



**Somewhere
Worth
Living**



**Somewhere
Worth
Investing**



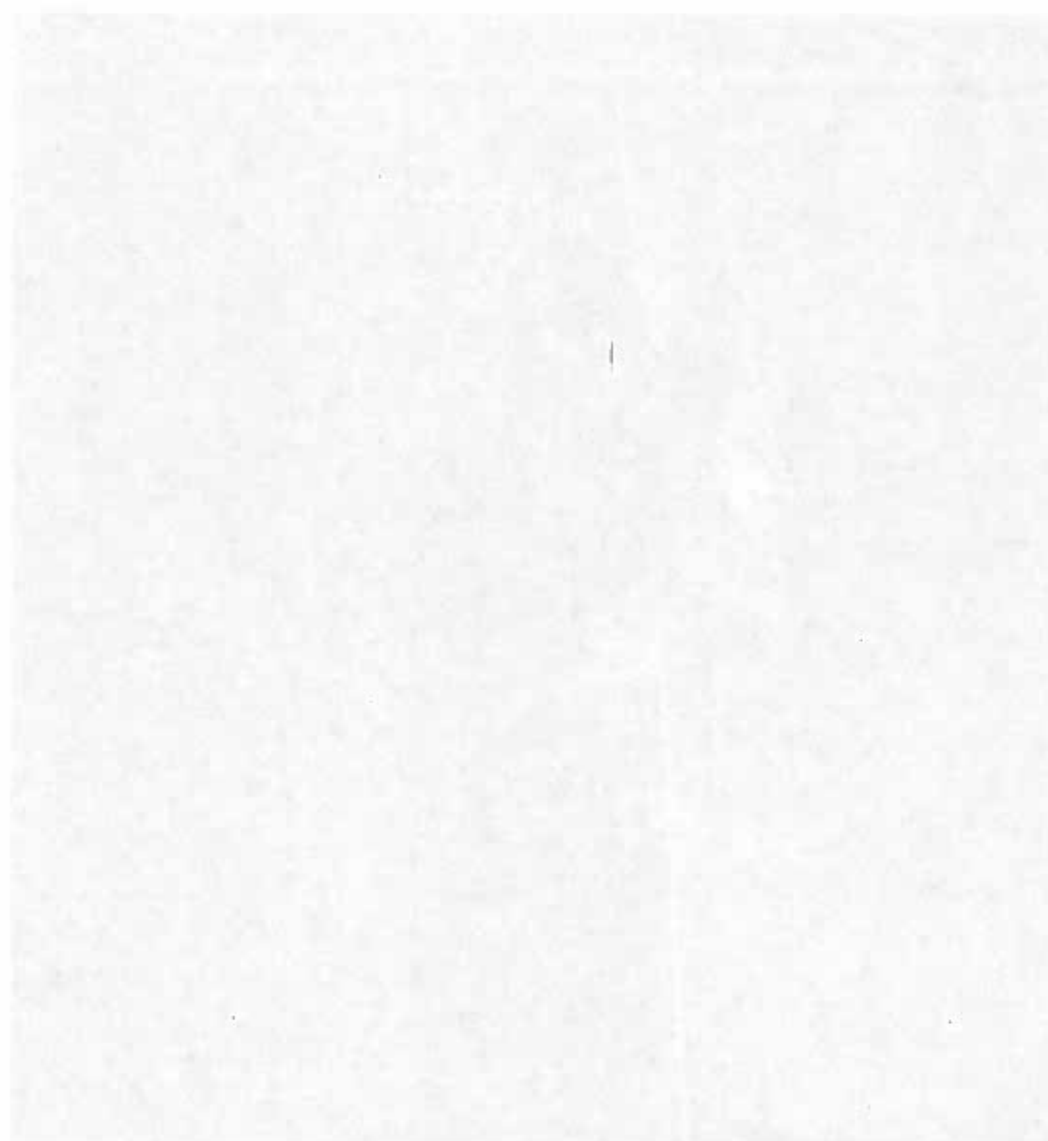
**Somewhere
Worth
Volunteering**



**Somewhere
Worth
Exploring**



**2020 ANNUAL TOWN REPORT
OF THE TOWN OF WARE, MASSACHUSETTS**



THE UNIVERSITY OF CHICAGO PRESS
 5 E. JACKSON BLVD. CHICAGO, ILL. 60604



2020 Boards/Committee Meetings – Monthly Schedule*:

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

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

*Subject to change with minimum 48 Hour Notice to Public

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2020 TOWN OF WARE ELECTED OFFICIALS

BOARD OF SELECTMEN

| | <u>Term Expires</u> |
|------------------|----------------------------|
| Keith J. Kruckas | 2021 |
| Alan G. Whitney | 2021 |
| Nancy J. Talbot | 2022 |
| Thomas H. Barnes | 2023 |
| John J. Morrin | 2023 |

MODERATOR

| | |
|----------------------|------|
| Kathleen H. Coulombe | 2021 |
|----------------------|------|

SCHOOL COMMITTEE

| | |
|---------------------------|------|
| Julie A. Slattery | 2021 |
| Michael C. Foran | 2021 |
| Christopher T. Desjardins | 2022 |
| Brian P. Winslow | 2022 |
| Aaron R. Sawabi | 2023 |

BOARD OF ASSESSORS

| | |
|-------------------------|------|
| Devin M. Peterson | 2021 |
| Gerald F. Fountain, Jr. | 2022 |
| Theodore Balicki | 2023 |

BOARD OF HEALTH

| | |
|-------------------|------|
| Michael F. Juda | 2021 |
| Jennifer McMartin | 2022 |
| Katrina Velle | 2023 |

PARK COMMISSIONERS

| | |
|--------------------|------|
| Kimberly E. Swarts | 2021 |
| John E. Carroll | 2021 |
| William R. Imbier | 2023 |

CEMETERY COMMISSIONERS

| | |
|------------------|------|
| Craig R. Simmons | 2021 |
| Julie C. Bullock | 2022 |
| Roy Erickson | 2023 |

PLANNING BOARD

| | |
|----------------------|------|
| Richard A. Starodaj | 2021 |
| Joshua A. Kusnierz | 2022 |
| Jen Muche, Alternate | 2021 |
| Joseph C. Knight | 2023 |
| Edward Murphy | 2024 |
| Kenneth J. Crosby | 2025 |

WARE HOUSING AUTHORITY

| | |
|---------------------------|------|
| Jonathan J. Hogan | 2021 |
| George P. Staiti | 2022 |
| Francis Nevue | 2023 |
| Henrietta L. Devlin | 2025 |
| Vacancy (State Appointee) | |

TOWN OF WARE APPOINTED OFFICERS

TOWN MANAGER

| | |
|----------------|---------------|
| Stuart Beckley | June 30, 2021 |
|----------------|---------------|

MUNICIPAL FINANCE OFFICER

(Appointed by Town Manager per Town Charter)
Vacant Position

TOWN CLERK

(Appointed by Town Manager per Town Charter)
Nancy J. Talbot

DPW DIRECTOR

(Appointed by Town Manager per Town of Ware Charter)
Gilbert St. George-Sorel (Interim DPW Director)

FIRE CHIEF

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

POLICE CHIEF

(Appointed by Board of Selectmen)
Shawn C. Crevier

June 30, 2024

CONSTABLES

(Appointed by Board of Selectmen)

Tod Bertini

Francis W. Cote

Christopher R. Talbot

June 30, 2021

POLICE MATRONS

(Appointed by Board of Selectmen)

Mary Anne Regin

June 30, 2021

HONORARY INACTIVE POLICE OFFICERS

(Appointed by Board of Selectmen)

Stanley G. Mettig

Dennis M. Healey

Gary Hoskins

John Pajak

June 30, 2021

SPECIAL POLICE OFFICERS

(Appointed by Board of Selectmen)

Ronald Riethle

Frank Jolin

Dan Polak

Daniel Witt

Paul Skutnik

Troy Turpin

Ray Corriveau

June 30, 2021

VETERANS AGENT AND VETERANS GRAVES OFFICER

(Appointed by Board of Selectmen)

Mark Avis

March 31, 2023

ADA COMMISSION

(Appointed by Board of Selectmen)

Carolyn Wilkins

June 30, 2021

BOARD OF REGISTRARS

(Appointed by Board of Selectmen)

MGL Chapter 51, Section 15

Sheryl Adamczyk

Irene Orszulak

Vacancy

March 31, 2021

March 31, 2022

CAPITAL PLANNING COMMITTEE**(Appointed by Town Manager per Town Charter 6.4)****Stuart Beckley – Town Manager****Erica Brunell – Treasurer/Collector****Keith J. Kruckas – Board of Selectmen Representative (as of 5/2/2018)****Finance Committee Representative - Vacancy****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 DIRECTOR/TOWN PLANNER****(Appointed by Town Manager)****Rebekah Cornell****COMMUNITY DEVELOPMENT AUTHORITY****(Appointed by Board of Selectmen per Town Charter)****Paul Opalinski****June 30, 2021****Danielle Souza****June 30, 2021****Brandy Bruso****June 30, 2021****John Carroll****June 30, 2022****James Baird****June 30, 2023****CONSERVATION COMMISSION****(Appointed by Board of Selectmen)****Mark Swett****June 30, 2021****Kristin Rosenbeck****June 30, 2022****Dennis Cote****June 30, 2022****Thomas Barnes****June 30, 2023****Peter J. Topor, IV****June 30, 2023****CONSULTANT ON LEGAL MATTERS****(Special Municipal Employee)****Robert H. LeMaitre****COUNCIL ON AGING****(Appointed by Board of Selectmen)****Carl R. Waal****June 30, 2021****Julianne Cappe****June 30, 2022****Cheryl Haigh****June 30, 2022****Irene Eskett****June 30, 2023****John Zienowiecz – Sr. Center Executive Director****Vacancies (4)**

CULTURAL COUNCIL**(Appointed by Board of Selectmen)**

| | |
|------------------|--------------------|
| Judy LaValley | October 30, 2021 |
| Christina Higney | October 31, 2021 |
| 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 |

FINANCE COMMITTEE**(Appointed by Board of Selectmen)**

| | |
|---------------------|---------------|
| Janice Hills | June 30, 2021 |
| Angela Lynn Nenni | June 30, 2022 |
| Devin Peterson | June 30, 2023 |
| Kenneth R. Willette | June 30, 2023 |

HISTORICAL COMMISSION**(Appointed by Board of Selectmen)**

| | |
|---|---------------|
| Cynthia Allen Bourcier | June 30, 2021 |
| Claudia Kadra | June 30, 2022 |
| Lorrie Willette | June 30, 2022 |
| Wanda Mysona | June 30, 2022 |
| Lynn Lak | June 30, 2023 |
| Kathleen Galford | June 30, 2023 |
| Vacancy (Cynthia LaBombard deceased July 1, 2020) | |

PIONEER VALLEY PLANNING COMMISSION**(Appointed by Board of Selectmen)**

Josh Kusnierz – Delegate
Joseph Knight – Alternate Delegate

PIONEER VALLEY REGIONAL TRANSIT AUTHORITY**(Appointed by Board of Selectmen)**

John E. Carroll, designee (July 7, 2020)

TAX INCREMENT FINANCING AUTHORITY**(Appointed by Board of Selectmen)**

Rebekah Cornell, Director Community Development/Town Planner
Vacancy – Finance Committee Member
Alan G. Whitney – Board of Selectmen Member (as of 5/8/2018)
Gerald Fountain, Jr. – Board of Assessors Member
Paul Opalinski – Citizen Representative

| |
|---------------|
| June 30, 2023 |
| June 30, 2023 |

TOWN COUNSEL

(Appointed by Board of Selectmen)
Christopher, Hays, Wojcik & Mavricos

ZONING BOARD OF APPEALS

Louis Iadarola
David Skoczylas – Alternate
Jodi Chartier
George Staiti – Alternate
Charles Dowd
Gregory W. Eaton
Philip Hamel

