware. Currently, funding for this asset is allocated through state grant resources.

During the late summer of 2021 all apparatus Pumps and Aerial tower underwent their annual testing. Yearly flow testing of all self-contained breathing apparatus (SCBA) and related equipment, Ladder and hose testing is scheduled for spring of 2022.

The COVID 19 Pandemic has yielded some unprecedented challenges for this Department. Fortunately, we have only sustained minimal impact internally with exposures and absences due to illness, quarantine or isolation. Our ability to champion through this event is largely due to the diligence of the staff's commitment to maintaining a safe clean environment and adherence to the COVID-19 protocols.

Currently full time Staffing is short one Firefighter EMT/Paramedic due to recent retirements or separation. We hope to have the position filled over the next few months once the new Firefighter civil service list is certified. Once hired, new members undergo extensive training at the Ware Fire Department as well as the Massachusetts Firefighting Academy. The Ware Fire Department call force currently has 10 active members. The Department will be seeking to interview and cultivate interested parties to supplement the call force in coming months.

Although the pandemic has still hampered fire prevention programs and code enforcement, fire Loss remains low for the Town. SAFE (Student Awareness Fire Education) programs were once again taught in the elementary school in the late spring of 2021. The Ware Fire Department has received another SAFE grant award to assist in administering these programs for school students and to our

community seniors. A Grant through the Department of Fire Services has awarded us funds to purchase 7 new Ice rescue suits. This replacing some suits that were over 20 years old. This grant also supported the purchase of new portable communications equipment to replace some of the older 20+ year old two way radios.

In 2021, The Ware Fire Department and Ambulance Service responded to 2,595 incidents. See pages 4 and 5 of this report for additional details.

INCIDENT TYPE	# INCIDENTS
EMS	2,261
FIRE	334
TOTAL	2,595
MUTUAL AID GIVEN	72
MUTUAL AID RECEIVED	17

Ware Fire Department Ambulance – Emergency Medical Services:

The Ware Fire Department Ambulance provides Basic and Paramedic level Advanced Life support to the Citizens of Ware and Hardwick, running three Class I Type I ambulances.

The closure of Baystate Mary Lane Hospital in April of 2021 certainly posed some new challenges for our EMS system. Increased transport time to Baystate Wing Hospital in Palmer has added to the wear and tear on the ambulances as well as our ability to answer back to back EMS calls. Simply, the ambulances are out of town far more frequently than in the past. This has also been extremely challenging to the staff. Increased recall of off duty staff in the wake of these new circumstances sets a new test. Mutual aid requests of our surrounding EMS partners has also increased. We continue to plan and respond to operational changes in the wake of this closure.

Through grant funding, over the last 2 years we were able to equip all the ambulances with Active Threat personal protective equipment. This equipment, consisting of vest, helmet and eyewear provides ballistic protection for the duty EMS staff in the event they have to respond to active shooter or assault related incidents

I will continue to request support and funding to transition our Basic EMTs to Paramedic certification level. This is an intense commitment by the selected EMTs that yields the ability to provide the highest level of pre-hospital care to the community we serve.

Ambulance Billing and Run Report:

FY 2021 Ambulance Billing Report:		2021 Total Ambulance Runs: 2261	
Total billed	\$1,647,817.00	Ware 911 EMS Responses	1823
Total received	\$577,581.00	Hardwick EMS Responses	216
Advanced Life Support	611	ALS Intercept Responses	133
Basic Life Support	776	Mutual Aid Responses	69
Inter-facility transports	15	Interfaculty Transport	6
		Public assist /Other	14

I would like to extend my sincere thanks to the Town of Ware Citizens for their continued support throughout 2021. Thank you to all the Department Heads who are always supportive and helpful. Finally, thank you to the amazing staff of Firefighters, EMTs, and Paramedics at Ware Fire Department. Although 2021 presented its unique challenges, this dedicated team continues meet those challenges each and every day.

Respectfully Submitted:

Christopher Gagnon
Fire Chief
Ware Fire Department

WARE FIRE DEPARTMENT 2021, JANUARY - DECEMBER

INCIDENT TYPE	# INCIDENTS
Station: 66 - Ware HQ	
Incident Status: Reviewed	
100 - Fire, other	2
111 - Building fire	12
113 - Cooking fire, confined to container	3
114 - Chimney or flue fire, confined to chimney or flue	4
118 - Trash or rubbish fire, contained	5
130 - Mobile property (vehicle) fire, other	1
131 - Passenger vehicle fire	3
133 - Rail vehicle fire	1
140 - Natural vegetation fire, other	2
141 - Forest, woods or wildland fire	3
142 - Brush or brush-and-grass mixture fire	11
150 - Outside rubbish fire, other	2
151 - Outside rubbish, trash or waste fire	1
251 - Excessive heat, scorch burns with no ignition	1
300 - Rescue, EMS incident, other	2
311 - Medical assist, assist EMS crew	27
320 - Emergency medical service, other	259
321 - EMS call, excluding vehicle accident with injury	1895
322 - Motor vehicle accident with injuries	47
323 - Motor vehicle/pedestrian accident (MV Ped)	2
324 - Motor vehicle accident with no injuries	24
350 - Extrication, rescue, other	1
352 - Extrication of victim(s) from vehicle	2
356 - High-angle rescue	1
365 - Watercraft rescue	1
400 - Hazardous condition, other	2
410 - Combustible/flammable gas/liquid condition, other	1
411 - Gasoline or other flammable liquid spill	5
412 - Gas leak (natural gas or LPG)	10
413 - Oil or other combustible liquid spill	7
424 - Carbon monoxide incident	15
440 - Electrical wiring/equipment problem, other	2
441 - Heat from short circuit (wiring), defective/worn	1
444 - Power line down	4
445 - Arcing, shorted electrical equipment	1

WARE FIRE DEPARTMENT 2021, JANUARY – DECEMBER cont.

471 - Explosive, bomb removal (for bomb scare, use 721)	1
510 - Person in distress, other	1
511 - Lock-out	1
520 - Water problem, other	2
531 - Smoke or odor removal	2
542 - Animal rescue	1
550 - Public service assistance, other	12
551 - Assist police or other governmental agency	1
553 - Public service	5
561 - Unauthorized burning	13
571 - Cover assignment, standby, moveup	2
600 - Good intent call, other	36
611 - Dispatched & cancelled en route	20
622 - No incident found on arrival at dispatch address	10
631 - Authorized controlled burning	5
632 - Prescribed fire	1
651 - Smoke scare, odor of smoke	8
652 - Steam, vapor, fog or dust thought to be smoke	3
661 - EMS call, party transported by non-fire agency	2
700 - False alarm or false call, other	4
714 - Central station, malicious false alarm	2
715 - Local alarm system, malicious false alarm	1
730 - System malfunction, other	10
731 - Sprinkler activation due to malfunction	1
733 - Smoke detector activation due to malfunction	26
734 - Heat detector activation due to malfunction	2
735 - Alarm system sounded due to malfunction	12
736 - CO detector activation due to malfunction	7
740 - Unintentional transmission of alarm, other	7
743 - Smoke detector activation, no fire - unintentional	16
744 - Detector activation, no fire - unintentional	2
745 - Alarm system activation, no fire - unintentional	10
746 - Carbon monoxide detector activation, no CO	1
813 - Wind storm, tornado/hurricane assessment	1
900 - Special type of incident, other	1
911 - Citizen complaint	6
Total Reviewed Incidents for 66 - Ware HQ:	2595

Ware Historical Commission's Annual Report: January 31, 2022

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: Sadly, accepted the resignation of member Cynthia Allen Bourcier and gladly accepted new member, Elena Palladino.

Nenaseck Square Fountain: Consulted regularly with John Piechota on the condition of the fountain, park, and fence. Got an estimate and followed through on engaging Pennington Painters to paint the fountain.

Friends of the Ware Town Hall: The Friends of the Ware Town Hall reported a good year despite the pandemic with plenty of support from townspeople. They are working to redo the wood floors of the Great Hall.

Education: Attended workshops by Preservation Massachusetts on stone walls and preservation planning.

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.

Scenic Road By-Law: Using our map that details the stone walls that line our roadsides, we looked to our new town planner, Rob Watchilla, to continue our work on this important by-law.

Ware History Day: Contributed to a fun day of discovering Ware's history by submitting facts on historical areas of Ware.

Quabbin Valley Quest: Attended meetings, compiled a list of Ware's Points of Interest (POI) for an app that is to be developed to lead visitors to points of interest in Ware, Belchertown, and the Quabbin area.

The Town Hall: We are working on another sign for the front of the Ware Town Hall, with students from Pathfinder working on the frame for the sign.

Attended both finance committee meetings and the town meeting to encourage townspeople to support the increased costs for the brick work on the outside of the building.

Book Hunt: Plans are in the works for a book hunt this spring, sponsored by the Ware Historical Commission. Books have been purchased and the hunt will take place when the weather gets milder.

The Commission Responds: Memorial Day observation / Schmidt Trust – Quabbin Memorial parade was attended by members.

The Commission Advises: Met with Cemetery Commissioner Chair Craig Simmons to review possible avenues for getting Aspen Grove Cemetery on the National Register. Met with Gene Theroux, President of Friends of Quabbin, to discuss avenues for getting the Quabbin Cemetery on the National Register.

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, the Friends of the Ware Town Hall, 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

HUMAN RESOURCES DEPARTMENT

ANNUAL REPORT

Human Resources Department Mission Statement

It is the mission of the Human Resources Department to provide quality customer service to the general public and to all employees for their Human Resources needs in the areas of: recruitment, hiring, compensation, classification, training and development, labor relations, worker's compensation and unemployment.

The Town, through its Human Resources Department, is committed to attracting and retaining a knowledgeable and diverse workforce, to fostering professional development, to promoting a harmonious work environment, and to assisting employees in their professional goals through education, training and awareness.

The Department will provide information, resources, support and counsel to all Town Departments with a high level of professionalism, integrity, confidentiality and sensitivity to the needs of the employees and the general public.

This page of the annual report is dedicated to Patricia Barnes, and all of the work she has accomplished in her year establishing the Human Resources Department in the Town of Ware. The Town has had a Human Resources Department since September 2020. The Human Resources Department's primary focus has been and will continue to be the establishment of the Human Resources Department and all of its functions through compliance and employee relations. Over the last year, the Human Resources Department has created several new HR policies and procedures. These policies include mandated policies, general policies, employment and hiring, employee benefits, and standards of conduct policies. The goal of the Human Resources Department has been and will continue to ensure compliance with state, local, and federal guidelines and protocols throughout the Town of Ware.

In the upcoming year, the Human Resources Department will continue to update job descriptions for Town employees and update forms related to Parental Leave, FMLA, Personnel Action forms, and employee evaluations and goal setting. The Human Resources Department will also be initiating training for staff and boards regarding the Open Meeting Law and Department Head Management Training. The objective will continue to be to develop and maintain policies, programs, services, and solutions to provide the Town of Ware with the tools and professional support to offer quality and effective services to the community.

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.

- **COVID prep for remote workers**

- This past year was a difficult one for us all. As the year started I needed to come up with a way for our employees to work remotely and securely, in order to connect to the main financial and business administration tools.

- This was accomplished using Chromebooks that would connect to the employees existing computer at their desk, thus allowing them to work in a “friendly” environment.
- Security was maintained by using MFA (multi factor authentication) between a dedicated town server and the employee’s smartphones.

- **Cybersecurity Training**

- This year was our second year participating in the MASSIT grant for cybersecurity training.
- This course covers 4 separate quarters and consists of training modules with “test” at the end of them.
- Employees were also subject to false phishing emails to further test their knowledge. If they “clicked” on a bad link, the employee was taken to a special learning website and given additional training on the specific type of email.
- This also includes more detailed training on my part to stay abreast of current trends.

- **Firewall Upgrades**

- I installed new firewalls at the Fire Dept, Waste Water plant, Water Department, Senior Center and other DPW sites.
- This was part of the standard rotation based on a 3 yr license.
- The new firewalls bring the next level of security to our core networks.

- **Network Security Audit**

- We will have conducted a town wide security audit on all of our systems, with special focus at the Police, Fire and Town Hall locations.
- Based on the results of the audit, we will put in place measures to correct them in the upcoming year.

- **MUNIS Financial Platform**

- This year we began the implementation and conversion of our financial systems over to the new MUNIS system.
- MUNIS is a SAAS (System as a Service) software platform. In the past all of our financial data was housed in town on dedicated servers with multiple levels of backup. This new system allows for only a single server, and included backup, as compared to the 4 servers previously needed.

- **Server O/S Upgrades**

- We focused on getting all of the town's servers up to the most recent and stable version.
- In many cases a simple upgrade was required. In some cases substantial work was needed to prepare the server for a new operating system.

- **Police Server Upgrades**

- With the rising amount of electronic data being collected, we needed to upgrade and increase the amount of storage and RAM on the p[primary] Police servers.

- **Replacement of 911 with WestComm**

- This year, we completed the transition of our internal 911 system over to the WestComm. All 911 calls are routed to WestComm first and then to the specific agencies needed.
- This took a lot of network engineering at the Police Station, Town Hall and Fire Station to connect the three locations securely to handle dispatch and radio communications.

- **New Camera Systems**

- We have completed the upgrades to the Fire Station and Town Hall camera systems.
- This included new and additional cameras at both locations.
- This new system is integrated across the town and is accessible via any web browser, with security permissions of course. This allows cross department access and support, where needed.

- **Lightning Strike at Fire Station**

- In August of this past year the Fire Station was struck by lightning. The surge affected several systems in the building, mainly the phone system, existing camera system (which has been replaced) and a backup server.
- We were able to get the systems back up in less than a day, for critical functions. We were fully operational the following day.

- **Anti-Virus replacement**

- With the end of life of our existing PC and server anti-virus software, we had to transition over to a new platform. We moved from Avast Business over to SonicWall Capture Client.
- The capture client platform integrates into our existing Firewall system and provide additional level of protection for all incoming AND outgoing traffic as well as supporting remote workers.

- **New Employees**

- This past year we had several employees depart and new employees join the town.
- Support for new PC, email, telephone and network configurations was need for each employee.
- This included both the new employees as well as the departing employees for security reasons.

- **Office 365 administration**

- This would include public records requests in the form of email searches.
- Adding new users and setting up security protocols (multi-factor authentication).

- Continue to attend Western Mass Regional Information Technology Directors meeting in Westfield quarterly.

The upcoming fiscal year's priorities will be focus on completing the remaining hardware replacements, the replacement of aging computers across the town and cybersecurity training.

The specific projects include:

- Replacing the firewalls located at Town Hall and the Police Station. These are These firewalls are specific as they provide failover and redundancy in case of damage.
- The plan is to replace the aging computes at most of the locations in town, with the exception of the Police and Fire departments, which will be a focus for the next fiscal year.
- We will be continuing the cybersecurity training this year, our 3rd year in a row.
- I also anticipate that we will move forward on the camera system for Grenville Park.

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. The park commission is currently looking to upgrade our playground in the park in hopes of doing the work this summer. We are also planning of completion of a drainage project on 1st diamond as well as an eagle scout project that will complete a new walking bridge to cross a drainage area along the river behind tee ball field. We are looking into changing our tennis court to accommodate 2 new pickleball courts

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.

Reed Memorial Pool /Beauregard playground

The pool is currently still closed as we are in the first stages of a study to see what is needed or possible to build a new pool. Along with the pool we are looking to add a splash pad as part of an upgrade to the playground.

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. We have changed out the pedestrian lights to new lights to match main street and plan on new trees to replace the dead trees in the park

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. The field is currently closed due to

safety concerns from the light poles.

Dog park

Work was completed on the new dog park. A complete set of rules is posted by the gate entrance of the park

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

Jon Carol, Park Commissioner

Kimberly Swarts, Park Commissioner

John Piechota, Park Manager



Pathfinder Regional Vocational Technical High School District

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Eric Duda

Superintendent-Director

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

ANNUAL REPORT 2021

The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District.

SCHOOL COMMITTEE MEMBERS

Hardwick, Julie Quink, Chairperson; Palmer, Michael Cavanaugh, Vice Chairman and David Droz; Belchertown, Lorraine F. Alves, Secretary and Francesco Dell'Olio; Granby, William Johnson; Ware, Marie Barbara Ray; Monson, Anthony Allard; Warren, John Nason, New Braintree, Martin Goulet; Oakham, Jeffrey Nelson and Student Representative Cordelia Hageman.

SUPERINTENDENT NEWS

2021 marked the end of an era for Pathfinder Tech. Longtime Superintendent, Gerald L. Paist, retired after serving 48 years as the superintendent of the district. His commitment and dedication to students, staff, and members of the communities we serve is simply unmatched. We collectively thank him for his many years of service and wish him well in his retirement.

With the retirement of Superintendent Paist, Assistant Superintendent/Principal Eric Duda was appointed by the School Committee to serve as the next superintendent to lead the District. 2021 marked Superintendent Duda's 15th year in the District having served as a teacher, in various administrator roles, and for the past four years as Assistant Superintendent/Principal. The transition was seamless, and Pathfinder Tech will now continue to grow while strengthening the Career Technical Education offerings, as well as the robust academics that are offered to our students.

COVID-19 IN-PERSON LEARNING

The COVID-19 pandemic and the safety guidance provided by DESE as a result, created a situation that required constant adaptation during the 2020-2021 school year and beyond. Pathfinder Tech was able to safely house 75% of our students daily, with all 9th and 10th grade students invited to fully participate in person and 11th and 12th grade students invited to participate in their technical programs in person and their academic classes remotely. Those students who elected to participate in their education remotely during any point in the school year were able to do so without interruption thanks to the accommodations and planning of our staff, both academic and technical.





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ENROLLMENT

For the school year 2021-2022, the enrollment on October 1 was 629 students, an increase of 19 students over the previous year.

BUDGET

During FY21, the School Committee adopted a final FY22 budget of \$14,470,338, representing an increase of 1.22% over the FY21 Budget. Subsequently, the majority of Pathfinder Tech's member communities voted to approve their assessments during their 2021 town meetings and town council meetings, thereby approving the FY22 budget pursuant to the regional school budget statute. Formulation of the annual budget and town assessments are based on the previous school year's October 1 enrollment.

Due to the pandemic, Pathfinder Tech is participating in the Seamless Summer Option (SSO) School Lunch Program that provides free lunches to all students through government subsidies by the National School Lunch Program (NSLP). This program has significantly benefited students experiencing financial instability due to economic hardships.

While there is an array of challenging social, economic, and pandemic related issues that all school districts are facing, Pathfinder Tech continues its commitment to offer a rigorous technical education while providing equally demanding academics. Through the use of data driven decision making, Pathfinder Tech has been able to reallocate and adjust its budgets to meet the needs of our student population. Through our ability to adapt, Pathfinder Tech has been able to meet its core objectives while keeping annual budget increases well under 2% for the last 5 years. While challenges such as declining out of district tuition revenue, stagnated Chapter 70 Aid, and health insurance premium increases loom, we are committed to meeting the social / emotional needs of our students in order to give them a competitive advantage when they leave Pathfinder Tech and further their education or enter directly into the workforce.

HIGHLIGHTS FROM PATHFINDER TECH 2020-2021 SCHOOL YEAR

The fall of 2020, and the continuation of the pandemic, brought a series of challenges to our usual large-scale fall admissions season. In response, Pathfinder Tech used alternate means of outreach to connect with prospective students and families. Our updated colors and new PT imagery showed beautifully in the polished electronic communication, social media platforms, and direct mailings that we used helped to bridge this gap. Throughout the winter and into spring of 2021, private tours gave students and families the opportunity to see our programs, facilities, and equipment firsthand, learn about our range of academic and technical offerings, and ask any questions. Student interviews, part of the admissions process, were completed at the tour or electronically via Zoom or Google Meet. Regardless of these challenges, we saw record interest and had over 375 applications for the 2021-2022 school year!