June 30, 2021

June 30, 2021

June 30, 2022

June 30, 2022

June 30, 2023

June 30, 2023

June 30, 2023

TOWN MANAGER APPOINTMENTS

ADA COORDINATOR

Vacant

GAS INSPECTOR

M. Richard Pluta

June 30, 2021

INSPECTOR OF WIRES

Donald Manseau

June 30, 2021

SINKING FUND COMMISSIONERS

Tracy Meehan, Stuart Beckley

TRENCH SAFETY PERMITTING AUTHORITY

Vacant

TREE WARDEN

Joshua Kusnierz

June 30, 2021

CANNABIS COMMITTEE

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

OPEN SPACE COMMITTEE

James Kadra
Paul Opalinski
Denis Ouimette

June 30, 2023

DOWNTOWN IMPROVEMENT COMMITTEE

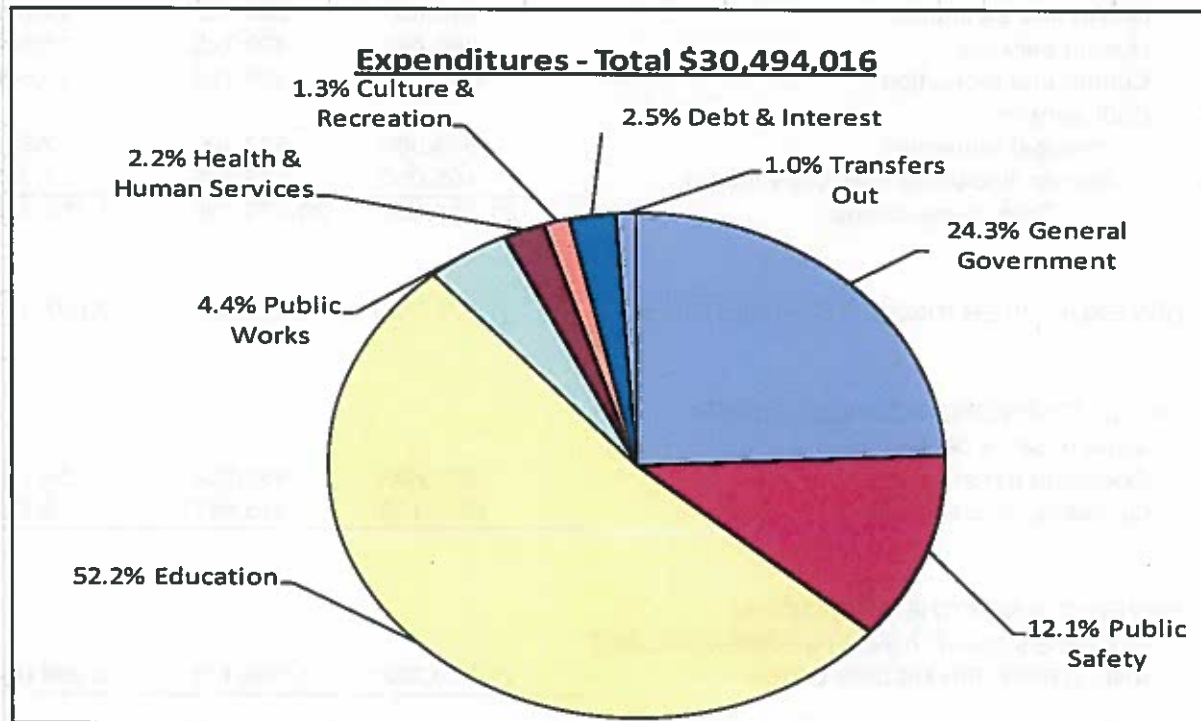
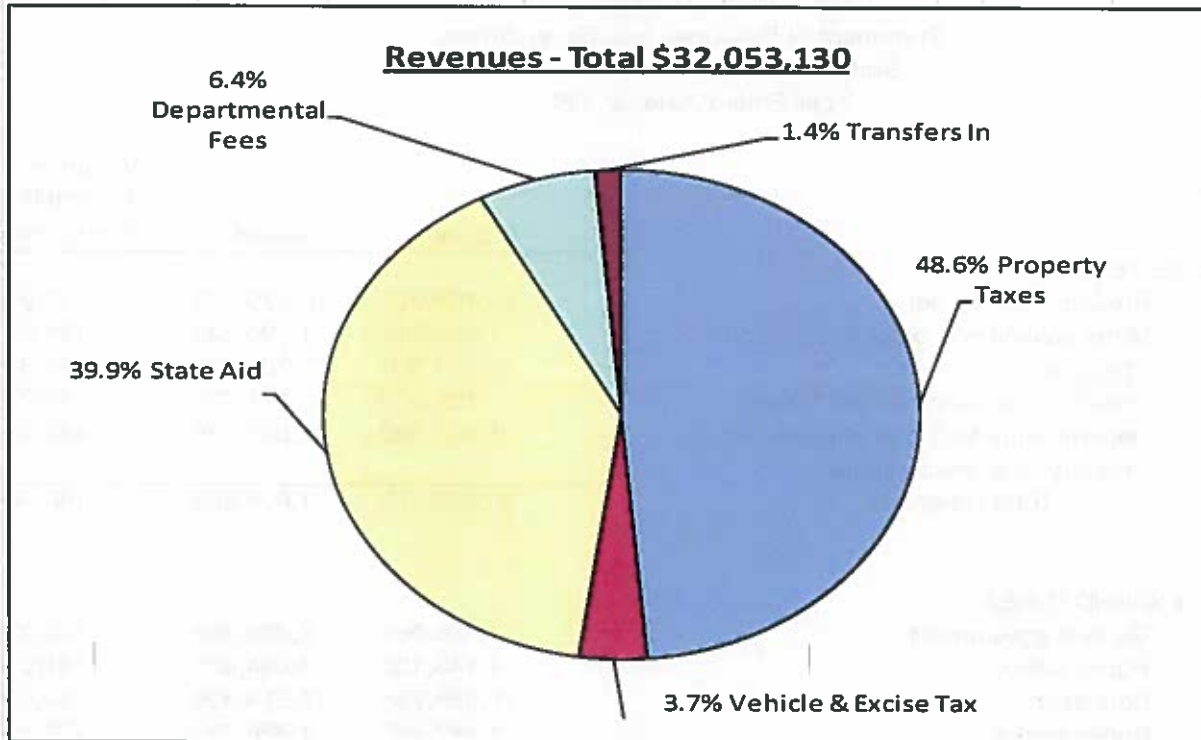
Selectman John Morrin
Rebekah Cornell
Dennis Craig
Charles Lask
Shelley Regin
Gary O'Grady

| Town of Ware, Massachusetts Combined Balance Sheet - All Fund Types and Account Group June 30, 2020 | | | | | | | | | | Unaudited |
|---|-------------------------|--------------------|---------------------|--|------------------|------------|----------------------------|-------------------------------------|-------------------------------|-----------|
| | Governmental Fund Types | | | Fiduciary Fund Type Trust & Agency | Enterprise Funds | | Account Group | | Total (Memorandum Only) | |
| | General | Special Revenue | Capital Projects | | Water | Sewer | General Fixed Assets | General Long-Term Obligations | | |
| ASSETS | | | | | | | | | | |
| Cash and equivalents | 7,814,746 | 38,188 | 75,751 | 1,293,121 | 1,519,650 | 125,918 | | | 10,867,373 | |
| Investments | | | | 1,600,854 | | | | | 1,600,854 | |
| Receivables: | | | | | | | | | | |
| Property and excise taxes-net | 1,285,484 | | | | | | | | 1,285,484 | |
| Water and sewer | - | | | | | | | | 286,341 | |
| Departmental and other | 192,813 | 60,505 | | 30,714 | 153,568 | 132,773 | | | 284,032 | |
| Due from Federal and State govts | - | 588,362 | 624,919 | - | | | | | 1,213,281 | |
| Due from other funds | - | 1,660,350 | 55,723 | 28,435 | | | | | 1,744,508 | |
| Property and equipment net of accumulated depreciation | | | | | | | 30,146,245 | | 30,146,245 | |
| Amount to be provided for retirement of long-term debt & capital leases | | | | | | | | 4,177,147 | 4,177,147 | |
| Amount to be provided-Comp Absences | | | | | | | | 552,710 | 552,710 | |
| Total Assets | \$ 9,293,043 | \$ 2,347,404 | \$ 756,393 | \$ 2,953,124 | \$ 1,673,218 | \$ 258,691 | \$ 30,146,245 | \$ 4,729,856 | \$ 52,157,974 | |
| LIABILITIES AND FUND BALANCES | | | | | | | | | | |
| Liabilities: | | | | | | | | | | |
| Notes payable-temporary loan | - | - | 1,585,000 | | | | | | 1,585,000 | |
| Warrants payable and accruals | 1,945,496 | 490,512 | 195,893 | 21,980 | 80,998 | 56,701 | | | 2,791,580 | |
| Withholdings and other liabilities | 346,338 | | | 264,964 | | | | | 611,303 | |
| Due to other funds | 1,683,391 | | | | 14,918 | 46,199 | | | 1,744,508 | |
| Deferred revenue: | | | | | | | | | | |
| Property and excise taxes | 1,285,484 | | - | | | | | | 1,285,484 | |
| Departmental and other | 192,813 | 60,505 | | | 153,568 | 132,773 | | | 539,659 | |
| Long-term debt payable | | | | | | | | 3,765,600 | 3,765,600 | |
| Lease obligations payable | | | | | | | | 411,547 | 411,547 | |
| Accrued Compensated Absences | | | | | | | | 552,710 | 552,710 | |
| Total Liabilities | 5,453,523 | 551,016 | 1,780,893 | 286,945 | 249,483 | 235,674 | - | 4,729,856 | 13,287,390 | |
| Fund Balances: | | | | | | | | | | |
| Reserved for endowment | | | | 362,019 | | | | | 362,019 | |
| Reserved for expenditures | 515,000 | 1,796,388 | (1,024,500) | 1,237,081 | 60,000 | 30,000 | | | 2,613,969 | |
| Reserved for encumbrances | 935,137 | | | | 27,955 | 5,600 | | | 968,691 | |
| Reserved for ambulance operation | | | | | | | | | 92,116 | |
| Reserved for investment in property | | | | | | | 30,146,245 | | 30,146,245 | |
| Unreserved: | | | | | | | | | | |
| Designated for overdrawn and unprovided accounts | | | | | | | | | - | |
| Undesignated | 2,297,268 | | | 1,067,080 | 1,335,780 | (12,583) | | | 4,687,545 | |
| Total Fund Balances | 3,839,521 | 1,796,388 | (1,024,500) | 2,666,180 | 1,423,734 | 23,017 | 30,146,245 | - | 38,870,585 | |
| Total Liabilities and Fund Balances | \$ 9,293,043 | \$ 2,347,404 | \$ 756,393 | \$ 2,953,124 | \$ 1,673,218 | \$ 258,691 | \$ 30,146,245 | \$ 4,729,856 | \$ 52,157,974 | |

| Town of Ware, Massachusetts | | | | | | | | | | Unaudited |
|---|-------------------------|-----------------|------------------|--------------------------|------------------|-----------|-------|-------------------|--|-----------|
| Combined Statement of Revenue, Expenditures and Changes in Fund Balances - All Fund Types | | | | | | | | | | |
| Year Ended June 30, 2020 | | | | | | | | | | |
| | Governmental Fund Types | | | Fiduciary | Enterprise Funds | | Total | | | |
| | General | Special Revenue | Capital Projects | Fund Type Trust & Agency | Water | Sewer | | (Memorandum Only) | | |
| REVENUES | | | | | | | | | | |
| Property Taxes, net | 15,579,441 | | | | | | | 15,579,441 | | |
| Motor Vehicle and other excise taxes | 1,190,544 | | | | | | | 1,190,544 | | |
| Intergovernmental aid | 12,789,422 | 3,631,917 | 1,975,348 | | | | | 18,396,687 | | |
| Charges for services - water and sewer | - | | | | 1,074,349 | 857,352 | | 1,931,702 | | |
| Interest on investment and taxes | 177,732 | 54 | 1,186 | 59,273 | 11,097 | 1,449 | | 250,791 | | |
| Departmental fees and miscellaneous | 1,863,726 | 548,996 | 18,099 | 26,864 | 5,050 | 2,480 | | 2,465,215 | | |
| Property foreclosure sales | - | | | | | | | - | | |
| Total Revenues | 31,600,865 | 4,180,968 | 1,994,633 | 86,137 | 1,090,496 | 861,282 | | 39,814,380 | | |
| EXPENDITURES | | | | | | | | | | |
| General government | 7,408,368 | 497,904 | | 21,633 | | | | 7,927,905 | | |
| Public Safety | 3,694,831 | 292,001 | | | | | | 3,986,832 | | |
| Education | 15,914,394 | 1,765,006 | | 2,050 | | | | 17,681,450 | | |
| Public works (including water and sewer) | 1,326,739 | 905,629 | | 10,834 | 697,098 | 741,614 | | 3,681,913 | | |
| Health and sanitation | 206,786 | - | | | | | | 206,786 | | |
| Human services | 470,743 | 65,511 | | - | | | | 536,253 | | |
| Culture and recreation | 408,793 | 273,638 | | 11,322 | | | | 693,753 | | |
| Capital outlay and development | - | - | 2,845,793 | | 392,146 | 239,746 | | 3,477,685 | | |
| Debt Service: | | | | | | | | - | | |
| Principal retirement | 602,400 | | | | | | | 602,400 | | |
| Interest (including temporary loans) | 145,145 | | | | | | | 145,145 | | |
| Total Expenditures | 30,178,198 | 3,799,688 | 2,845,793 | 45,839 | 1,089,244 | 981,360 | | 38,940,122 | | |
| REVENUE OVER (UNDER) EXPENDITURES | 1,422,667 | 381,279 | (851,160) | 40,298 | 1,252 | (120,078) | | 874,258 | | |
| OTHER FINANCING SOURCES (USES) | | | | | | | | | | |
| Issue of serial debt | - | - | - | | - | - | | - | | |
| Operating transfers in | 452,264 | 13,000 | - | 266,100 | 23,325 | 13,392 | | 768,081 | | |
| Operating transfers out | (315,817) | - | - | - | (215,558) | (236,706) | | (768,081) | | |
| REVENUE AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES | 1,559,115 | 394,279 | (851,160) | 306,398 | (190,982) | (343,392) | | 874,258 | | |
| Fund Balances, July 1, 2019 | 2,280,406 | 1,402,109 | (173,340) | 2,359,781 | 1,614,716 | 366,410 | | 7,850,082 | | |
| Prior Year Adjustments | - | - | - | - | - | - | | - | | |
| FUND BALANCES, JUNE 30, 2020 | \$ 3,839,521 | 1,796,388 | (1,024,500) | \$ 2,666,180 | \$ 1,423,734 | \$ 23,017 | | \$ 8,724,340 | | |

| Town of Ware, Massachusetts | | | Unaudited |
|---|--------------------|------------------|------------------|
| Statement of Revenues and Expenditures | | | |
| Budget and Actual - General Fund | | | |
| Year Ended June 30, 2020 | | | |
| | | | Variance - |
| | | | Favorable |
| | Budget | Actual | (Unfavorable) |
| REVENUES | | | |
| Property taxes - net | 15,164,017 | 15,579,441 | (4,990) |
| Motor vehicle and other excise taxes | 1,054,202 | 1,190,544 | 194,267 |
| Intergovernmental aid | 12,834,955 | 12,789,422 | (20,321) |
| Interest on investment and taxes | 105,000 | 177,732 | 18,271 |
| Departmental fees and miscellaneous | 1,302,200 | 1,863,726 | 488,024 |
| Property foreclosure sales | - | - | - |
| Total Revenues | 30,460,375 | 31,600,865 | 1,140,491 |
| EXPENDITURES | | | |
| General government | 7,695,061 | 7,408,368 | 432,314 |
| Public safety | 4,143,180 | 3,694,831 | 161,074 |
| Education | 16,668,756 | 15,914,394 | 90,036 |
| Public works | 1,497,723 | 1,326,739 | (32,818) |
| Health and sanitation | 218,831 | 206,786 | 24,955 |
| Human services | 496,462 | 470,743 | 13,524 |
| Culture and recreation | 445,877 | 408,793 | 18,606 |
| Debt service: | | | |
| Principal retirement | 604,000 | 602,400 | 2,861 |
| Interest (including temporary loans) | 165,000 | 145,145 | 1,746 |
| Total Expenditures | 31,934,890 | 30,178,198 | 1,756,692 |
| REVENUE OVER (UNDER) EXPENDITURES | (1,474,515) | 1,422,667 | 2,897,183 |
| OTHER FINANCING SOURCES (USES) | | | |
| Issue of serial debt | - | - | - |
| Operating transfers in | 504,833 | 452,264 | 56,739 |
| Operating transfers out | (310,100) | (315,817) | 5,712 |
| REVENUE AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES | (1,279,782) | 1,559,115 | 2,959,634 |

Town of Ware, Massachusetts
FY20 General Fund Revenue & Expenditures



TAX RATES: 2015 - \$19.65; 2016 - \$20.21; 2017 - \$20.77; 2018 - \$20.71; 2019 - \$20.21; 2020 - \$20.63

2020 Town of Ware Employee Earnings

| Town Employees | Dept # | Regular |
|---------------------------|--------|---------------|
| ALDRICH,TIMOTHY | 000 | \$ 1,501.51 |
| ARSENEAULT,DENIS | 000 | \$ 2,344.13 |
| BARRY,WILLIAM | 000 | \$ 1,948.45 |
| BEAUREGARD,CARL | 000 | \$ 3,724.00 |
| BERRIOS,ALEXIS | 000 | \$ 4,605.00 |
| BLODGETT,WILLIAM | 000 | \$ 12,649.61 |
| CIEJKA,JANET | 000 | \$ 3,078.95 |
| DIPASQUALE,BRENDA | 000 | \$ 1,170.51 |
| GLANCY,JOHN | 000 | \$ 2,992.50 |
| GRAMAROSSA,GAIL | 000 | \$ 24,826.90 |
| KOPEC,KAILEE | 000 | \$ 3,817.50 |
| LAFOREST,DAVID | 000 | \$ 3,610.95 |
| LEIVA-ESTRADA,OSCAR | 000 | \$ 7,107.46 |
| LYONS,WILLIAM | 000 | \$ 877.82 |
| RAINEY,KENYATTE | 000 | \$ 39.90 |
| RICKERT-JENKINS,NAT ELLEN | 000 | \$ 47,415.96 |
| RIENDEAU,DAVID | 000 | \$ 8,075.06 |
| SHEPARD,STEVEN | 000 | \$ 12,312.54 |
| SZCZEPANEK,WAYNE | 000 | \$ 15,743.94 |
| THOMAS,CHARLES | 000 | \$ 5,805.45 |
| WYSZYWSKI,RAYMOND | 000 | \$ 738.15 |
| CAROLAN,JOHN | 110 | \$ 13,716.68 |
| CORNELL,REBEKAH | 110 | \$ 58,797.63 |
| BARNES,THOMAS | 122 | \$ 1,116.00 |
| CARROLL,JOHN | 122 | \$ 1,116.00 |
| KRUCKAS,KEITH | 122 | \$ 2,232.00 |
| MORRIN,JOHN | 122 | \$ 1,116.00 |
| OPALINSKI,TRACY | 122 | \$ 1,116.00 |
| TALBOT,NANCY | 122 | \$ 2,232.00 |
| WHITNEY,ALAN | 122 | \$ 2,652.00 |
| BECKLEY,STUART | 123 | \$ 106,229.89 |
| MIDURA,MARY | 123 | \$ 39,650.69 |
| MEEHAN,TRACY | 135 | \$ 86,396.94 |
| PRZYPEK,AMY | 135 | \$ 41,306.00 |
| BALICKI,THEODORE | 141 | \$ 3,800.06 |
| FOUNTAIN JR.,GERALD | 141 | \$ 3,100.06 |
| JABLONSKI,LAURA | 141 | \$ 57,418.32 |
| NAVARRO,JOAN | 141 | \$ 38,153.87 |
| PETERSON,DEVIN | 141 | \$ 3,100.06 |
| BRUNELL,ERICA | 145 | \$ 62,738.33 |

| | | |
|--------------------------|-----|--------------|
| GILDERT,DARLENE | 145 | \$ 57,418.31 |
| LONGTIN,DONNA | 145 | \$ 37,670.02 |
| ROZKUSZKA,VIOLETTE | 145 | \$ 33,779.09 |
| BARNES,PATRICIA | 152 | \$ 3,920.00 |
| GRACE,DAVID | 155 | \$ 66,538.22 |
| GALFORD,KATHLEEN | 161 | \$ 47,842.48 |
| TALBOT,NANCY | 161 | \$ 59,725.14 |
| ALLARD,MERLE | 162 | \$ 299.25 |
| ALLARD JR,RICHARD | 162 | \$ 299.25 |
| BLODGETT,DENISE | 162 | \$ 954.00 |
| DANSEREAU,LINDA | 162 | \$ 769.50 |
| DESCHAMPS,KATHLEEN | 162 | \$ 652.50 |
| DESJARDINS,REBECCA | 162 | \$ 90.00 |
| DULAK,FAITH | 162 | \$ 850.50 |
| GRANGER,VALERIE | 162 | \$ 99.00 |
| HARRIS,CLIFFORD | 162 | \$ 373.50 |
| HILLS,JANICE | 162 | \$ 126.00 |
| HOLBROOK,BARBARA | 162 | \$ 27.00 |
| KING,CAROLE | 162 | \$ 90.00 |
| KORZEC,JACQUELINE | 162 | \$ 600.50 |
| LABARGE,SUSAN | 162 | \$ 90.00 |
| LACOSTE,ROGER | 162 | \$ 1,189.50 |
| LAVALLEE,CAROLINE | 162 | \$ 893.25 |
| LEEMAN,ROSEMARIE | 162 | \$ 841.50 |
| LEEMAN,NORRIS | 162 | \$ 625.13 |
| MAKINSTER,CATHARINE | 162 | \$ 18.00 |
| MALBOEUF,THERESE | 162 | \$ 927.00 |
| MALBOEUF,PHILIP | 162 | \$ 1,149.38 |
| PELLETIER,MELINDA | 162 | \$ 427.50 |
| POPPEL,DEBORAH | 162 | \$ 90.00 |
| POPPEL,DAVID | 162 | \$ 90.00 |
| PREISICK-TRIETSCH,CARLIN | 162 | \$ 99.00 |
| RUDE,LYNNE | 162 | \$ 99.00 |
| SEYMOUR,BARBARA | 162 | \$ 49.50 |
| SHUMATE,DARLENE | 162 | \$ 1,019.25 |
| SILLOWAY,NORMA | 162 | \$ 685.75 |
| SILVER,MARIE | 162 | \$ 99.00 |
| SKUTNIK,PATRICIA | 162 | \$ 391.50 |
| SKUTNIK,JOHN | 162 | \$ 1,254.26 |
| SLATTERY,SANDRA | 162 | \$ 222.75 |
| SOCHA,SUSAN | 162 | \$ 85.50 |
| SOCHA,DAVID | 162 | \$ 540.00 |

| | | |
|-------------------------|-----|------------------------|
| SOOS-STAITI,ANNA | 162 | \$ 987.75 |
| SULLIVAN,REBECCA | 162 | \$ 27.00 |
| TRUDEAU,HELEN | 162 | \$ 675.00 |
| WYPYCH,JUDITH | 162 | \$ 150.75 |
| ADAMCZYK,SHERYL | 163 | \$ 400.00 |
| COTE,FRANCIS | 163 | \$ 100.00 |
| ORSZULAK,IRENE | 163 | \$ 400.00 |
| KOPACZ,DAVID | 171 | \$ 11,542.15 |
| KNIGHT,JOSEPH | 175 | \$ 800.00 |
| MUCHE,JENNIFER | 175 | \$ 800.00 |
| MURPHY,EDWARD | 175 | \$ 800.00 |
| STARODOJ,RICHARD | 175 | \$ 800.00 |
| URBAN,FREDERICK | 175 | \$ 800.00 |
| DOWD,CHARLES | 176 | \$ 400.00 |
| EATON,GREGORY | 176 | \$ 400.00 |
| HAMEL,PHILIP | 176 | \$ 400.00 |
| IADAROLA,LEWIS | 176 | \$ 400.00 |
| STAITI,GEORGE | 176 | \$ 1,664.13 |
| GEROME,DONNA | 192 | \$ 13,439.00 |
| CROTEAU,NICOLE | 241 | \$ 37,536.69 |
| MANSEAU,DONALD | 241 | \$ 18,909.20 |
| MARQUES,ANNA | 241 | \$ 58,958.96 |
| PLUTA,RICHARD | 242 | \$ 4,082.00 |
| PLUTA,MICHAEL | 242 | \$ 3,085.66 |
| KENT,EDWARD | 243 | \$ 6,283.33 |
| DIPILATO,DONNA | 417 | \$ 10,426.00 |
| STACY,MARIE | 417 | \$ 12,404.00 |
| KUSNIERZ,JOSHUA | 425 | \$ 5,700.02 |
| DESMOND,JOHN | 510 | \$ 327.25 |
| JUDA,MICHAEL | 510 | \$ 654.50 |
| KULARSKI,THOMAS | 510 | \$ 3,600.00 |
| MCMARTIN,JENNIFER | 510 | \$ 654.50 |
| BRESNAHAN,MARIE-BRIGHID | 541 | \$ 37,060.01 |
| CLOUGH,GERALD | 541 | \$ 9,904.50 |
| DAVIS,ALTON | 541 | \$ 18,125.19 |
| ZIENOWICZ,JOHN | 541 | \$ 53,895.89 |
| AVIS,MARK | 543 | \$ 9,267.48 |
| TOTAL | | \$ 1,339,246.81 |