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In the spring, Pathfinder Tech took time to celebrate the well-deserved accomplishments of our students. During an evening in May, two National Technical Honor Society Ceremonies were held honoring the 65 students who earned such status through their outstanding school performance and admirable character traits—our largest NTHS representation in the school's history! A bright and sunny June 5th saw 136 graduates from our Class of 2021 gleefully earning their high school diplomas, technical certificates, as well as numerous scholarships and award accolades. Later in June, 184 of our 9th through 11th grade students were also recognized at on-campus award ceremonies and celebrations for excellence and outstanding achievement in their academic and technical endeavors.

July and August brought three Summer Bridge Orientation options for our incoming students. The events provided opportunities for our new students to meet Pathfinder Tech staff and students, begin forming connections with each other, and participate in placement testing. By the first day of school on August 27, 2021, we were delighted to welcome 173 new freshmen and 13 new sophomore students to the Pathfinder Tech family for the 2021-2022 school year. We also were excited to unveil to our entire faculty and student body a new Pioneer mascot image. The new image showcased a golden eagle clutching either the words "Pioneers" or our new "PT" design. Aggressive, yet whimsical, it perfectly captures our school spirit and will be a fun way to support our athletic teams. This image has received rave reviews and we feel it more accurately represents the Pathfinder Tech of today.

During the 2021 months of November and December Pathfinder Tech was able to return to hosting its two recruitment events in person. The Showcase event held during the school day on November 23, 2021, had 281 student participants from our sending districts. Our Career Night event, held in the evening of December 8, 2021, had over 560 student and family member attendees. Students and families were able to have a gourmet meal, tour our building, and explore what our technical programs have to offer. Applications for the 2022-2023 school year opened that evening.

COOPERATIVE EDUCATION AND VOCATIONAL TECHNICAL HIGHLIGHTS

A total of 85 students participated in the Cooperative Education and WIOA program during the 2020/2021 school year. These talented and well trained students continue to be a highly valued resource to the local labor market.

During 2021, Pathfinder Tech's vocational programs received 641 requests for work to be performed. Our technical programs continue to accept work requests from community members and organizations within our nine member towns. These projects allow our vocational technical students to apply their learning in real world experiential ways while providing quality products and services to our communities at significantly reduced rates.

- The Advanced Manufacturing program designed and machined aluminum cribbage boards for a number of local non-profit organizations for fundraising events.





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- The Automotive Technology program performed work on nearly 300 vehicles, resulting in a savings of over \$105,000 for members of the community when compared to industry rates.
- The Carpentry program saved community members and organizations approximately \$75,000 on projects that included a residential garage, completion of a camp building at Camp Stanica, and a timber framed kiosk for the Chicopee 4 Rivers Watershed.
- The Collision Repair and Refinishing program saved community members approximately \$10,000 when compared to industry pricing. One notable project was the full restoration of a 1930 Ford Model A Roadster street-rod.
- The Culinary Arts program began providing breakfast for the Palmer Senior Center on Tuesdays and Thursdays, and reopened Pathfinder Tech's restaurant, Perso, to the public. In just 3 months, Perso served lunch to community members at a savings of approximately \$25,000 when compared to industry prices.
- The Electrical program completed numerous projects, both at Pathfinder Tech and in the community.
- The Horticulture program held their annual spring plant sale, and winter poinsettia and wreath sale.
- The HVAC-R program recovered refrigerant from 16 cascade lab freezers for UMASS Amherst's Waste Management Department.
- The Plumbing and Professional Skills department expanded to include an additional staff member at the start of school in August, 2021.

SELECT STUDENT ACCOMPLISHMENTS

Spring of 2021

- Business Technology students were fortunate to have the opportunity to compete in the MA BPA State Leadership Conference. The students put forth their best effort and performed extremely well. Many of our winners will be advancing on to compete in the virtual BPA National Leadership Conference.
- Cosmetology students passed State board exams at a 100% passing rate.
- Two Business Tech Stock Traders took first place in the junior achievement USA stock trading completion.
- Pathfinder Tech's Robotics club, Team 785A, competed in the "2021 Live Remote VEX Robotics World Championship" from May 20th - 22nd, 2021.
- SkillsUSA announced medal winners in Automotive Service Tech, winning silver, Diesel Equipment Tech, winning silver, Electronics Tech, winning gold, Job Interview, winning gold, and Nursing Assisting, winning bronze.

Summer of 2021

- Congratulations were made to Ethan Griswold ('22) on his achievement of winning Gold at SkillsUSA Nationals in the Electronics Technology competition. Ethan has worked incredibly hard to get to this point including digital hassles, five written assessments (roughly more than an hour each), hands-on tasks, and all while competing against many students from across the United States.

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BELCHERTOWN – GRANBY – HARDWICK – MONSON – NEW BRAINTREE – OAKHAM – PALMER – WARE – WARREN



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- Congratulations were made to recent graduate Cassie Hayden for her advancement in the SkillsUSA National Competition. Cassie competed as a finalist in the Job Interview competition and finished as one of the top 10 nationally.

Fall of 2021

- Pathfinder Tech Robotics teams entered the FIRST Robotics Competition and were awarded sponsorship by Disney in the amount of \$775 and NASA in the amount of \$6,000.
- Select students in the Horticulture Program competed in the FFA Landscape Design competition at the Big E this year and took home 4th place.

ATHLETICS

The Athletic Department continues to offer a no-fee program in which all students can participate without fees. The following sports were offered: baseball, basketball, cheerleading, football, golf, lacrosse, soccer, wrestling and softball.

CURRICULUM

Many efforts were made in 2021 to combat pandemic related learning loss. From the Spring of 2020 and throughout 2021 it was evident that our students were struggling in all facets of education. These struggles were not unique to Pathfinder Tech, but we needed a concerted effort to provide interventions for our students. In conjunction with the Data Team, we consistently reviewed data from Progress reports, and Trimester reports to address the high number of students that were failing courses. We instituted school vacation extra help sessions in order to provide extra opportunities for our students to make up missing work, or get extra help on particular assignments. All students were scheduled individually based on the courses where they needed help. Zoom sessions with staff were set up so that students could ask questions in real time with an educator while they made up any missing work.

At the end of 2021 we began implementing a new program and utilizing TeachPoint to more effectively track PDP's for staff. Once per month Professional Development after school was offered with a focus on best practices. During these sessions there are five different presentations for staff to choose from. Each of these sessions are led by a Pathfinder Tech staff member, so that the staff can learn from each other, and share expertise in particular areas. The PDP's that staff receive for this and all other Professional Development that is delivered by the district is now tracked and distributed through TeachPoint.

STUDENT SERVICES:

Pathfinder Tech's Student Services department oversees Special Education, Mental Health/Social Emotional Learning initiatives, and English Learners programming.



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In the 2021 school year the department executed the Individual Education Plans (IEPs) of roughly 170 students. The dedicated staff of teachers, paraprofessionals, and student support personnel worked to improve their process of team meetings and IEP development.

In the area of Social Emotional Learning and Mental Health, the department moved into the second year of universal implementation of DBT: STEPS-A for 9th graders. A pilot program of Universal Mental Health screening for 9th grade students was initiated at this time and will occur again prior to the completion of the 2021-2022 school year. The intention is that this initiative will inform a Tiered System of Social Emotional support for students beginning in the 2022-2023 school year. The department also partnered with Care Solace, an agency that acts as a liaison to connect members of the Pathfinder Tech community with needed mental health and substance abuse providers.

Currently Pathfinder Tech serves two English Learning students, and demographic trends indicate that this number will increase in the coming years. As such, the department submitted and had approved a complete program proposal for EL students from DESE.

SPECIAL PROGRAMS

Summer school in 2021 had participation from 29 Pathfinder Tech students and 62 out of district students. A total of 125 courses were taken by students from 9 different sending districts. Revenue generated from out of district students resulted in no charge for Pathfinder Tech students this year. Most of the funding for summer school teachers was grant funded. We also held in person summer school courses for particular students that had low achievement throughout the year and needed extra remediation for English or Math courses.

The Pathfinder Tech Summer Youth Enrichment Program had a successful season after taking a hiatus in 2020 due to the pandemic. Youth ages 8 to 13 from nearby towns participated in a variety of hands-on learning opportunities in ten different technical areas. The sessions were held over a four-week period during the month of July and a total of 207 children participated.

CONCLUDING STATEMENT

As Pathfinder Tech enters its 49th year offering high 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.



Pathfinder Regional Vocational Technical High School District

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

Respectfully submitted,

Julie Quink (Hardwick), Chairperson
Michael J. Cavanaugh (Palmer), Vice Chairman
Lorraine F. Alves (Belchertown), Secretary
Francesco Dell'Olio (Belchertown)
Anthony Allard, (Monson)
David Droz (Palmer)
William E. Johnson (Granby)
Martin Goulet (New Braintree)
Jeffrey Nelson (Oakham)
Marie Barbara Ray (Ware)
John Nason (Warren)
Cordelia Hageman, Student Member
Eric Duda, Superintendent-Director

PLANNING & COMMUNITY DEVELOPMENT DEPARTMENT

2021 Annual Report

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), 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.

2021 ACCOMPLISHMENTS OF THE PCD DEPARTMENT

- ✓ Secured a \$74,000 grant from the Mass Development Brownfields Program, for the cleanup and remediation of the brownfield site located on Monroe Street.
- ✓ Created a final draft of newly proposed Subdivision Regulations.
- ✓ Created a final draft of a newly proposed Scenic Road Bylaw.
- ✓ Completed a SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis of the West Street Commercial Corridor.
- ✓ Conducted research and drafted several zoning amendments for the Spring 2022 Town Meeting.
- ✓ Partnered with surrounding communities and was awarded the FY20 Community Development Block Grant which provided continuing funding for the Senior Outreach Service Program, the Domestic Violence Victim Safety Enhancement Program, Behavioral Health Network, and the Adult Literacy Program.
- ✓ Secured funding from the Local Rapid Recovery Program to develop a LRRP plan that outlines funding sources and priority projects for the Downtown and West Street Commercial Corridor. Funding assistance was also given by the Department of Housing and Community Development (DHCD) in terms of how to fund these priority projects.
- ✓ With the help of PVPC, the FY21 CDBG Application was successfully submitted to the Commonwealth.
- ✓ Created and sent out a survey to Chapter 61A property owners in relation to pursuing Right to Farm Designation.
- ✓ Successful demolition of 13-15 Parker Street.
- ✓ Successful bid of the Bank Street reconstruction project.