| Parks | Dept# | Regular | Overtime | Snow Removal |
|-------------------|-------|----------------------|-----------------|------------------|
| CLARK,THOMAS | 693 | \$ 7,203.76 | | |
| DUNN,NANCY | 693 | \$ 2,501.09 | | |
| MORIARTY,DAVID | 693 | \$ 2,475.00 | | |
| OUIMETTE,DENIS | 693 | \$ 36,936.42 | \$ 79.40 | |
| PIECHOTA III,JOHN | 693 | \$ 61,419.80 | | \$ 857.82 |
| SIEGEL,AUSTIN | 693 | \$ 1,065.00 | | |
| | | | | |
| TOTAL | | \$ 111,601.07 | \$ 79.40 | \$ 857.82 |

| DPW, Water, Waste Water | Dept# | Regular | Overtime | Snow Removal |
|--------------------------|-------|------------------------|---------------------|---------------------|
| BOUVIER,MICHAEL | 421 | \$ 29,797.63 | \$ 609.13 | \$ 794.66 |
| DUNHAM,JASON | 421 | \$ 46,888.35 | \$ 1,313.64 | \$ 3,307.26 |
| HARPER,JOSEPH | 421 | \$ 39,016.25 | \$ 1,163.09 | \$ 2,761.52 |
| KOCZUR,STEVEN | 421 | \$ 44,701.42 | \$ 1,157.27 | \$ 1,543.51 |
| LAGRANT,MARC | 421 | \$ 62,780.51 | \$ 3,940.44 | \$ 3,896.61 |
| LUKASKIEWICZ,MARK | 421 | \$ 53,627.76 | \$ 1,698.20 | \$ 3,717.35 |
| NIEDZWIECKI,CHARLES | 421 | \$ 77,960.67 | | \$ 3,750.00 |
| PIECHOTA,SEAN | 421 | \$ 39,690.24 | \$ 1,701.90 | \$ 3,035.29 |
| ROBIDOUX,WILLIAM | 421 | \$ 49,711.06 | \$ 1,627.34 | \$ 3,270.48 |
| VENNE,FREDERICK | 421 | \$ 47,458.32 | \$ 1,496.89 | \$ 3,230.45 |
| FREDETTE,KRISTIN | 650 | \$ 1,627.58 | | |
| GOODROW,KAYLEIGH | 650 | \$ 37,795.32 | | |
| LALASHIUS,ANDREW | 650 | \$ 69,629.35 | \$ 9,389.74 | \$ 1,348.93 |
| LOSERT,DANIEL | 650 | \$ 44,325.46 | \$ 4,790.79 | \$ 768.12 |
| RUCKI,BRIAN | 650 | \$ 43,703.57 | \$ 7,712.35 | \$ 887.87 |
| ST. GEORGE-SOREL,GILBERT | 650 | \$ 96,778.00 | | |
| BUTCHER,STEPHEN | 660 | \$ 200.00 | | |
| COMEAU,DAVID | 660 | \$ 82,969.92 | \$ 12,938.23 | \$ 1,530.95 |
| DUNBAR,DONALD | 660 | \$ 53,472.17 | \$ 7,238.89 | \$ 420.69 |
| HALEY,BRANDON | 660 | \$ 41,098.28 | \$ 4,503.51 | \$ 590.38 |
| PROVENCAL,MATTHEW | 660 | \$ 46,141.13 | \$ 7,345.15 | \$ 1,194.85 |
| TOTAL | | \$ 1,009,372.99 | \$ 68,626.56 | \$ 36,048.92 |

| Police | Dept# | Regular | Overtime | Off Duty |
|----------------------|-------|------------------------|----------------------|----------------------|
| ADAMS,CHRISTOPHER | 210 | \$ 64,403.09 | \$ 12,804.06 | \$ 21,469.62 |
| AMES,DEREK | 210 | \$ 11,407.50 | | |
| BERTINI,TOD | 210 | \$ 59,705.15 | \$ 18,262.24 | \$ 11,171.18 |
| BONNAYER,JEANNINE | 210 | \$ 65,555.37 | \$ 24,335.49 | \$ 4,459.50 |
| CACELA,JOHN | 210 | \$ 55,648.12 | \$ 19,912.87 | |
| CLARK,DANIEL | 210 | \$ 33,227.69 | \$ 5,868.70 | \$ 11,000.50 |
| CORRIVEAU,RAY | 210 | \$ 647.50 | | \$ 12,998.19 |
| CREVIER,SHAWN | 210 | \$ 124,356.23 | | |
| CREVIER,JACOB | 210 | \$ 11,407.50 | | |
| CZAPLA,LU-ANN | 210 | \$ 83,733.43 | \$ 8,286.33 | |
| DESANTIS,CHRISTOPHER | 210 | \$ 68,353.04 | \$ 48,097.14 | \$ 39,147.86 |
| DOWNING,RYAN | 210 | \$ 55,387.11 | \$ 35,020.79 | \$ 6,648.00 |
| GLINIECKI,DIANA | 210 | \$ 63,588.33 | \$ 36,402.90 | \$ 588.00 |
| HARNEY,NICHOLAS | 210 | \$ 52,596.74 | \$ 6,628.04 | \$ 10,841.25 |
| HARPER,DANNY | 210 | \$ 182.64 | | |
| JOLIN,FRANK | 210 | \$ 689.75 | | |
| KACKLEY,PATRICK | 210 | \$ 288.75 | | \$ 10,567.78 |
| LAVALLEE,ROBERT | 210 | \$ 17,991.25 | | |
| LAWRENCE,SCOTT | 210 | \$ 81,054.74 | \$ 45,255.40 | \$ 26,699.87 |
| MURTAGH,GRANT | 210 | \$ 49,453.32 | \$ 24,058.94 | \$ 14,476.83 |
| OBRZUT,DAVID | 210 | \$ 60,185.01 | \$ 10,806.80 | |
| RIETHLE,RONALD | 210 | \$ 171.20 | | |
| ROUISSE,DANA | 210 | \$ 55,532.00 | \$ 8,228.15 | \$ 196.00 |
| SKUTNIK,PAUL | 210 | \$ 66.96 | | \$ 392.00 |
| TALBOT,CHRISTOPHER | 210 | \$ 71,764.49 | \$ 9,341.28 | \$ 25,429.12 |
| TURPIN,TROY | 210 | \$ 11,853.75 | | \$ 13,793.50 |
| UNDERWOOD,SCOTT | 210 | \$ 332.50 | | |
| WHITCOMB,KYLE | 210 | \$ 52,952.97 | \$ 11,463.86 | \$ 40,545.82 |
| WITT JR,DANIEL | 210 | \$ 200.88 | | |
| | | | | |
| | | | | |
| | | | | |
| TOTAL | | \$ 1,152,737.01 | \$ 324,772.99 | \$ 250,425.02 |

| Fire | Dept# | Regular | Overtime | Ambulance |
|---------------------|-------|---------------|--------------|-------------|
| ALLARD,ERIC | 220 | \$ 45,376.26 | \$ 8,048.93 | \$ 5,565.00 |
| BARNETT,RYAN | 220 | \$ 19,298.05 | \$ 3,551.41 | \$ 2,520.00 |
| BATEMAN,RYAN | 220 | \$ 52,373.16 | \$ 3,159.73 | \$ 8,407.50 |
| BERNINGER,THOMAS | 220 | \$ 3,099.60 | \$ 628.50 | \$ 420.00 |
| BOULRICE,JEREMY | 220 | \$ 65,152.28 | \$ 9,011.71 | \$ 8,347.50 |
| CLARK,JOHN | 220 | \$ 520.00 | | |
| COULOMBE,THOMAS | 220 | \$ 76,799.25 | \$ 20,547.14 | \$ 5,400.00 |
| COULOMBE,BRIAN | 220 | \$ 29,627.68 | \$ 6,521.20 | \$ 3,465.00 |
| EDGAR,DAVID | 220 | \$ 52,784.07 | \$ 7,087.47 | \$ 8,897.50 |
| EURKUS,SUMMER | 220 | \$ 32,768.33 | | |
| FANDREY,LAURA | 220 | \$ 65,121.44 | \$ 7,161.48 | \$ 8,347.50 |
| FAUCHER,ERIC | 220 | \$ 1,200.00 | | |
| FAUCHER,KAITLYN | 220 | \$ 1,125.00 | | |
| FLYNN,SEAN | 220 | \$ 2,400.00 | | |
| GAGNON,CHRISTOPHER | 220 | \$ 106,804.20 | \$ 280.19 | \$ 315.00 |
| GAGNON,JOSEPH | 220 | \$ 1,180.00 | | |
| GAMBINO,DAVID | 220 | \$ 62,774.78 | \$ 9,881.78 | \$ 8,347.50 |
| HARPER,DAKOTA | 220 | \$ 50,004.61 | \$ 7,010.59 | \$ 5,615.00 |
| LAGIMONIERE,MARK | 220 | \$ 53,271.09 | \$ 11,392.61 | \$ 8,417.50 |
| LYNCH,MARK | 220 | \$ 68,768.57 | \$ 7,222.89 | \$ 5,635.00 |
| MARTINEZ,JAMES | 220 | \$ 89,742.32 | \$ 618.44 | \$ 2,878.08 |
| MCNAMEE,DOLAN | 220 | \$ 1,600.00 | | |
| MCNEANEY,JASON | 220 | \$ 65,247.27 | \$ 12,638.36 | \$ 8,347.50 |
| MURPHY,LONNY | 220 | \$ 1,825.00 | | |
| PERRON,JACOB | 220 | \$ 47,479.61 | \$ 6,442.13 | \$ 5,615.00 |
| PERRON JR,JOHN | 220 | \$ 725.00 | | |
| QUINK,EDWARD | 220 | \$ 1,250.00 | | |
| RUSSELL,NED | 220 | \$ 3,150.00 | | |
| RUSSELL JR,PAUL | 220 | \$ 1,925.00 | | |
| SENECAL,JUSTIN | 220 | \$ 15,102.93 | \$ 1,827.62 | \$ 2,835.00 |
| SWETT,ERIC | 220 | \$ 1,225.00 | | |
| TITUS-ABATE,MERISSA | 220 | \$ 4,314.45 | \$ 544.70 | \$ 525.00 |
| WLOCH,EDWARD | 220 | \$ 29,266.82 | | |
| ZACHARIE,JEFFREY | 220 | \$ 57,114.63 | \$ 13,233.63 | \$ 8,397.50 |
| BARRY,CORRINA | 231 | \$ 4,360.00 | | |
| HANNON,LEROY | 231 | \$ 260.00 | | \$ 50.00 |
| JOHNSON JR.,FRANCIS | 231 | \$ 3,510.00 | | |
| O'BRIEN,PATRICK | 231 | \$ 3,760.00 | | \$ 100.00 |

| | | | | |
|--------------|--|------------------------|----------------------|----------------------|
| TOTAL | | \$ 1,122,306.40 | \$ 136,810.51 | \$ 108,448.08 |
|--------------|--|------------------------|----------------------|----------------------|

| | |
|-------------------------|------------------------|
| <u>TOTALS</u> | |
| | |
| REGULAR: | \$ 4,735,264.28 |
| OVERTIME: | \$ 530,289.46 |
| OFF DUTY DETAIL: | \$ 250,425.02 |
| AMBULANCE: | \$ 108,448.08 |
| SNOW REMOVAL: | \$ 36,906.74 |
| GRAND TOTAL: | \$ 5,661,333.58 |