PLANNING BOARD

The Planning Board, consisting of five (5) elected members and one (1) appointed alternate member, met regularly during 2021. Meetings are held on the first and third Thursday of the month. 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. All of the meetings were video recorded and broadcast via the local public cable access as well as Zoom.

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 Expiration
Joshua Kusnierz	Chairman	2022
Richard Starodoj	Vice Chairman	2026
Joseph Knight	Clerk	2023
Edward Murphy, III	Member	2024
Kenneth Crosby	Member	2025
Elizabeth Hancock	Alternate	June 30 th , 2022

THE YEAR IN REVIEW

During the calendar year of 2021, the Planning Board held twenty-two (22) regular meetings and one (1) scheduled site visit.

Jennifer Muche had stepped down as the Planning Board Alternate. She was replaced by Elizabeth Hancock in August of 2021.

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

Endorsed Approval Not Required (ANR's)

- T. Foley Highland Street (ANR-2021-01)
- R. Kularski Osborne Road (ANR-2021-02)
- C. Campbell Campbell Road (ANR-2021-03 & ANR-2021-04)

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

- SP-2021-01: The Special Permit of Gevork Anderysassin requesting approval for a home occupation to use an existing barn and garage as a creative workshop for an internet based business located at 111 East Street, Parcel ID 24-0-32, zoned in the Highway Commercial (HC) District. *Withdrawn without Prejudice*

- SP-2021-02: The extension of a Special Permit for Greenwich Road Realty, LLC, for the continuation of an approved earth removal operation allowed under SP-2019-01. The property is located on Greenwich Road, Parcel ID 35-12-1, zoned in the Rural Residential (RR) District. *Approved Extension of Time for SP-2021-02 with conditions from SP-2019-01*
- SP-2021-03: The Special Permit of Mar Delrosario for a home occupation to convert the basement of a single family home into a single chair barbershop. The property is located at 130 West Main Street, Parcel ID 56-0-121, zoned in the Suburban Residential (SR) District. *Approved with conditions*
- SP-2021-04: The Special Permit of Bond Construction Corporation requesting approval for an earth removal operation located at 219 Babcock Tavern Road, Parcel ID 4-0-14, zoned in the Rural Residential (RR) District. *In progress*
- SP-2021-05 & SPR-2021-01: The Special Permit and Major Site Plan Review of Richard Barry (Minuteman Farm LLC) to construct a 7,700 square foot metal building to use as a Cannabis Growing Facility located at 24 East Main Street, Parcel ID 57-114-1, zoned in the Mill Yard (MY) District. *Approved with conditions*
- SP-2021-05 & SPR-2021-02: The Special Permit and Minor Site Plan Review of Lori Sinclair (B'Leaf Wellness, LLC.) to reuse an existing building as a Recreational Cannabis Retail Establishment located at 24 West Main Street, Parcel ID 60-0-151, zoned in the Downtown Commercial (DTC) District. *Approved with conditions*
- SPR-2021-03: The Major Site Plan Review of Bertin Engineering, Inc. for a review of a site plan to expand and add more units to a current self-storage facility located at 167 West Street, Parcel ID 55-0-59, zoned in the Highway Commercial (HC) District. *Withdrawn without prejudice*

ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA) consisting of five (5) appointed members and two (2) appointed alternate members, met on an infrequent basis in 2021. The Board meets on the third 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 related to relief from dimension use regulations of the Zoning Bylaw, and Special Permits for non-conformities that are stated in 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:

Name	Position	Term Expiration (June 30 th)
Lewis Iadarola	Chairman	2024
Jodi Chartier	Vice Chairman	2022
Charles Dowd	Member	2023
Greg Eaton	Member	2023
Philip Hamel	Member	2023
George Staiti	Alternate	2022
David Skoczylas	Alternate	2024

THE YEAR IN REVIEW

During the calendar year of 2021, the Zoning Board of Appeals held four (4) regular meetings. The Board typically only meets on an as needed basis.

Below is a list of the Appeals, Variance, and Special Permit (Non-Conformities) Requests received this year by the Zoning Board of Appeals:

- SP-2021-06: The application of Allan Coolong (Mark Machine Co.) for a Special Permit requesting approval to reuse an existing building as a Machine Shop at 26 Crescent Street, Parcel ID 62-0-36, zoned in the Downtown Residential (DTR) District. *Approved with conditions*
- A-2021-01: The appeal of Ware Town Manager on behalf of aggrieved neighbors against the September 23, 2021 decision by the Zoning Enforcement Officer to allow for the continued offsite loam processing operation at 40 Fisherick Road. The original complaint stemmed from the associated noise and activity in the Rural Residential (RR) zoning district. Parcel ID 21-0-38. *ZBA did not have jurisdiction to hear this appeal due to no aggrieved individuals stepping forward during the scheduled public hearing.*

COMMUNITY DEVELOPMENT AUTHORITY

The Community Development Authority (CDA), consisting of five (5) appointed members, met regularly during 2021. The CDA welcomed two new members, Rhiannon Gresty and S.K. "Rob" Robinson. The CDA also saw former Chairman Paul Opalinski step down in June with Danielle Souza taking over as Chairwoman. James Baird had also stepped down in July from the CDA. We would like to thank Paul and Jim for their dedication and commitment to the CDA.

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 such as the Septic Loan Program

- ✓ Determine which areas of the town constitute decadent, substandard, or blighted 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:

Name	Position	Term Expiration (June 30th)
Danielle Souza	Chair	2024
John Carroll	Member	2022
Brandy Bruso	Member	2024
S.K. Robinson	Member	2024
Rhiannon Gresty	Member	2023

THE YEAR IN REVIEW

During the calendar year of 2021, the CDA held eleven (11) regular meetings to address numerous topics such as:

- ✓ PVPC grants activities including: Bank Street infrastructure improvements; housing rehabilitation program; social services including adult education, support for young families, domestic violence education and prevention; Local Rapid Recovery Program (LRRP); and the Façade Improvement Program.
- ✓ Continued our partnership with the QVDC & QVBAC to support local, small businesses through their loan program and other activities.
- ✓ Allocated CDBG funds for a variety of projects such as: contributing to the demolition of 13-15 Parker Street, and the balance of the Bank Street project.
- ✓ Helped support the First Time Home Buyers Program & Vacant Storefront District Program.

OPEN SPACE COMMITTEE

The Open Space Committee, consisting of three (3) resident members in 2021 and two staff members, met only once during 2021. 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. Current projects include using Trails Grant funds to increase accessibility of the Rail Trail at Gibbs Crossing and Blue Trails access points proposed at Robbins Road and Upper Church Street.

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:

Denis Ouimette	Member
Paul Opalinski	Member
James Kadra	Member
Stuart Beckley	Staff Member
Robert Watchilla	Staff Member

FINAL THOUGHTS

Despite the shifting of Directors, the Planning & Community Development Department has continued to work on the goals and objectives of these various Boards and Committees this Department serves. We will continue to search for funding to help with various planning initiatives in Town that are greatly needed. Community/Economic Development, Open Space Preservation/Outdoor Recreation, large scale Planning & Research, Zoning and other Bylaw updates will continue to be our main objectives. Thank you to all of the Board and Committee members who continue to serve as well as the residents of Ware who continue to give us their support.

Respectfully Submitted by:

Robert A. Watchilla

Director of Planning and Community Development



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, 2021 through December 31, 2021

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 report 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.



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CHIEF OF POLICE

Ware Police Department Activities (selected categories) from January 2021-November 2021

Calls for service/log entries; 23,504

Arrests – 275

Summons/Hearings for criminal offenses - 147

Incident reports - 399

Motor vehicle violations/Traffic Stops – 1212

Verbal warnings 792

Citations issued 116

Written Warnings 177

Criminal motor vehicle complaints issued 29

Motor vehicle accidents 227

-Stolen Motor vehicle Report 11

-Robbery Report 2

-Assault 22

-Burglary/B. & E. 37

-Larceny, Theft Report 65

-Motor Vehicle Theft 4

-Trespassing Complaint 49

-Fraud reports 160

-Threat Report 22

-Solicitations 33

-Vandalism 74

-Weapons Violations 3

-Administrative work 2283

-Sex Offenses 7

-Traffic Hazard 283

Property lost 116

Property found 83

Drug/Narcotic Violations 24

Accidents (Hit and Runs) 49

Shopliftings 9

Alarm Holdup 7

Abandoned Vehicles 11

Disabled Vehicles 80

Trash Dumping Complaints 476

Disturbances 318

Suicide/Attempted report 5

Child Abuse/Neglect 1

Ambulance request 839

Fire Reports 72

Alarm, Fire 25



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-Harassment Complaint 133	Alarm, Burglar 272
-Disorderly Conduct 45	Suspicious Activity/person 376
-Loitering 4	Domestic Dispute 103
-Annoying Phone calls 16	House Checks 26
-Missing Person's report 56	Assist motorists 370
-Public Service 905	Officer Wanted 543
-Notifications 247	Summons Service 38
-209-A Service Attempt 106	Violation, Court Order 31
-Restraining order request 35	Animal Complaint 410
-Parking Complaint 165	Alarm Panic 12
-General Information 1364	Town by law violations 185
-Building Checks 424	Community Policing 74
-Court Duties 142	Erratic Operator Complaint 210
-Attempt to serve Harassment Order 6	Investigation 1345
-Landlord/Tenant Dispute 22	Neighbor Dispute 35
-Reported/Possible Over Dose 1	Overdose death(s)
-Sudden Death Report 7	Transport 92
-Welfare Check 300	Section 12s 11

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. As of mid-November 2021, the Town of Ware merged with Westcom to handle the Town's E-911 calls for Police and Fire. This is a great benefit for the Town of Ware as E-911 is a profession in of itself.



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CHIEF OF POLICE

Structure of the Ware Police Department

The Ware Police Department has twenty (20) full time police officer positions. This includes the Chief of Police, (1) one Lieutenant, three (3) sergeants, one (1) 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 became 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 investigations 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



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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 18th year, in 2021 the program assisted gifts for approximately 60 families for 127 children. Special thanks to those who volunteered



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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

Sgt. Diana Gliniecki

Janey Loehr

Ware Walmart Store and Employees

Lori Cebula

Donna Major

Dean Gildert

Lt. Tod Bertini

Officer Jeannine Bonnayer

FID and LTC Applicants

LTC cards issued/renewed – 596

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



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CHIEF OF POLICE

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/>

The Ware Police Department would like to thank and congratulate Officer Lu-Ann Czapla for her years of service with the Ware Police Department. Officer Czapla started full time with the Ware Police Department on **October 27, 1985** and is slated to retired **May 1, 2022**. Thank you for you dedication to this profession and to the Town of Ware.

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



Town Of Ware

Department Of Public Works

4 ½ Church St
Ware, MA 01082-1386
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 2021.

During 2021, the Main St project was back underway. Extensive work was done during the summer and fall months. Full depth reclamation and resurfacing were completed along with the installation of new sidewalks, traffic signals, painting of new crosswalks, bike path and road markings. Full completion of this project under the direction of MassDOT and Ludlow construction will be done in the spring of 2022.

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

- Rental of small paver and using 720 tons of bituminous concrete to shim sections of Old Poor Farm Rd, Greenwich Plains Rd and Cummings Rd. Each one of these roads was then sealed with a single coat of liquid asphalt and 3/8" stone using Chapter #90 state aid and town funds. Over 22,000 linear feet of roadway was stone-sealed. Additional roads that were level coated with asphalt included Grove St, Ragged Hill Rd and Stagecoach Rd. Work was completed with the use of Highway Dept. equipment and personnel only and Town Funds.
- Completed road reconstruction on 1,300 feet of Cummings Road. New processed gravel was added during the reclamation and re-grading process of the road, after which a double coat of liquid asphalt using ½" and 3/8" stone seal was done using Chapter #90 State Aid funds.
- Milled and resurfaced 1,300 feet of Old Gilbertville Road and approximately 800 feet of Convent Hill using 700 tons of bituminous concrete. Removal of old berm and the installation of new Cape Cod type berm along with related work, was done by Highway personnel.
- Completed resurfacing and related work on 7,500 feet of West Warren Road using 2,900 tons of bituminous concrete.
- Completed resurfacing and related work on 2,260 feet of Greenwich Plains Road using 630 tons of bituminous concrete. Chapter 90 State Aid funds were used in completing these resurfacing projects.

Two new pieces of equipment were acquired during 2021. A new Freightliner 6-wheel dump truck with plow and all-season body, and a new John Deere 624 front end loader. These will be a welcomed addition for our daily work and during snow removal operations.

Water Division employees under the direction of Water Division Supervisor Andrew Lalashius continued to supply the system's 2,321 customers with drinking water. The meter replacement program has continued to be successful, replacing old water meters with new remote reading meters. This past year water department personnel changed 282 meters, making 72% of the system completed. Several defective fire hydrants were repaired and replaced ensuring firefighting reliability. The hydrants were repainted making them more visible and easier to identify their flow capacity. Three water main breaks and five

service line leaks were repaired. The crew maintained the buildings and grounds and responded to service calls at water users' locations.

The water system's customers continued to experience discolored water because of iron and manganese in the public water supply. The plan to build the greensand filtration plant was voted down. Semi-annual flushing, in the spring and fall, has continued and alleviated the number of calls for discolored water. The flushing program is designed to clean the pipes in a single direction starting at the Church St storage tank and moving outward to the edges of town. Streets are isolated using gate valves so water can flow in only one direction thereby scouring the pipes at maximum velocity.

Well #3 at the Barnes St public water supply had a new pump, motor, column pipe and check valve installed. Two failed check valves in the Cistern at the Barnes St Pumping Station were replaced. New potassium hydroxide chemical pumps at Well #5 on Gilbertville Rd and at the Barnes St Pumping station replaced worn pumps.

In October 2021, the water department acquired a new Ford F250 utility work truck with plow. In April 2021 a new air compressor replaced a 25-year-old model for use by all departments within the DPW.

The Town's Water Pollution Control Plant (WPCP) 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 facility's discharge permit expired in September 2018 and a new permit may impose discharge limits for phosphorus, nitrogen, copper, and aluminum that the facility will not be able to meet without substantial capital investment.

The Selectman / Sewer Commissioners have approved the design phase for a screening device at the WPCP. The screening device will remove unwanted trash and debris so the influent waste stream can be biologically treated. The amount of trash, mostly "wipes" the WPCP has been receiving has fowled every pump, check valve, and tank at the facility including the collection system and the associated pump station at Webb Court. The three full time wastewater operators are continually removing the debris and maintaining these areas in efforts to avoid process issues, equipment failure, and loss of control over the facility. The screener device is a much-needed asset to aid with the wastewater treatment process.

I would like to thank all the DPW employees for their hard work and excellent cooperation during 2021. A special thank you to Gibby, for his knowledge and guidance over the last 3 years.

Respectfully submitted,
Charles Niedzwiecki, INTERIM DPW DIRECTOR

Annual Report of the Select Board and Town Manager

To the Residents and Businesses of the Town of Ware,

Despite the ongoing COVID pandemic and the effects it had on daily life, 2021 was another good year of progress and caring for the town of Ware. With your help, we kept a positive outlook and worked to maintain services and the pieces of life that define quality living in Ware. Thank you for your assistance and spirit

We are continuously and unanimously aware of the amount of commitment and effort that so many of you give in order to move the Town forward. There were many events that pushed the town toward recovery including concerts and fireworks at Grenville Park, downtown support of shops, drive through holidays, youth sports and the return to school. There is a skating rink at Memorial Field, flowers on Main Street, activity returning to the Millyard. Progress is being made in all areas of town – growth, economic development, health and services, and safety just to name some.

The Town offers sincere thanks to the Board of Health and the Health employees and the employees who followed their direction for guiding us through the many rules of the pandemic. We offer the best to long-time Health Director Judy Metcalf in her retirement.

A special thank you to Gilbert St. George-Sorel for his time and knowledge with the Department of Public Works. What was to have been a six-month temporary time of assistance turned into three additional years of leadership.

Thank you to all businesses and agencies who are bringing the commercial economy back to life. The Main Street reconstruction project is nearly at an end with new sidewalks, pavement, traffic signals and decorative lighting. State funds were utilized for most of these improvements.

Thank you for caring. When a young man was attacked in the Park, residents and town departments quickly rose together in support to show that attack does not define this town. Many volunteers weekly distribute food to those in need. Health care workers worked tirelessly. There are transportation services. The Police Department has an award winning Drug Response program. Thank you to all who work to show Ware Cares. Domestic Violence Task Force. The Quaboag Hills Community Coalition. The Substance Use Alliance. Volunteers on Ware Cleanup Day. While more services are needed, the Services in Ware and their providers, are beyond compare for a rural hub. If services are missing, the Ware way is to creatively bring the services to town.

The Select Board and Town Manager thank the employees of the Town for their work this year. Public Service is difficult at times and has been particularly trying the past two years. Ware's workers, from public safety to Town Hall to DPW to Parks to the Senior Center to the Schools, have kept quality service available to residents. They have done good things.

There are challenges ahead for 2022. As Baystate reviews the issues related to the Mary Lane property and how best to turn that property over, the Town much plan for the best future use of the land and/or buildings. How will the Town balance the importance of open space character with the need for residential and commercial growth? What grants and other funding can be used to continue to restore Main Street and connect with West Street? The Town's

infrastructure, as in most of New England, continues to age. Finding the resources for repairs and replacements will be important.

Thank you to Town Meeting, the Selectmen, Boards and Committees, and staff for supporting the Town's efforts to improve and maintain programs, buildings and infrastructure. Town Meeting continues to invest in needed capital improvements including vehicles and equipment, roads, and improved water and sewer systems. Thoughtful discussion strengthens discussion and decision making before spending. Thank you for your investment, support, and interest.

The Board and Town Manager thank you for the opportunity to serve the town and its residents.

Keith Kruckas, Chairman

Tom Barnes

John Morrin

Nancy Talbot

Caitlin McCarthy

Stuart Beckley, Town Manager

Report of the Executive Assistant to the Town Manager & Select Board

The following is a list of fees, grants, donations, and settlements collected in this office during the calendar year of 2021:

All Liquor, Entertainment, Auto Amusement, One Day Liquor Licenses, Lodging, Common Vic, Class I, II, III Licenses	\$14,140.00
Baystate Outreach Grant	\$5,000.00
Bulky Waste Disposal Day	\$3,613.00
Cannabis Impact Fees	\$114,651.23
Comcast Annual Payment	\$20,353.99
Donation to Open Space	\$100.00
Holiday Flair Gift Account	\$13,155.50
Inter-Municipal Agreement: Hardwick Ambulance	\$154,000.00
Legal Ad Reimbursements	\$180.80
MA Historical Preservation Reimbursement	\$20,000.00
Municipal Sales of Surplus Property	\$18,446.00
Municipal Insurance	\$42,488.78
Overpayment Reimbursement	\$200.00
Parking Ticket Payments	\$7,575.00
PVTA Route B79 Fares	\$476.82
Quaboag Connector Ride Fares, Reimbursements, Donations	\$51,233.82
Rail Trail Donation	\$90,000.00
Rental of Town Hall	\$800.00
Winter Parking Permit Sales	\$1,290.00
Wood Sales	\$1,050.00
Miscellaneous Revenue Settlements	\$10,000.00
Total for 2021	\$568,754.94

This year marked the retirement of my predecessor, Mary Midura, in July, and my start in August. I am highly appreciative of her support, which facilitated a smooth transition in this office, and would also like to thank the community for its warm welcome.