| School | Regular | | School | Regular |
|------------------------------|--------------|--|-----------------------|---------------|
| ABARE,MELISSA | \$ 71,132.77 | | CONNOLLY,JESSICA | \$ 61,006.46 |
| ABETE,KEITH | \$ 75,616.41 | | CONNORS,SHIRLEY | \$ 34,052.82 |
| ADAMS,ANDREA | \$ 67,450.18 | | COUTURE,MARY | \$ 24,750.02 |
| ADAMS,HUNTER | \$ 1,211.40 | | CREPEAU,KAREN | \$ 25,716.75 |
| ALAOWNIS,STEPHEN | \$ 76,831.14 | | CROWE-PUTZ,JACQUELINE | \$ 57,687.05 |
| ALDERMAN,WILLIAM | \$ 52,799.49 | | CURTIS,AMI-JO | \$ 62,506.68 |
| ALLIS,DEBBIE | \$ 1,210.00 | | CZUB,JEREMIAH | \$ 8,315.00 |
| ANNUNZIATA,KATIE | \$ 65,706.68 | | CZUPRYNA,BRIAN | \$ 4,880.12 |
| APHOLT,ERIN | \$ 35,572.71 | | DANITIS,DEBRA | \$ 943.20 |
| APPLEBY,HANNAH | \$ 11,184.00 | | DAPONTE,DOMINICK | \$ 20,748.84 |
| APRAHAM,ASHLEY | \$ 7,839.15 | | DARLING,TYLER | \$ 25,096.66 |
| AUVINE,DANIEL | \$ 18,121.08 | | DASILVA,STEPHANIE | \$ 18,262.46 |
| BAIN,TIFFANY | \$ 23,901.65 | | DAUKSEWICH,CHERYL | \$ 2,456.30 |
| BALICKI,MAURA | \$ 56,665.91 | | DAVIES,ALYCIA | \$ 63,317.09 |
| BARBIASZ,WENDY | \$ 35,133.32 | | DAVIS,SHELLEY | \$ 81,803.37 |
| BARROSO,AMI | \$ 19,160.15 | | DECELL,JAMIE | \$ 6,264.69 |
| BARRY,CARA | \$ 19,992.82 | | DELMAN,ANNE | \$ 43,520.72 |
| BEAN,JENNIFER | \$ 74,526.44 | | DEMARS,KATIEANNE | \$ 91,796.01 |
| BENNETT,COLLEEN | \$ 24,422.22 | | DEMERS,PHYLLIS | \$ 1,080.30 |
| BERNARD,ROBIN | \$ 5,260.21 | | DESCHAMPS,KARISA | \$ 75,939.56 |
| BERNIER,MICHAEL | \$ 79,053.12 | | DESCHAMPS,KATHLEEN | \$ 15,077.50 |
| BIRKS,DENNIS | \$ 75,116.41 | | DESCHAMPS,WILLIAM | \$ 45,450.08 |
| BIRON,ALLISON | \$ 75,366.41 | | DILEO,MARLENE | \$ 136,077.65 |
| BLAIS,WAYNE | \$ 72,050.23 | | DIMARZIO,DENVER | \$ 469.25 |
| BOLDUC,JESSICA | \$ 97,604.89 | | DIMARZIO,JULIA | \$ 728.75 |
| BOUCHER,AMBER | \$ 81,092.03 | | DUNHAM,JANICE | \$ 15,915.98 |
| BRACH,JONATHAN | \$ 73,945.00 | | DUNLEA,MICHAEL | \$ 58,561.91 |
| BRADLEY,JOANN | \$ 30,691.92 | | DWYER,LORI | \$ 3,147.84 |
| BREAULT,JESSICA | \$ 53,471.50 | | DYKSTRA,YVONNE | \$ 52,935.86 |
| BROWN,BETTY | \$ 71,407.77 | | DYMON,CHRISTOPHER | \$ 46,250.30 |
| BROWN,MICHAEL | \$ 65,563.51 | | EASTON,PETER | \$ 64,912.78 |
| BUCKNELL,JESSICA | \$ 70,965.23 | | FAZIO,MICHAEL | \$ 59,718.54 |
| BUFFINGTON,KRIS | \$ 36,377.76 | | FENTON,MEAGHAN | \$ 53,143.46 |
| BUTCHER,MORA | \$ 714.44 | | FINOCCHIO,TIANA | \$ 19,038.55 |
| BUTLER,MARY | \$ 34,178.87 | | FITZGERALD,COLIN | \$ 75.00 |
| CAMPBELL- BISHOP,MICHELLE | \$ 26,915.41 | | FREDERICK,SUSAN | \$ 76,175.14 |
| CARDAROPOLI,ANTONIA | \$ 68,630.57 | | GARDNER,KARIN | \$ 79,605.00 |
| CARPENTER,DANIEL | \$ 249.47 | | GAUDREAU,LYNN | \$ 35,276.76 |
| CHARRON,BRANDY | \$ 1,609.35 | | GEMBORYS,KENNETH | \$ 75,991.41 |
| CHEVRETTE,SAMANTHA | \$ 29,517.46 | | GERMAIN,KATY | \$ 2,617.50 |
| COLL JR,JOSEPH | \$ 82,803.37 | | GLANVILLE,MELISSA | \$ 78,916.41 |

| | | | |
|-------------------------|--------------|---------------------|--------------|
| CONNERS,SUSAN | \$ 51,120.82 | GOODRICH,TAMMY | \$ 31,439.32 |
| GOUDREAU,KIM | \$ 32,837.91 | KING,JENNIFER | \$ 71,094.36 |
| GRAHAM,LIL | \$ 14,964.19 | KING JR,STEWART | \$ 81,303.37 |
| GRANT BERGERON,PAMELA | \$ 74,848.60 | KLUMPP,MATTHEW | \$ 70,094.36 |
| GREEN,ADAM | \$ 61,356.60 | KNIGHT,JENNIFER | \$ 77,331.77 |
| GREEN,TAYLOR | \$ 567.50 | KOBIS,CLAIRE | \$ 5,554.70 |
| GRIFFITH,KELLY | \$ 61,745.35 | KOCH,CYNTHIA | \$ 1,120.00 |
| GRUTTI,LYNN | \$ 54,765.73 | KOCZUR,JACQUELINE | \$ 28,806.08 |
| HALEY,KAYLA | \$ 56,051.68 | KULARSKI,KRISTINE | \$ 6,923.37 |
| HANCOCK,CASSANDRA | \$ 32,317.68 | KUSEK-BOSER,DEBRA | \$ 32,542.18 |
| HANIFIN,BEVERLY | \$ 15,321.97 | LAGIMONIERE,MEGHAN | \$ 77,831.14 |
| HANLEY,ELIZABETH | \$ 58,626.40 | LAKE,SARA LYNN | \$ 20,964.94 |
| HARPER,DANNY | \$ 690.00 | LAM,LYNN | \$ 3,625.45 |
| HARVIE,ANTHONY | \$ 5,585.31 | LANDRY,MELISSA | \$ 380.00 |
| HAWK,TIFFANY | \$ 75,916.41 | LAPETE,AMANDA | \$ 364.00 |
| HAY,DUNCAN | \$ 13,924.16 | LAPIERRE,DEBORAH | \$ 43,474.27 |
| HAYDEN,JANA | \$ 336.28 | LAROSE,ALYSSA | \$ 763.25 |
| HEBERT,REBECCA | \$ 26,797.26 | LAURETANO,ERICA | \$ 51,493.23 |
| HEGARTY,MONIQUE | \$ 13,808.69 | LAVALLEY,JUDITH | \$ 44,630.99 |
| HELLYAR,JUNE | \$ 30,150.00 | LAVIGNE,RYAN | \$ 32,317.68 |
| HENRY,TINA | \$ 37,874.24 | LAZARZ,DAWNA | \$ 35,227.09 |
| HILL,KAREN | \$ 75,366.41 | LECLAIR,ANNETTE | \$ 30,368.93 |
| HILL,WILLIAM | \$ 75,831.14 | LEEMAN,NORRIS | \$ 2,208.00 |
| HORN,DEANNA | \$ 79,031.14 | LEFFERTS,MELISSA | \$ 74,533.60 |
| HOUGH,BRITTANY | \$ 966.75 | LESSORE,CHRISTINE | \$ 60,573.50 |
| HOULE-ADAMCZYK,JILL | \$ 87,060.87 | LEUPOLD,JILL | \$ 4,425.31 |
| HOULIHAN,SEAN | \$ 60,904.50 | LOHR,DARCY | \$ 33,034.77 |
| HUCKABY,APRIL | \$ 73,529.25 | LOWE,EVA | \$ 2,437.50 |
| IWASINSKI,PAMELA | \$ 95,500.46 | LUKASIK,PAMELA | \$ 5,298.33 |
| JACKOWITZ,MICHAEL | \$ 2,017.50 | LUKASKIEWICZ,TRACIE | \$ 1,010.20 |
| JAMES,SANDRA | \$ 193.00 | MALIN,HEATHER | \$ 76,456.14 |
| JOCK,JACQUELINE | \$ 75,474.12 | MARSLAND,KIM | \$ 28,707.92 |
| JOHNSON,BARBARA | \$ 35,231.59 | MASSE,RACHEL | \$ 70,409.20 |
| KACZUWKA,LISA | \$ 3,037.50 | MCHUGH,DONNA | \$ 8,221.14 |
| KAISLA,EILEEN | \$ 71,883.96 | MCNAMEE,ERIKA | \$ 7,261.05 |
| KALISH,JUSTIN | \$ 68,364.59 | MENARD,JADE | \$ 1,034.31 |
| KANOZEK,MELISSA | \$ 75,837.50 | MENDOZA,JENNIFER | \$ 20,085.60 |
| KARGOL,ALLISON | \$ 38,090.60 | MENDOZA,STEPHANIE | \$ 5,198.38 |
| KELLEY-MCINTYRE,LESLIE | \$ 3,187.20 | MENEKE,KATY | \$ 35,311.28 |
| KEOUGH,KATHLEEN | \$ 66,204.78 | MERCER,TARA | \$ 28,028.41 |
| KEPLER-GENNERT,KIMBERLY | \$ 4,536.30 | MILLIGAN,JEREMY | \$ 61,180.36 |

| | | | |
|--------------------|--------------|--------------------|---------------|
| KIMBERLEY,NANCY | \$ 1,200.00 | MINER,JAIME | \$ 59,069.11 |
| KING,CAROLE | \$ 5,134.50 | MITCHELL,LEONA | \$ 1,861.08 |
| MONACO,JILL | \$ 37,517.40 | REX,JONATHAN | \$ 37,016.95 |
| MORIARTY,THERESA | \$ 50,258.03 | RICH,EUGENE | \$ 108,040.00 |
| MORIN,KIRSTIN | \$ 62,506.68 | RICHARDS,CAMILLE | \$ 82,893.73 |
| MURPHY,KRISTEN | \$ 20,852.78 | RIVERS,REGINA | \$ 67,288.12 |
| MUSE,ANTHONY | \$ 47,581.18 | ROBERT,DIANNE | \$ 35,227.09 |
| MUSNICKI,ELIZABETH | \$ 75,474.12 | ROBIDOUX,ROSEMARY | \$ 4,664.00 |
| NELSON,SUSAN | \$ 58,561.91 | RONDEAU,RACHAEL | \$ 26,482.25 |
| NICHOLAS,ANDREA | \$ 75,581.14 | ROSALLES,JUANITA | \$ 7,835.74 |
| NICHOLAS,JEFFREY | \$ 62,890.39 | ROWDEN,AUDRA | \$ 71,094.36 |
| NIQUETTE,ELIZABETH | \$ 292.50 | ROY,DANIEL | \$ 82,878.01 |
| O'BRIEN,BEVERLY | \$ 25,055.20 | RUSSELL,STEPHANIE | \$ 67,505.22 |
| O'BRIEN,MAEVE | \$ 36,334.59 | RYDER,LYNN | \$ 43,649.19 |
| O'KEEFE,MELINDA | \$ 22,803.32 | RYS,JOANNE | \$ 38,838.10 |
| OCANA,ASHLEY | \$ 71,728.81 | RYS,KARA | \$ 15,045.41 |
| OLDAKOWSKI,AMY | \$ 62,787.32 | SANDRIDGE,RODNEY | \$ 45,098.62 |
| OLIVER,MICHAEL | \$ 30,447.67 | SAWABI,JOAN | \$ 2,420.00 |
| ORSZULAK,DANIEL | \$ 93,961.24 | SBORDY,LAUREN | \$ 37,890.45 |
| ORSZULAK,HEATHER | \$ 86,100.54 | SENECAL,KIMBERLY | \$ 79,520.64 |
| ORSZULAK,HEATHER | \$ 76,991.41 | SERRANO,STEPHANIE | \$ 17,575.24 |
| ORSZULAK,MARGARET | \$ 75,616.41 | SHAMGOCHIAN,KELLY | \$ 78,165.05 |
| OSTIGUY,DEBORAH | \$ 1,955.72 | SHAMGOCHIAN,THOMAS | \$ 8,565.00 |
| OUIMETTE,LISA | \$ 2,032.23 | SIMONS,TIMOTHY | \$ 2,954.00 |
| PACKARD,BROOKE | \$ 51,493.23 | SINCLAIR,MARILYN | \$ 35,227.09 |
| PAGE,VALERIE | \$ 57,687.05 | SIOK,ELAINE | \$ 5,468.42 |
| PALANO,CAROLYN | \$ 40,578.66 | SKROCKI,CHERYLANN | \$ 5,300.08 |
| PALERMO,LISA | \$ 66,558.83 | SLATOR,NANCY | \$ 85,521.04 |
| PARADISE,CRYSTAL | \$ 2,163.75 | SLATTERY,MARY | \$ 4,782.98 |
| PATRAW,CYNTHIA | \$ 877.85 | SLATTERY,SCOTT | \$ 79,698.41 |
| PATTERSON,LISA | \$ 75,779.05 | SLOAT,KIMBERLY | \$ 27,814.92 |
| PAUL,AMY | \$ 24,363.40 | SMITH,YVONNE | \$ 35,367.90 |
| PELSKI,MATTHEW | \$ 36,321.15 | SMITH III,ROBERT | \$ 24,105.80 |
| PESSOLANO,KRISTEN | \$ 8,059.90 | SOUTER,REBECCA | \$ 19,380.54 |
| PLESCIA,SUZANNE | \$ 62,506.68 | STEELE,LORI | \$ 49,688.68 |
| PLUMLEY,CHRISTINE | \$ 75,616.41 | SULLIVAN,REBECCA | \$ 1,222.50 |
| PORCELLI,SANDRA | \$ 82,943.23 | SUPCZAK,KAREN | \$ 1,933.36 |
| POULIN,DARLENE | \$ 30,679.16 | SWARTS,DONALD | \$ 5,908.00 |
| PRICE,LEAH | \$ 70,532.77 | TALBOT,CHERYL | \$ 83,643.73 |
| QUINN,KAREN | \$ 3,519.00 | TARGAN,ERIC | \$ 76,216.41 |
| RACICOT,AMY | \$ 56,865.91 | TETREAU,DOUGLAS | \$ 25,229.97 |
| RACINE,SAMANTHA | \$ 58,375.81 | THOMAS,TRICIA | \$ 2,712.50 |
| RANIOLO,MELINA | \$ 36,441.54 | THOMPSON,KIMBERLY | \$ 71,884.52 |
| RASYS,KATHERINE | \$ 22,703.74 | TOELKEN,MORGAN | \$ 5,822.00 |