Respectfully submitted,

Christopher J. Nolan

Executive Assistant to the Town Manager & Select Board

**ANNUAL TOWN ELECTION
TOWN OF WARE
APRIL 12, 2021**

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware 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 12, 2021 at seven o'clock in the forenoon. The warrant calling the town election having previously been posted according to the bylaw of the town, met all legal requirements.

Cards of Instruction for Voters, Cards of Penalties of Corrupt Practices at the elections, Specimen Ballots, etc. having previously been posted in the Town Hall, outside the voting rails, the ballot boxes were set at naught. The polls were declared open by the Warden George Staiti.

The polls closed at eight o'clock. The total ballots cast were One Thousand Three Hundred Eighty-Six (1,386). The election results are as follows for the offices appearing on the ballot:

	Precinct A	Precinct B	Precinct C	Total
SELECTMEN FOR THREE YEARS – VOTE FOR TWO				
Keith J. Kruckas	86	124	150	360
Alan G. Whitney	93	102	114	309
Joshua Adam Kusnierz	79	88	124	291
Caitlin Maureen McCarthy	99	79	135	313
Write Ins	0	1	0	1
Blanks	<u>37</u>	<u>40</u>	<u>35</u>	<u>112</u>
Total	394	434	558	1386

MODERATOR FOR THREE YEARS – VOTE FOR ONE

Kathleen H. Coulombe	124	115	173	412
Write Ins	0	3	4	7
Blanks	<u>73</u>	<u>99</u>	<u>102</u>	<u>274</u>
Total	197	217	279	693

SCHOOL COMMITTEE FOR THREE YEARS – VOTE FOR TWO

Michael C. Foran	115	128	186	429
Julie A F Slattery	143	151	185	479
Write Ins	1	0	1	2
Blanks	<u>135</u>	<u>155</u>	<u>186</u>	<u>476</u>
Total	394	434	558	1386

BOARD OF ASSESSORS FOR THREE YEARS – VOTE FOR ONE**Write Ins:**

Gary Buelow, Jr.	4	1	1	6
Devin Peterson	2	1	5	8
All others	1	6	7	14
Blanks	<u>190</u>	<u>209</u>	<u>266</u>	<u>665</u>
Total	197	217	279	693

BOARD OF HEALTH FOR THREE YEARS – VOTE FOR ONE

John A. Desmond	147	165	214	526
Write Ins	0	0	0	0
Blanks	<u>50</u>	<u>52</u>	<u>65</u>	<u>167</u>
Total	197	217	279	693

CEMETERY COMMISSIONER FOR THREE YEARS – VOTE FOR ONE

Craig R. Simmons	146	159	213	518
Write Ins	1	0	0	1
Blanks	<u>50</u>	<u>58</u>	<u>66</u>	<u>174</u>
Total	197	217	279	693

PARK COMMISSIONER FOR THREE YEARS – VOTE FOR ONE

Kimberly f. Swarts	144	155	226	525
Write Ins	0	0	0	0
Blanks	<u>53</u>	<u>62</u>	<u>53</u>	<u>168</u>
Total	197	217	279	693

PARK COMMISSIONER FOR ONE YEAR UNEXPIRED TERM – VOTE FOR ONE

John E. Carroll	142	171	205	518
Write Ins	0	0	0	0
Blanks	<u>55</u>	<u>46</u>	<u>74</u>	<u>175</u>
Total	197	217	279	693

PLANNING BOARD FOR FIVE YEARS – VOTE FOR ONE

Richard A. Starodoj	144	166	214	524
Write Ins	1	0	0	1
Blanks	<u>52</u>	<u>51</u>	<u>65</u>	<u>168</u>
Total	197	217	279	693

WARE HOUSING AUTHORITY FOR FIVE YEARS – VOTE FOR ONE

Jonathan J. Hogan	144	160	212	516
Write Ins	0	0	0	0
Blanks	<u>53</u>	<u>57</u>	<u>67</u>	<u>177</u>
Total	197	217	279	693

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

**TOWN OF WARE
SPECIAL TOWN MEETING
OF
APRIL 24, 2021**

(No quorum achieved, meeting rescheduled to – Monday – May 24, 2021)

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 24, 2021 at 6:30 PM at Ware High School 237 West St.

The quorum requirement per Town of Ware Charter in the amount of One Hundred (100) registered voters was met with more than One Hundred Fifty (150) voters present at the start of the meeting. The meeting was called to order at 6:55 PM by the Moderator

For the first time ever, as voters were checked in they each received a “clicker” which was activated by those checking in voters to be used for the purpose of voting on each article taken up for discussion. No longer needed were individuals to act as counters.

The Moderator Kathleen Coulombe went over instructions on how the clickers were to be used, the fact that a vote could be changed up until she brought voting to an end on that article, and several “test” runs were done with questions posed to the participants. Some technical difficulties took place on the trial questions, but after some technical support, another question was done at which time the clickers recorded properly the vote of each person.

The Moderator then went over instructions for participation at the meeting, a limit for speaking on an article; exit signs were noted and she requested that all cellphones and pagers be silenced.

A moment of silence was done for the following individuals who had passed away since the last town meeting: Cynthia LaBombard – Historical Commission Member; Richard Zebrowski – former Veterans Agent and Police Officer; Michael Agnew – former Building Inspector; Mary Ellen Harper – former Ware Public Schools teacher; Richard Szloch – former Captain of the Ware Call Fire Department; James Shea – former Planning Board member; and Randy Topor – Police Officer for Ware.

A round of applause was given for Attorney David A. Wojcik of Christopher, Hays, Wojcik & Mavricos who has served as Town Counsel for Ware for forty four (44) years

The Moderator referenced the Citizens Guide for Town Meeting which was a part of the booklet to be used for the meeting.

A motion was then made to recess the Special Town Meeting in order to open the Annual Town Meeting scheduled for 7 PM.

Motion then made to reopen the Special Town Meeting. Action as follows on the following Articles:

Article 1. Passed by a Majority vote in favor (Yes 145, No 7).that the Town appropriate and authorize the Treasurer with the approval of the Board of Selectmen to expend the

sum of \$72,000.00 for the reconstructing for recreational purposes the Grenville Park drainage and ballfield repairs, located at Grenville Park, 73 Church Street, and that the park shall be managed and controlled by the Ware Parks Commission, and the Parks Commission be authorized to file on behalf of the Town of Ware any and all applications deemed necessary for grants and/or reimbursements from the Commonwealth of Massachusetts deemed necessary under the Urban Self Help Act (301 CMR and/or any others in anyway connected with the scope of this article), and Town of Ware and the Parks Commission be authorized to enter into all agreements and execute any and all instruments as may be necessary on behalf of the Town of Ware to effect such repairs, reconstruction and redevelopment and affirming that Grenville Park is dedicated to park and recreation purposes under MGL Chapter 45, Section 3 and to meet said appropriation by appropriating \$72,000.00 from FREE CASH.

ARTICLE 2. Passed by greater than 2/3 majority in favor (Yes 140, No 8) that the Town authorize the Select Board to abandon the drainage easement at 127 Church St. described in the deed recorded in the Hampshire Registry of Deeds at Book 936 p.311 on condition that the current property owners of 127 Church Street, their successors and assigns, release the Town from all claims related to or arising out of the drainage easement including but not limited to the pipes, culvers or other materials or condition of such easement and agree to indemnify and hold the Town harmless from all claims, suits, or actions related to or arising out of said drainage easement or its use or condition. All documents subject to review and approval by Town Counsel.

ARTICLE 3. Passed by greater than a 2/3 majority in favor (Yes 105 No 46) that the Town create a Water Filtration Plant Stabilization Fund for the purpose of providing funds for the debt service and operation of the Water Filtration Plant.

ARTICLE 4. Passed by a majority vote in favor (Yes 127 No 19) that the town accept the fourth paragraph of MGL Chapter 40, Section 5 B.

ARTICLE 5. This article does not pass. (Dedicating of 100% of the FY 2022 revenue raised from the Town's local tax on retail marijuana to the Water Filtration Plant Stabilization Fund.)

ARTICLE 6. This article does not pass. (Authorization to borrow an additional \$7,300,000. to fund the design and construction of an iron and manganese removal plant)

ARTICLE 7. This article was dismissed. (To rescind Article 14 of the May 8, 2017 Annual Town Meeting)

There being no further articles to act upon, a motion was made and seconded to dissolve the Special Town Meeting of May 24, 2021.

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

TOWN TREASURER REPORT

Cash Reconciliation for June 30, 2021		
Town Treasurer's Cash and Investments		17,414,270.13
Other trust funds not in custody of Treasurer		-
Total Cash and Investments		17,414,270.13
Accountant's / Auditor's Cash and Investments (Per balance sheet)		
		17,414,270.13
General Fund		11,657,944.46
Special Revenue Funds		212,689.86
Capital Projects Funds		52,170.85
Enterprise Funds		1,797,414.83
Trust and Agency Funds		3,694,050.13
Total per general ledger		17,414,270.13
Reconciling Items		
Warrants Payable		-
Deposits in Transit		-
Total Adjusted Accountant's/Auditor's Cash and Investments		17,414,270.13
Treasurers Report		
Cash on hand 07/01/2020	12,468,226.96	
Cash on hand 06/30/2021		17,414,270.13
Tax Titles held 07/01/2020	559,159.89	
New commitments	316,954.18	
Payments	(389,459.15)	
Moved to Possessions	-	
Tax Titles held 06/30/2021		486,654.92
Tax Possessions held 07/01/2020		257,792.87
New Possessions		
Sold at Auction		-
Tax Possessions held 06/30/2021		266,590.35

TOWN COLLECTOR REPORT

TAX	Levy Year 2021	Levy Year 2020	Levy Year 2019	Levy Year 2018	Levy Year Prior Years	Totals
Real Estate Taxes	272,027.86	5,010.09	721.88	-	-	277,759.83
Personal Property Taxes	11,390.41	1,681.65	840.14	1,085.94	3,699.89	18,698.03
Motor Vehicle Excise	189,419.54	27,428.97	13,906.39	6,918.38	42,732.97	280,406.25
Sealers Weights & Measures					250.00	250.00
Tax Liens/Tax Title	486,654.92					486,654.92
Tax Possessions	266,590.35					266,590.35
Other Excise Taxes						-
Boat Excise	38.00	20.00	68.00	108.00	15.00	249.00
User Charges Receivables						
Water	110,272.32					110,272.32
Sewer	93,851.65					93,851.65
Water/Sewer Liens	21,313.32					21,313.32
Utility Liens Added to Taxes						-
Totals	1,451,558.37	34,140.71	15,536.41	8,112.32	46,697.86	104,487.30



Town Report April 2022

As Ware Public Schools entered into the second full year of educating through a public health crisis, students, teachers, and staff returned to in-person learning full time, five days a week for the 2021/22 school year. Students were no longer allowed to work remotely from home. In August 2021, Commissioner Jeff Riley announced that face masks would be mandatory upon the return to school for all students, teachers, and staff in the building. In addition to face masks, the District utilized other mitigating strategies to battle the spread of the virus that included hand washing/hand sanitizer, social distancing, cleaning of hard surfaces throughout the day, and spraying classrooms at night & weekends.

In order to assure that students had an uninterrupted 2021/2022 school year, the District took part in state initiatives to combat the spread of the virus. One initiative was pooled testing which was offered to students & staff to have a weekly PCR test taken in school. Another state initiative the District took part in was the at-home test kits. This initiative afforded students and staff a rapid COVID test that is administered at home on a weekly basis.

To say the least, this year was the most challenging since the beginning of this public health crisis that began in March 2020. However, throughout this entire time the teachers, staff and administrators continued to teach and provide students with the utmost of support and encouragement as they worked through the ebb and flow of COVID surges. The residual effects of COVID will be felt for a while as the District works to close the learning gaps and social emotional issues students exhibited from the pandemic. Interventions have been purchased and teachers & staff have been trained as we work to provide supports in closing these gaps. For the first time, the District has hired a social worker to help with addressing some of the social emotional issues that students have returned with.

The District continues to lay the ground work of having a STEM pathway in Computer Science from grades K-8 with an engineering program at the high school through Project Lead the Way. Now that the District has been awarded an Innovated Pathway Designee for Manufacturing, it affords the District grant funding through this determination. With this grant funding the District has built a new Maker Space classroom, along with remodeling the Computer-Aided Design (CAD) classroom and workshop area in the high school.



Respectfully submitted,

Dr. Marlene A. DiLeo
Superintendent of Schools



Ware Junior Senior High School 2021-2022

Ware Junior Senior High School (WJSHS), home of “The Ware Way,” serves approximately 500 students in grades 7 through 12. During the 2021-2022 school year, Mr. Eugene M. Rich serves as Principal, Mr. Daniel Roy as Assistant Principal and Mr. Thomas Shamgochian as the Athletic Director.

WJSHS opened the 2021-2022 school year implementing a full, in-person educational model after spending the majority of the 2020-2021 school year in a hybrid model. We were able to welcome approximately 115 (new/grade 7) incoming students and their families to the WJSHS Learning Community during this school year.

We have been able to provide additional academic supports for all students through major expansions within our technology and infrastructure. Each student received a chromebook and internet access had been made available for all who might need it. We continue to utilize Canvas as our Learning Management Platform System. We have paired Canvas with Edgenuity, which provides us with additional curriculum supports, adding utility to many of our courses.

This year, WJSHS continues to partner with Holyoke Community College offering students the opportunity to participate in our popular CNA course, along with some additional college level courses that students can take and are eligible to receive college credit. We are also utilizing our Project Lead The Way, Innovative Pathways, Computer Science and Code.Org grants, which have provided us with the opportunity to bring innovative courses to our students in the areas of Engineering, Manufacturing, and Computer Science. Some of the specific courses include Engineering, CAD, Computer Science and Computer Programming. We are planning on adding additional courses in the area of computer science to our current program of studies for next school year.

Our school continues to work with our Manufacturing Partnership Council to bring local businesses into our schools and to provide connections for all that are involved. Students have been provided with networking opportunities with companies such as Quabbin Wire, Vibram, and FlexCon. This partnership has also been instrumental in assisting us with the development

of our new Maker Space that was completed earlier this school year. This space will be home to our CAD, manufacturing, and engineering programs moving forward.

Despite a number of challenges that have been brought about by COVID, WJSHS students continue to be community service-oriented, especially members of the National Honor Society, National Art Honor Society, Spanish National Honor Society, Student Council, and the Junior/Senior High School Leadership Council. These organizations work to give back to both the school and the community at-large through a number of events. Some of these events include clothing drives, food drives, school supply drives, and raising money for a variety of charities.

We are thrilled to report that we have been able to increase student engagement by bringing back our weekly scheduled Student Advisory period, along with a new weekly hobby night. These opportunities are made available to our students and have been well received and attended. We currently have over two hundred fifty students participating in our advisory program while our hobby night draws in over fifty students per event.

As a way to empower our students to have a voice in the function of the school, we continue to utilize a Student Leadership Council, which has grown and now includes students in grades 7-12. We currently have 26 students serving on the council, compared to 14 from last year. This group of young adults from all grades meet with administration monthly to discuss a variety of cares and concerns that the student body may have.

WJSHS educators will continue to hold students to high academic, civic, and social expectations, while working to meet each learner's individual needs as each one prepares for his or her future.

Respectfully submitted,

Mr. Eugene M. Rich
Principal
Ware Junior Senior High School

Ware Middle School Town Report

2021-2022

In a safe, and challenging environment, we strive to build a bridge between Elementary and Secondary learning. We encourage open communication, mutual respect and good citizenship promoting lifelong success.

Ware Middle School is the middle school for the Ware Public Schools, with a current enrollment of 256 students in grades 4, 5, & 6. The building implements three educational models to ensure that students are supported developmentally and academically. Our fourth-grade students learn four core subjects within a contained classroom with one familiar teacher. As students transition to fifth grade, they learn four core subjects implementing a team approach with teachers presenting ELA/Social Studies and Math/Science together. Our sixth grade is set up to prepare them for their transition to Junior High with all learners having the opportunity to rotate between four content area classrooms. All students participate weekly in Physical Education, Digital Media, Library, Art, and Music classes.

The 2021-2022 school year was challenging as we were navigating our students back to a post COVID instructional day. It was important to focus on cleaning, social distancing, adapting our lunchroom procedure, maximizing instructional time, minimizing transitions, implementing a rigorous assessment schedule from the start of the year to place, identify, develop and provide interventions to support student needs.

SAFETY

Safety of students remains a priority for the Ware Public Schools with students and staff working with our safety officer, participating in building wide lock down drills and fire drills. Staff members take part in professional development throughout the school year to handle common emergencies.

COVID protocols allowed for the school to be successful in staying open and preventing the spread of COVID in the building. Optional testing was made available to take on Sunday nights with home kits and in school on Wednesdays through the assistance of the school nurse. Administration and the nurse performed contact tracing on a weekly basis, and we opened our auditorium as a secondary lunchroom. Additionally, we positioned desks in classrooms at three feet and placed hand sanitizing stations throughout the halls and classrooms.

ACADEMICS

English, Math, Social Studies and Science are the cornerstones of our academic plan at Ware Middle School. We focused as a staff on assessing the students, discussing their individual needs and set goals for MAP testing. We utilized the data to drive our instruction and worked with our families to strengthen bonds of communication related to their child's academics. We have seen definitive gains on MAP testing scores throughout all grade levels.

Our staff utilizes Houghton-Mifflin Wonders for ELA within their grade levels and augments the readings through selected young adult literature books. Guided reading and skills-based learning occurs on a continuous basis and several of our staff members have been trained on Linda-Mood Bell, an integrated reading program. All grade levels utilize Go Math curriculum with access to ST Math to strengthen students' content area knowledge. This year, our school undertook an academic focus with the

Massachusetts Curriculum frameworks as a cornerstone. The Framework is a statement of what is valued as excellence for all Massachusetts schools, both now and into the future. The Framework supports public schools which are seeking academic excellence by providing a clear description of high-quality practice across the three domains of Learning, Teaching and Leading. The administrative team is constantly assessing teacher performance through Teachpoint, an evaluation system, and meets with teachers to discuss performance on a weekly basis.

Writing occurs on a daily basis throughout all disciplines ELA, Math, Science, and Social Studies. The Wonders program along with MCAS practice guides provide students with a strong basis to build their writing skills and to create real world connections within the writing matrix. Ware Middle School has strived this year to deliver a high-caliber, quality education for every student while adhering to a fiscally conservative budget.

STAFF AND ACADEMIC PROGRESS/GROWTH

The staff and leadership have worked collaboratively as a Team to propel student success at WMS. Never was this more evident than in 2021, when staff were asked to elevate their academic and professional performances to new heights, while overcoming every obstacle that the pandemic presented to our students from academic gaps to social emotional needs. In order to ensure the continuity of the mission of the school, every member of the school community team from food service workers to security to technology and administrative support was acknowledged and communicated with on a constant basis. Their dedication, commitment to excellence and ability to adapt, allowed WMS to thrive at a time when many other schools were carefully plotting their paths. We were able to adapt and grow as a team.

Assessments became critical as well as observation in all facets of building operations to meet all of the needs of our student body. We brought back our PLC teams, SLC teams and focused staff meetings on high quality data points to ensure that every student was a focus, along with tending to all students social/emotional well-being. We implemented a rigorous assessment schedule utilizing Fountas and Pinnell's Benchmark Assessment System to target reading proficiency, Dibels 8, Map Testing in the content areas of Math & English Language Arts, and data reviews of past MCAS scores. These tools provided staff with real time data to drive instruction.