| | | | |
|---------------------|--------------|--------------------|--------------|
| TRZPIT,CAITLIN | \$ 55,169.82 | WATSON,CARMEN | \$ 31,791.92 |
| TRZPIT,JESSE | \$ 71,812.13 | WEATHERWAX,BARBARA | \$ 11,186.83 |
| TRZPIT,KELLIE | \$ 28,361.76 | WEBBER,SHAUNDA | \$ 39,441.84 |
| TWEEDIE,KIMBERLY | \$ 26,966.41 | WEGGE,DONNA | \$ 24,298.78 |
| VADNAIS,CHERYL | \$ 31,437.16 | WEIRBRICK,HEATHER | \$ 76,931.14 |
| VADNAIS,JOSEPH | \$ 33,252.53 | WELLER,ROSEMARY | \$ 589.60 |
| VADNAIS,LINDSEY | \$ 15,836.01 | WEST,STEPHANIE | \$ 59,361.91 |
| VANTANGOLI,NICHOLAS | \$ 79,051.41 | WETHERBEE,BRIAN | \$ 60,154.25 |
| VEALE,CAROLYN | \$ 33,824.61 | WHITE,ELIZABETH | \$ 59,450.14 |
| VEALE,KAYLA | \$ 13,682.69 | WILK,RUDOLPH | \$ 560.00 |
| WALSH,KELLY | \$ 77,005.27 | YARDLEY,JANUARY | \$ 84,980.48 |
| WARBURTON,DONNA | \$ 33,134.77 | YOUNG,ANNE | \$ 35,230.09 |
| WASIELEWSKI,LAURIE | \$ 54,043.45 | YOUNG,CHRISTOPHER | \$ 1,012.50 |

**GRAND TOTAL FOR
SCHOOL**

\$11,141,019.56

BOARD OF ASSESSORS

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

Term Expires 2023
Term Expires 2021
Term Expires 2022

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

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

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

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

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

ABATEMENTS & EXEMPTIONS GRANTED IN CALENDAR YEAR 2020

ABATEMENTS:

| Levy Year | 2020 *FY2021 | 2019 *FY 2020 | 2018 *FY 2019 | 2017 * FY 2018 |
|------------------------|-----------------|------------------|------------------|-------------------|
| Boat | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Motor Vehicle Excise | \$19,807.17 | \$2,656.75 | \$189.58 | \$232.92 |
| Real Property * | \$9,359.92 | \$0.00 | \$0.00 | \$0.00 |
| Personal Property | \$420.74 | \$0.00 | \$0.00 | \$0.00 |
| Sr. & Veteran Work Off | \$10,540.13 | \$0.00 | \$0.00 | \$0.00 |

EXEMPTIONS:

| Levy Year | FY2021 | FY 2020 |
|---------------|-------------|-------------|
| Clause 17C1/2 | \$1,750.00 | \$1,050.00 |
| Clauses 22's | \$47,969.08 | \$11,838.18 |
| Clause 37A | \$2,000.00 | \$500.00 |
| Clause 41C | \$1,000.00 | \$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 2020.

FISCAL YEAR 2021
7/1/20 TO 6/30/21

TAX RATE**\$20.18****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 | \$ 32,071,220.00 |
| Other amounts to be raised | \$ 697,411.83 |
| State and County cherry sheet charges | \$ 1,279,423.00 |
| Total amounts to be raised | \$ 34,048,054.83 |
| Estimated receipts and other sources | |
| Cherry sheet estimate receipts | \$ 13,009,054.00 |
| Estimated receipts | \$ 2,461,992.32 |
| Offset receipts & enterprise funds | \$ 2,116,900.00 |
| Appropriation from free cash | \$ 495,300.00 |
| Appropriation from available Funds | \$ 51,200.00 |
| Total | \$ 18,134,446.32 |

TAX RATE SUMMARY

| | |
|---|-------------------------|
| Total Amount to Be Raised | \$ 34,048,054.83 |
| Total Estimated Receipts and Other Revenue Sources | \$ 18,134,446.32 |
| Tax Levy | \$ 15,913,608.51 |

FY 2021 Maximum Allowable Levy - \$16,110,470**Excess Levy Capacity - \$196,861.49**

2020 Annual Report of the Ware Board of Health

Board of Health Members:

| Name | Title |
|-------------------|------------|
| Michael Juda | Chairman |
| Jennifer McMartin | Vice-Chair |
| Katrina Velle | Member |

Personnel:

| Name | Title |
|-----------------------------|---------------------------------------|
| <u>Judy Metcalf RS. CHO</u> | Director of Public Health |
| Finn McCool | Health Inspector |
| Stephen Bell, MPH | Covid 19 Consultant |
| <u>Betty Barlow</u> | Administrative Assistant |
| Carrie Latulippe, RN | Public Health Nurse (resigned 5/1/20) |
| Amy Langone, RN | Public Health Nurse (started 1/3/21)) |
| 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.

2020 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.

2020 Barn Inspection Report.

Due to the wide-spread transmission of Covid-19 currently devastating our nation, The Bureau of Animal Health has suspended the Barn Inspections for 2020. I have stopped in, or made contact by phone, advising livestock owners of this directive. Social distancing was maintained while doing so. I wished everyone well and hoped to see them in good.

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, 2020

| | |
|---|----|
| Burial Permits issued | 68 |
| Interments for which a permit was issued by another community in MA or outside of the state | 16 |
| Removal/Relocation of Burial (Grave) | 2 |

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 2020.

| | |
|-----------------------------------|-----|
| Bakery Licenses | 2 |
| Catering Licenses | 1 |
| Ecology Can | 1 |
| Farmer's Market | 1 |
| Food Establishment Licenses | 38 |
| Frozen Dessert Licenses | 2 |
| Funeral Director Licenses | 5 |
| Milk & Cream Licenses | 47 |
| 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 | 101 |
| Pool Permits | 0 |
| Residential Kitchen Permits | 4 |
| Retail Food Licenses | 15 |
| Septic Hauler Licenses | 3 |
| Septic Installer Licenses | 14 |
| Septic Installations (new) | 10 |
| Septic Installations (repair) | 21 |
| Tanning Salon Permits | 0 |
| Tattoo Artist License | 4 |
| Body Piercing | 2 |
| Tattoo Parlor License | 1 |

| | |
|--------------------------------|---|
| Temporary Food Permits | 1 |
| Temporary Housing | 0 |
| Tobacco Permits | 9 |
| Type II / Limited Food Permits | 9 |
| 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, 2020.

| | |
|--|----|
| Bathtub | 19 |
| Cross Connection Device | 2 |
| Dedicated Grease System | 1 |
| Dishwasher | 15 |
| Drinking Fountain | 7 |
| Food Disposer | 2 |
| Floor / Area Drain | 1 |
| Kitchen Sink | 27 |
| Lavatory | 51 |
| Shower Stall | 23 |
| Service / Mop Sink | 4 |
| Toilet | 49 |
| Washing Machine Connection | 24 |
| Water Heater All Types | 68 |
| Water Piping | 18 |
| Backflow Preventor | 6 |
| Boiler (oil) | 5 |
| Sillcock | 5 |
| Cross Connection Device-Boiler | 4 |
| Ejection Pump | 1 |
| Waste piping-septic or sewer | 3 |
| Mobile Home connection | 2 |
| Bar Sink | 1 |
| Temp Housing Trailer Sewer/water hook up | 1 |
| Water Closet | 3 |
| Hand Wash Sink | 2 |
| Pedicure Station | 1 |
| Boiler Connection | 2 |
| Drain Pipe Repair | 1 |

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

Respectfully Submitted,
Ed Kent, Plumbing Inspector

**Board of Health
2020 Communicable Disease Report**

The following reportable diseases were reported to the Ware Board of Health Office as confirmed or suspect in 2020:

| DISEASE | | COUNT |
|-------------------------------------|----------------------------|-------|
| Hepatitis C | | 10 |
| Human Granulocytic Anaplasmosis | | 4 |
| Influenza | | 118 |
| Lyme Disease | | 25 |
| Novel Coronavirus (SARS, MERS, etc) | Confirmed cases | 230 |
| Novel Coronavirus (SARS, MERS, etc) | Close Contacts (exposure) | 130 |
| Salmonellosis | | 1 |
| Streptococcus pneumoniae | | 1 |
| Tuberculosis | | 2 |
| Varicella | | 2 |

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.

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

**QUABBIN HEALTH DISTRICT
2020 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. Donations were also made to our local hospital system, Baystate Health, as their supplies were in desperate shortage as they struggled to care for those afflicted with COVID-19 seeking care at our local hospitals.

As an employer, the Quabbin Health District also had obligations to protect their staff from exposures while keeping our essential functions running. We did so by preparing to transition to remote location work as much as possible. Employees were outfitted with remote equipment and communications. Provisions and protocols were established to meet our financial obligations: payroll, monthly withholdings payments, and benefit administration as well as vendor payments. A COVID-19 Plan was developed and provided to all staff, along with PPE gear when duty required interaction with others at large.

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. As Massachusetts prepared to re-open in May, an educational campaign of yard signs was instituted District wide at parks, open recreations spaces, and public spaces. The bulk of the grant was used to hire a COVID-19 consultant whose main focus was to assist business and groups with their COVID-19 planning for re-opening that complied with the various, and often changing, orders issued by the Governor. When necessary, warnings and enforcement orders were issued. However, by far, the majority of our time was spent on disease surveillance.

The following table lists the major COVID-19 activity/ services provided to each town in the District during 2020:

| | Belchertown | Ware | Pelham |
|---|--------------------|-------------|---------------|
| Confirmed Cases tracked and monitored | 356 | 230 | 18 |
| Close Contacts (exposures) identified | 319 | 130 | 12 |
| Outbreaks and Clusters investigated | 13 | 7 | 0 |
| Total COVID Complaints | 32 | 34 | 1 |
| Repeated Complaints | 12 | 15 | 0 |
| Referrals from DLS | 3 | 9 | 0 |
| Enforcement Letters | 9 | 9 | 0 |
| Fines Issued | 1 | 0 | 0 |
| COVID Plan Reviews | 36 | 22 | 3 |

Total: Activities District-wide: 1271

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 2020.

| | Belchertown | Ware | Pelham |
|---|--------------------|-------------------------|---------------|
| PercTest / Deepholes and Soil Evaluations | 110 | 32 | 4 |
| Septic Application Review (New Construction) | 33 | 10 | 0 |
| Septic Application Review (Repair) | 43 | 21 | 4 |
| Septic Installation Inspections and Re-inspections | 67 | 30 | 6 |
| Well Application Review | 32 | N/A | 0 |
| Housing Inspections (upon complaint) And Re-inspections | 24 | 85 | 3 |
| Lead Paint Inspections | 0 | 0 | 0 |
| Condemnations (#of units) | 0 | 0 | 0 |
| Voucher Housing Inspections | 0 | 10 | 0 |
| Housing Court Appearances | 0 | 0 | 0 |
| Food Service Inspections (routine and complaint) Including School Cafeterias | 72 | 81 | 1 |
| New or Remodeled Food Plan review | 1 | 3 | 0 |
| Mobile/Temporary Food Inspections | 6 | 8 | 6 |
| Beaver Permits Applications | 4 | 4 | 0 |
| Nuisance Complaints Received and Investigated and Orders issued as warranted | 2 | 17 | 2 |
| 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 | 1 | 0 Not opened | N/A |
| Meetings/ Hearings | 10 | 5 | 4 |

Total: Inspection Activities District-wide: 743

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. Health Inspector, Finn McCool, almost single-handedly kept the routine inspection business of the Board of Health running from March 2020 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.