STUDENT INCENTIVES

The post-pandemic environment did not impede efforts to deepen community engagement as students, staff and support staff sought out new opportunities to connect. Our Student Leadership team met and raised money to support victims of the Red Cross, as well as orchestrated food drives surpassing previous records. Our Art Club had 15 students who have redecorated the hallways of the school while violin lessons were introduced through our music program, leveraging the ability for us to reach more children through the arts. We acknowledged our students who had perfect attendance and our structured learning center provided a positive atmosphere for students to receive social emotional assistance. Our 21st Century After School program involved a total of 60 students, providing enrichment activities with a focus on improving conceptual math concepts and extracurricular activities for students. This year WMS strived to provide equal opportunity to all students to achieve excellence in academic, cultural, physical education, community, leadership and social growth in an inclusive environment that supports learning, teaching and friendship.

LEADERSHIP CHANGE

In July of 2021, Ware Public Schools announced the selection of Mrs. Kimberly Thompson as Principal of the Ware Middle School. Mrs. Thompson joined the Ware Public Schools in 2003 and has assisted in providing strong academic programs to the District's youngest learners. Upon leaving the classroom, she stepped into the role of Assistant Principal at SMK and after almost five years, was selected to take over the helm of Ware Middle School.

CREATING A SUSTAINABLE CAMPUS

2021-2022 marked a year of intense focus on sustainability at WMS. During that time, WMS has been on the leading edge of sustainability efforts for the Ware Schools. At the core of the effort is a focus on careful use of resources including food waste. Students are able to donate both breakfast and lunch to their peers instead of throwing food away. We do this through clean and safe receptacles located in our hallways and have a donation table set up in the cafeteria.

THE WARE MIDDLE SCHOOL PARENT TEACHER ORGANIZATION

Our PTO continues to provide funding and volunteer for field trips, projects, events and programs. The organization is made up of the following members: Ms. Katie Rasys – President, Ms. Kimberly Senecal – Vice President, Ms. Kristen Bateman – Treasurer, and Ms. Kate Marceau - Secretary. All meetings take place the second Monday of the month and are held at Ware Middle School in the Faculty Room. This academic year the group held a Halloween Happenings event for the student body which included a costume contest and sold Turkey Grams.

Respectfully Submitted,

Kimberly S. Thompson

Principal
Ware Middle School

Stanley M. Koziol Elementary School Town Report

2021-2022

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 2021-2022 school year. We currently have 3 Preschool classrooms, 4 Kindergarten classrooms, 4 First Grade classrooms, 4 Second Grade classrooms, and 4 Third Grade classrooms. Total student enrollment is 398 as of April 25, 2022.

SAFETY

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 lock down 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, using virtual meetings, 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. Throughout the year we have developed a strong partnership with the Ware Fire Department who conducts fire drills, as well as, teaching all students the importance of fire safety at home.

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.

ACADEMICS

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 currently implement the Reading program called Wonders by McGraw-Hill and are in our 3rd year of implementation. 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 practices supported by DESE and Mass Literacy in their respective practices. 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 continuing to use good literacy practices learned through our previous participation in DESE's Early Literacy Program with a focus on writing and student engagement strategies.

Kindergarten through 3rd grade utilizes the program "GoMath", which has proven to be an engaging and interactive approach to teaching and is linked directly to the state standards for math. The District

is also in the 2nd year of utilizing a program called “ST Math” in Grades K-6. ST Math is a visual instructional online program that uses the brains innate spatial-temporal (ST) reasoning to solve mathematical problems. Each grade level has a targeted number of minutes to achieve weekly and students are rewarded with incentives provided by “Gigi the Penguin”, which is the programs mascot. Students who need additional math support receive small group services within the classroom with the Math Coach.

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, PAST, MAP for 2nd and 3rd grade only, Running Records, “GoMath” Chapter Assessments, pre & post writing assessments, 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 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.

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.

We participated in the “Stick to Reading” Challenge presented by the Springfield Thunderbirds this year. This reading initiative encourages children in grades K through 6 to read during the month of March and record all books. Every student who submitted a reading log received one free ticket to a Thunderbirds hockey game in April. We had 85 students participate this year!

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. The program operates from 3:15pm to 5:30pm daily with evening transportation available to those students in need. After school offerings include Painting, LEGO Robotics, Amazing Authors, Space Exploration, Yoga, and Minecraft Education!

We are involved in making sure that all children have nutritional meals for breakfast and lunch during the summer. The students of SMK take part in the Universal Breakfast & Lunch Program, which provides a meal to every student free of charge. The SMK Elementary School Building also provides space and facilities for the KidStop Program, which offers before and after school care for students in grades K-6.

STAFF DEVELOPMENT

SMK staff are continuing to strengthen their understanding 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 reading is a powerful tool to educate students with; however, like any new program it takes

time and experience. This school year brings new challenges for teachers to engage in professional development and collaborative meetings. The use of technology has become paramount, as we navigate the use of our new Smart TVs. Educators 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.

MCAS 2022

Our grade 3 students took part in two ELA Sessions on April 5 and April 6, 2022. Students will also participate in two Math Sessions on May 10 and May 11, 2022. 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. Heather Malin, Ms. Sam Chevrette, Mrs. Allison Biron, Mrs. Caissie Putnam, and Mrs. Pamela Iwasinski. Thank you to all council members for your continued interest, ideas, and support!

STUDENT COUNCIL

SMK has initiated a Student Council this school year for grade 2 and 3 students. Students were allowed to apply to represent their respective classroom. There are a total of 14 students on the Student Council.

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. Audrie Vantangoli - President, Margaret Orszulak - Vice President, Caitlyn Garceau - Treasurer, and Lisa Kaczuwka - Secretary. Meetings take place on the first Monday of the Month and are held in the SMK Library @ 6:00pm.

Respectfully Submitted,

Pamela Iwasinski

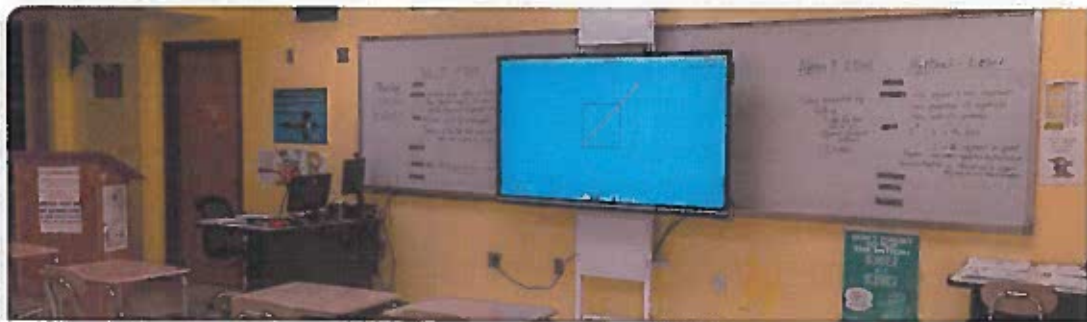
Principal

Stanley M. Koziol Elementary School

TECHNOLOGY DEPARTMENT

The District continued the hybrid learning model in the beginning of 2021. The Technology Department continued to support faculty, staff, students, and parents in using technology to support instruction for remote and hybrid/remote students.

Laptops were purchased for teachers at Ware Junior Senior High School and Stanley M. Koziol Elementary School to help teachers facilitate the move away from hybrid learning back to full in-person, while still being able to support the fully remote students for the rest of the school year.



ViewSonic ViewBoards were installed in all classrooms and instructional spaces at Ware Junior Senior High School, as well as rooms that did not already have an interactive display at Stanley M. Koziol Elementary School and Ware Middle School. These interactive flat panels allow teachers to display and interact with content from multiple locations such as instructional software and the Internet. 78 total boards were added between all three buildings.



The new Maker Space suite of rooms at Ware Junior Senior High School was completed. This suite includes an upgraded computer lab for drafting and 3D printing, a refinished shop area which includes a BenchMill 6100 CNC Milling Center to learn advanced manufacturing, and a new Maker Space area for instruction and construction of projects. This new space is the beginning of the District's Manufacturing Pathway at Ware Junior Senior High School.



The lab at Stanley M. Koziol Elementary school was upgraded with new computers and monitors. The old lab and banquet tables were also replaced with computer tables that became available from the High School. The District also downsized and replaced the computer stations in the Ware Junior Senior High School library/media center. Downsizing the desktop computers in this library allowed for more seating for students to use their Chromebooks in the library but maintained access to PC computers for those applications that will not work on a Chromebook.

Lastly, Android tablets were purchased for the Junior High School computer classes as the District continues to implement Project Lead the Way. These tablets allow the students to design and build apps using MIT App Inventor.

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

Date: April 26, 2022
To: Dr. Marlene DiLeo, Superintendent of Schools
From: Jeff Nicholas, Food Service Director
Re: Annual Report

Students for Ware Public Schools received free breakfast and lunch for the year 2021. With all the students back in school the participation for our program increased significantly. Breakfast meals served, including the Summer Food Service Program, increased by a total of 14,144 meals and Lunch, including the Summer Food Service Program, increased by a total of 93,995 meals.

The total school meals served for the period of January through December 2021.

Breakfast	Lunch
Total Breakfast Meals Served in 2021- 61,973	Total Lunch Meals Served in 2021-161,751

Once the school year ended, we started our Summer Food Service program June. We operated two sites, one at SMK Elementary School and the other at the municipal parking lot on Pleasant Street.

We started serving snacks for the After-School Program and provided a total 1,375 snacks for students from October through December 2021.

All kitchen staff completed an Allergy Awareness Training. All kitchen managers and myself completed a mandatory Recognizing and Relieving Choking Training.

The supply chain issues have improved from the previous year, but still can be very challenging at times. The biggest concern continues to be the price of food and supplies, they remain extremely high. There is an extremely tight margin between the cost of food and supplies and what we receive for meal reimbursements.

Respectfully Submitted,

Jeff Nicholas
Food Service Director