Stephen Bell, a former employee of the Quabbin Health District, returned to the Massachusetts in the Spring of 2020, became our COVID-19 consultant. He was a valuable resource to our team in the fight against COVID-19, especially given his familiarity with the town, businesses, groups, and other departments.

Administrative Assistant Betty Barlow and Senior Clerk Mary Grenier provided instrumental clerical support to all us, 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 and Inspector work in all three communities and maintain fully functional workplaces in both the Ware and Belchertown Town Halls. The District provides administrative / clerical personnel at both locations as well.

I would also like to thank members of the District Board of Directors for their continued support.

Sincerely,

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

BUILDING DEPARTMENT & INSPECTION SERVICES

Annual Report – 2020

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 staff members of the Building Department are:

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

The implementation of online permitting in recent years provided an essential service being efficiently utilized during COVID-19 restrictions. Nearly 50% of the permits were submitted online by the applicants. The Building Department will continue to provide this service through cloud-based ViewPoint. Departmental sign-offs have become easier to attain at a time when personal interaction has been limited.

Breakdown of Permits issued, Periodic/Annual Inspections, Determinations and Violations in 2020:

| | | | | | |
|---------------------|-----|--------------------|-----|-------------------------|----|
| Electrical Permits | 214 | Gas Permits | 108 | Zoning Determinations | 32 |
| 110-Inspections | 38 | Annual Inspections | 21 | Demolition Permits | 6 |
| Residential Permits | 266 | Insulation Permits | 28 | More than 1 or 2 Family | 43 |
| Pool Permits | 10 | Sheet Metal | 5 | Sign Permits | 27 |
| Solar Permits | 25 | Stove Permits | 14 | Violations | 25 |

In comparison to 2019, the number of Building Permits increased by 7%, Electrical Permits by 25% and Gas Permits by 74%. During the COVID-19 pandemic, homeowners took this opportunity to make home improvements such as: roof upgrades, minor interior renovations, deck, and porch constructions, installation of pools and issuance of seven new single-family homes. Restaurants were able to remain open with outdoor seating under special guidelines. Some businesses even applied for Special Permits to retain the outdoor seating. Dollar General was able to stay on track with construction and opened to the public late fall.

However, the revenue from the Building and Electrical permits decreased and the revenue from Gas Permits increased. Though there was more work permitted, the revenues were lower due to the following factors; Cedarbrook Village was permitted the year prior to bringing in a considerable amount in permit fees and Commercial Solar also played a large factor in permitting fees the preceding year. 2020 did not bring in larger projects in comparison.

| | | |
|---------------------|----------|-------------------|
| Building Permits: | \$68,171 | (64.70% decrease) |
| Electrical Permits: | \$27,386 | (64.02% decrease) |
| Gas Permits: | \$ 5,065 | (49.85% increase) |

In addition to permit fees, \$5,000 was generated by Periodic and Annual Inspections. \$300 was received by the Building Department in ticketed Violation Fees.

CONSERVATION COMMISSION – 2020 Annual Report

Introduction

The Conservation Commission's most notable duty is to facilitate wetland permitting with respect to development, we are also tasked with a variety of other environmental issues that are of interest to the public. The eight interests identified in the Wetlands Protection Act (WPA) are as follows:

- 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 is 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.

Filing Activity

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 2020 reporting period:

- 3 Notices of Intent
- 13 Requests for Determination of Applicability
- 36 Site Inspections
- 1 Enforcement Order

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

Large Projects

During the 2020 fiscal period, the Conservation Commission was involved in several large projects that were significant to the 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)
- Beaver Management
- Old Belchertown Road – Bridge Repair
- Self-Storage Units – Commercial Use
- MADOT Route 9 – Resurfacing Project
- East Quabbin Land Trust – MA Rail Trail

Staffing & Meetings

The Conservation Commission Agent is available by appointments during the week. Site Inspections Requests are extremely helpful for homeowners to determine if applications with the Commission are needed and if so, what forms.

All recent applications can be found on the Town of Ware Conservation Commission website page under "Recent Application" tab along with forms and helpful information. Meetings are held typically the second Wednesday of each month starting at 6:30pm. Agendas are posted on the website page as well. We encourage neighbors to attend these meetings if there are concerns. Meetings may be attended via Zoom platform.

Staff Members as follows:

| <i>Conservation Member</i> | <i>Title</i> | <i>Term Expiration (June 30th)</i> |
|-----------------------------------|--------------------------|--|
| Mark Swett | Chairman | 2021 |
| Thomas Barnes | Vice Chairman | 2023 |
| Kristin Rosenbeck | Member | 2022 |
| Denis Cote | Member | 2022 |
| Peter Topor, IV | Member | 2023 |
| John Prenosil | Acting Agent | |
| Nicole Croteau | Administrative Assistant | |

2020 TOWN CLERK REPORT

The month and year began as usual. The preparation for the Annual Town Election, the Annual Town Census, Dog Licensing, budget preparation as well as the daily routine of helping customers securing vital records. Preparation for the March 3 Presidential Primary also took precedence with voter registrations increasing, mailing of Absentee Ballots to those who requested them. The March 3rd Presidential Primary Day arrived and the turnout was better than expected and just like any other election the voters came, cast their ballots and the votes were tallied at the end of the evening.

In the middle of March our lives, and the way we performed our day-to-day tasks changed abruptly, word of a spreading virus called COVID-19 surfaced and the media coverage and concern around the world of a pandemic was forefront and of great concern to all.

On March 19, the municipal offices closed to public access and services that customers were used to changed. A memo from our Town Manager, issued after Governor Baker held a press conference, mandated that all Administrative staff remain home effective the next day; except for essential staff to ensure for the continuity of operations of the Town. It was then that I realized, "just like that I became an essential employee"; not just a phrase from the Forrest Gump movie, but in reality of what was to be for a period of time. A Town Clerk is critically essential for all aspects of life and those lives we touch. Births continue to happen, people still get married and unfortunately they die. Each of these requires the processing of paperwork and establishment of a record. Of course, other duties needing to be performed continued during this year. The requests for records continued but in a different manner! A drop box and the US Mail brought in countless requests daily, weekly and monthly for vital records, dog licensing and other services previously acquiesced in person. Countless phone calls in response to the various queries and needs of the public were dealt with in a compassionate and caring way; we were all dealing with so much uncertainty in our lives each day. It seemed like we were operating in our own bubbles and the reality of us we truly were.

The Annual Town Election usually held in April was postponed due to emergency legislation enacted and signed by Governor Baker in an effort to keep the spread of the virus minimal in communities. The legislation also allowed for first time No Excuse Mail Voting for a local election, this of course was needed but very time consuming and costly for towns across the commonwealth; however, it allowed the voter a safe method for participating.

The Annual Town Meeting, normally held in May was postponed, until June 22, by vote of the Board of Selectmen. There certainly were changes that took place; in an effort to insure for public safety; social distance seating, masks, sanitizing and appropriate signage, all to keep participants safe. The meeting was held in a well-ventilated Town Hall with over one hundred twenty five in attendance on an unusually hot and humid night.

The Annual Town Election, postponed from April, was held on June 29 and there were many changes in conjunction with this event. Screens to protect election workers were at each table, hand sanitizer, voting booths marked off in order to keep the social distancing requirements mandated, sanitizing of items used, masks available to those needed them; everything to keep not only the voter but also the election worker protected. The Vote by Mail option saw 745 ballots mailed out upon request of which 640 ballots were returned either by mail or in the drop box, to be cast by election workers on behalf of the voter in addition to the ballots cast by voters who came in person to the polling location on Election Day.

It was evident over the next few months that the daily tasks took longer of course, due to the demands of employee and public safety. Working behind doors closed to public access proved to be time consuming, challenging and sometimes difficult and yet requests for vital records, dog licenses as well as preparation for and holding a town meeting on a football field in August to conduct the business of the town was done as if it "were normal".

As the year progressed, and because of the hospitalizations and deaths due to the virus, the MA legislature passed bills which changed voter registration deadline to a shorter period of time, Early Voting periods were created in an effort to make it easier for voters to participate without fear of crowds and a Vote by Mail option was created for the first time in history; once passed by the legislature and signed by Governor Baker all voters received a prepaid postcard from the Secretary of the Commonwealth with options for the voter to choose vote by mail for the State Primary of September and/or the State Election of November 3, 2020.

Each voter registration processed after August 1, 2020 mandated that a similar style application be included giving each voter the ability to choose Vote by Mail rather than Early Voting in Person or on Election Day.

In the Town of Ware for the State Primary, held on September 1, there were 1314 Vote by Mail applications received and 1053 ballots received from voters to be cast on their behalf on primary day.

With interest in the November election growing, voter registrations increased daily. The amount of administrative time and the costs were substantial to the town. In November there were over 3,000 applications processed for Vote by Mail as well as Absentee Ballots.

The Early Voting Period for the November 3 election was extended from 7 days to 14 days to allow voters to cast their ballots. It was like an election day every day; the Senior Center which had been closed for use since March, was chosen as the polling location for this purpose. The hours to cast a ballot were from 9 AM to 3 PM each day and these voted ballots were placed by the voter, in a sealed envelope and were returned to Town Hall each day. All sealed envelopes contained a name of the voter and their address as well as an affirmation of voting, this was then entered each day by the clerk to insure for no additional ability to cast a ballot on Election Day.

Fourteen days of Early Voting was truly burdensome, not only on the election workers who staffed the site, but also on the Town Clerks who were the ones charged with data entry of every application received, every ballot which needed processing and mailing and who upon receipt of the Early Voting Ballot had to enter a receipt date and file by precinct, and then store in a secure and safe environment until election day. I, as well as other Town Clerks in the commonwealth worked 60-70 hours weekly during the latter part of September and October as part of the preparation and the work needed to be done to insure for accurate and accountable measures to protect the integrity of the election. For the November State Election there were 3,087 applications received, ballots mailed and received, all of which needed to be entered into the state database, filed and stored securely until election day at which time there would be cast.

In Ware because of the vast amount of Vote by Mail Ballots, I sought the help of additional poll workers. These individuals received a training to insure they were well prepared to work at the State Election on November 3, 2020.

I commend each of these individuals as well as those who regularly act as poll workers. They unselfishly, at the risk of their own health, performed their jobs while working under extremely different circumstances. Working under challenging circumstances, in a highly contested Presidential Race, Ware voters turned out in droves unlike other elections in my nineteen years as Town Clerk.

The Elections Division held weekly webinars for clerks to insure that all procedural and new legislative mandates would be followed and implemented. These new regulations ended with the election, but it is clear that Election Law Reform will happen in Massachusetts and across this country.

On January 1, 2020 the total registered voters was 5,972 and on December 31, 2020 the total registered voters was 6,813.

As the year 2020, comes to an end, it is evident that it will go down in history as a year of “changes”, “new and different”, “working remotely”, “insuring for proper PPE”, “leery of personal contact”, “ I need this, but I know you are closed to the public” and many other similar comments. *The reality, that a pandemic changed everything, that we considered to be normal is evident.*

Vital Records Filed:

| | |
|-----------|-----|
| Births | 84 |
| Marriages | 45 |
| Deaths | 143 |

Fees Collected in 2020:

| | |
|--------------------------------|-------------|
| Vital Records and other Fees | \$19,532.05 |
| Dog Licenses | \$11,157.50 |
| Snow Removal Violations | \$ 100.00 |
| Building Code Violations | \$ 400.00 |
| Fire Code Violations | none |
| Storage of Flammables Licenses | \$ 3,800.00 |

In closing while it was a challenging year, it truly was a year to remember!

Nancy J. Talbot
Town Clerk

Ware Cemetery Commission

In 2020, as always, the structural conditions of the public cemeteries are the top priorities of the Ware Cemetery Commission in its advisory role.

The Gypsy moth infestation and general age of the trees are of high concern, particularly in Aspen Grove Cemetery. They continue to be a safety issue to the public, to the workers maintaining the cemeteries, and to the contractors. The issue was brought up at Town Meeting and is ongoing.

At the beginning of the pandemic, Director of Public Health Judy Metcalf contacted the Commission and the Cemetery Manager John Piechota to survey the space available should the Town need a large area for potential deaths due to the disease. The Commission started planning last year to develop the final new section in Aspen Grove. Based on current burial averages, this section will be capable of providing burial space for at least 80 years. As of September, the Town has engaged a surveyor to lay out the basic burial area. Before the section can be opened, several dead trees will have to be removed for safety and access. To ensure easier access for maintenance and visitors, the Commission is establishing specific policies regarding monuments for the new section. It is hoped that the new section will open in 2022.

There were twenty burials in 2020 at Aspen Grove Cemetery: 7 Full Burials, 13 Cremations.

On May 25, 2020, the Cemetery Commission arranged a Memorial Day service to honor all Ware Veterans. The Cemetery Commission was joined by a detachment from the Sons of the Civil War whose reenactment honored veterans in the same manner as when the service was conducted at the time of the Civil War. A period piece, written by A. A. Chickering for Veterans' Day 1918, was read by his great grandson, Craig Simmons, Chair of the Ware Cemetery Commission. Since large public meetings were discouraged and there was no audience, a video recording was made and shown on WareTV.org. One copy of the recording is preserved at the Town Library and one copy was given to the Veterans organization in Ware.

Ryan Maslak did not seek re-election to the Commission. Roy Erickson was elected to a three-year term on the Commission.

Respectfully Submitted,
Ware Cemetery Commission
Craig Simmons, Chair
Julie Bullock
Roy Erickson



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

Mission Statement

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

Staff

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

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

Funding Sources Weekly

Town Funded:

January 1-December 31, 2020 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 9am-3 pm. The van operated Monday through Friday with two regularly assigned volunteer drivers from 8-1pm. After March 18th, the desk hours changed to 8-12pm and the drivers changed to 10-12pm to deliver meals only.

Senior Center Hours:

| Jan.1-March 17, 2020: | Monday | Tuesday | Wednesday | Thursday | Friday |
|--------------------------|-------------|------------|-----------|------------|------------|
| | 8am-8:30pm, | 8am-8:30pm | 8am-4pm | 8am-8:30pm | 8am-8:30pm |
| March 18-Dec., 31, 2020: | 8am-12pm, | 8am-12pm | 8am-12pm | 8am-12pm | 8am-12pm |

Business Hours:

| Jan.1-March 17, 2020: | Monday | Tuesday | Wednesday | Thursday | Friday |
|--------------------------|-------------|------------|-----------|------------|------------|
| | 8am-8:30pm, | 8am-8:30pm | 8am-4pm | 8am-8:30pm | 8am-8:30pm |
| March 18-Dec., 31, 2020: | 8am-12pm, | 8am-12pm | 8am-12pm | 8am-12pm | 8am-12pm |

2020 Summary

The global pandemic put stresses on the social determinants of health that we have never seen before. Social isolation, halts in employment, food insecurity, grounding of mass transportation, closing of medical practices and much more. For Seniors these essential basic needs were not only deprived but were made more complicated by the fact the Covid virus was most lethal amongst their ranks.

The Ware Senior Center was put in the unique position to have to continue to provide the most basic needs of our Seniors while employing best practices in safety as provided by the CDC and the Department of Public Health. The Senior Center was closed on March 18th and all programs and activities came to a stop. All of the volunteers were sent home until we could determine what the next steps would be. From that day forward we have been operating on a skeleton crew of six paid staff and a rotating handful of volunteers with rarely more than six people in the building at a given time.

During this past year we have been able to increase our lunch distribution as a Grab and Go service and including deliveries for the first time. Increased our brown bag distribution, partnered with the Amherst Survival Center in a new food distribution program, collaborated with the Quaboag Hills Community Coalition to address financial instability and the Quaboag Valley Community Development Corporation to provide Seniors with shopping and prescription delivery services.

The year 2020 gave us many challenges and we have learned much about adapting to a new world and the staff and volunteers at the Ware Senior Center have been nothing but exceptional in taking on the tasks and overcoming the new obstacles. They have my thanks and respect.

I must also give reverence to those that we have lost over the past year. So many of our Seniors have passed on without having had a chance to say goodbye to their friends or family. This is the real tragedy of 2020 and we hope that this will be over soon.

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 |

Pre Covid shutdown on March 18th, seniors were encouraged to contact Maire-Brigid Bresnahan to schedule an appointment. Walk-ins were accommodated on a limited basis whenever possible. Maire was also available to make home visits to those seniors who are homebound and in need of services. After March 18th however all Social Services were limited to virtual, email and phone consultations and rare socially distanced meetings, with proper PPE, when signatures were needed.

Maire is a Certified SHINE (Serving Health Insurance Needs of Everyone) Counselor and can assist seniors with Medicaid/Medicare applications as well as answer questions about the Affordable Care Act as it pertains to seniors. Maire is CAC certified which allows her to have direct access to the Mass Health portal, which means she can process and track applications with much more efficiency and health insurance services are provided faster. She is a participating member of TRIAD, a program of law enforcement/first responders and seniors working together to provide support and protective services to the Ware seniors. Maire also represents the Ware Council on Aging on the Advisory Board for WestMass Elder Care in Holyoke.

The Ware Senior Center has also been a Regional Provider for SNAP Benefits. Which means that Maire can access the State's Department of Transitional Assistance database and enter SNAP applications

directly into 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 Brighid can review a simple application and determine if a voucher can be instantly provided in an emergency situation.

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

In 2020 Maire Brighid Bresnahan served two towns and provided the following services:

Social Services Coordinator Service Units by Category calendar year 2020

| Service Type | Duplicated | Unduplicated |
|----------------------|------------|--------------|
| Advisory Council | 34 | 4 |
| Are You OK? | 57 | 97 |
| Brown Bag | 57 | 34 |
| Community Service | 25 | 10 |
| Computer Assistance | 15 | 11 |
| Education | 10 | 2 |
| Family Support | 48 | 50 |
| Financial Assistance | 173 | 90 |
| Food stamps | 178 | 116 |
| Fun | - | - |
| Heating Oil | 193 | 88 |
| Housing | 63 | 40 |
| Health Insurance | 515 | 188 |
| Maria Hastings | 25 | 3 |
| Medical | 115 | 31 |
| Outreach | 15 | 4 |
| SHINE Trainings | 28 | 21 |
| Social Security | 186 | 81 |
| Transportation | 26 | 14 |
| TRIAD | 8 | 4 |
| Senior Center Event | - | - |
| Community | 25 | 10 |

| | | |
|----------------------------|-------------------|---------------------|
| Conferences | 10 | 3 |
| Email | 187 | 62 |
| Fax | 83 | 59 |
| Home Consultations | 15 | 4 |
| Office Consultations | 296 | 143 |
| Phone Consultations | 346 | 133 |
| | Duplicated | Unduplicated |
| Total Service Units | 2733 | 1302 |

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 135. Due to Covid Restrictions the number of volunteers was reduced dramatically from 15 to 6 in order to maintain proper social distancing but the Bags got stuffed just the same.

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 and served with help from volunteer Barbara Demers.

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 restriction 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.

In 2020, the center served a total of 9,921 meals to Ware seniors, for a monthly average of 826 meals.

In the first three months of the year we served 1,839 meals as our regular cafeteria style, congregate meals. After the conversion, we provided 8,082 meals as a Grab and Go service in the parking lot with 1,132 meals having been delivered.

Transportation Program

Prior to March 18th, 2020, Transportation remained a vital service that we offered Ware seniors. In 2020 we provided 341 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 2020 1,132 meals were delivered and an additional 831 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, 1,829 Seniors were able to continue to get local transportation while we were diverted.

We also continued to be the recipient of a \$7500.00 WestMass ElderCare Transportation Grant up until October 2020 when we were awarded an additional \$2500 for a total of \$10,000 which will help fund the van coordinator position for the next two years.

Drivers attend yearly training required by MARTAP and are CPR trained. The MARTAP trainings were held online. The van ran Monday through Friday 8am-1pm until March 18th. After that it was only for meal deliveries and other delivery events like Brown Bag and Amherst Survival Center. This year, the van was driven for all of 2020 by two volunteers, Craig Simmons and Nicholas Mastromatteo. The van coordinator was Marie Stacy who was responsible for all scheduling.

Normally Transportation is available for in- town doctor appointments, hairdressers, 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 committee members, John L. Zienowicz, Maire-Brigid Bresnahan, Nancy Talbot and Tracy Meehan, review each grant application for eligibility and forward the request to the Board of Selectmen for final approval. Grants are awarded up to \$300 and are available to those seniors who meet the income criteria. Seniors, their family members or friends may request the funds which are to be used for small needs such as air conditioners, bathroom tub bars, porch railings etc... Applications for 2020 are available by contacting the senior center. Both Maire and I are available to discuss eligibility requirements, and we look forward to answering your questions.

Activities (PRE COVID)

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

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

Computer classes had been brought back this year this year due by our volunteer instructor **Michael vitale** only to have the Covid crisis end the program after one session. However, the good news is someday we can start it up again and Seniors can begin to learn more about this means of communication which keeps them up to date with their families, especially the grandchildren! Classes will be open to beginners as well as to those on advanced levels who wished to increase their knowledge.

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

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

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

Going forward, we will also have monthly guest lectures by our town's Interim Deputy Fire Chief Jim Martinez on a multitude of fire safety related topics, always done with a sense of humor.

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

Each month the center holds a **Birthday party** for those celebrating their birthdays, and almost every month, there was a celebration of the appropriate holiday with raffles and prizes provided by the Friends of Ware Seniors Inc. Entertainment, dancing, and a delicious meal was provided for the enjoyment of all. Don't forget you can always go shopping in our **Thrift Store** Monday through Friday from 8:30-12pm, there are many bargains to be had. Our volunteers have done a fantastic job at changing the look of the store and how inventory is controlled and new items are coming in and going out much faster. Every month we produced a **newsletter** which contains news of upcoming events occurring at the center or within the surrounding areas. Newsletters may be picked up at the center or mailed out for a cost of \$5.00 per year to help cover postage. If you would like to receive a copy, please contact the senior center.

Other

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

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

Contributions/Donations

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

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

We must also thank Big Y markets for the donations of breads and pastries that we receive from them every day except Wednesday. In 2020, Big Y donations provided bread and pastry items to 321 Seniors.

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

Volunteers

The people that give of themselves on a daily basis to make the Senior Center the success that it is can never be thanked enough or given enough accolades. In 2020, 41 Ware Senior Center Volunteers gave 3652.5 hours of their time which was a cost equivalent of \$120,386.40. 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.

2021 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.

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

Respectfully submitted,



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

Finance Committee Fiscal Year 2021 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.

The budget for the fiscal year, which began on July 1, 2020, was passed by town residents at the June 22, 2020 Annual Town Meeting. In spite of COVID-19 a full quorum was attained on the first try. At the time the budget was passed there was a great deal of uncertainty regarding state funding and the economic environment in general, due to the impact of the pandemic. The Finance Committee did the best they could to meet with the Town Manager and several departments in order to review the budgets, but the usual process was hampered by a lack of face to face meetings.

The FY 2021 budget was passed in the amount of \$33,551,819.27, which represented an increase of 1.1% over the fiscal year 2020 Adopted Budget. The FY 2021 budget was balanced using \$250,000 from the free-cash account and \$20,000 from the Ambulance Reserve Fund. As of July 1, 2020 the Town general fund, which is the main operating budget, had free cash of \$1,844,771, the Water Enterprise fund had free cash of \$1,335,780 and the Sewer Enterprise fund had negative free cash of (\$12,583). "Free cash" represents the amount of cash that is available to balance the budget, fund capital projects, to pay for costs of an emergency nature that may arise after the annual budget is passed or to replenish stabilization funds. Free cash is the excess of revenues over expenses rolled forward from year to year. In addition, the town had reserves of \$709,000 in the stabilization fund and \$507,000 in the capital stabilization fund. These amounts are also available in the event of an emergency. The state recommends maintaining free cash 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. Currently, the reserves in the General fund and Water Enterprise budgets appear to be sufficient, however the negative free cash balance in the Sewer Fund is concerning.

At the end of FY 2020, the longtime chair of the Finance Committee decided to take a break and did not seek reappointment. Denis Ouimette served the town for at least fifteen years! His historical knowledge and expertise in town government is greatly missed. After he retired, the Finance Committee had three members and two vacancies.

On August 17th, the Town held a Special Town Meeting to approve an additional appropriation of \$418,000 for the demolition of 114 Main Street. The Finance Committee did not make a recommendation on the matter as there were too few members present at the Aug 12th meeting for a quorum. The article failed at the Special Town Meeting.

The Finance Committee met October 1st to review a transfer request from the Committee's reserve fund to make repairs for their HVAC system. No recommendation was made as there was no quorum of members available to meet. The members present advised the Senior Center to make the necessary repairs with funds currently available in their budget.

On Nov 30, 2020 the Town again planned a Special Town Meeting to consider additional appropriations and authorizations for borrowing. In summary the article sought approval to use \$1,131,500 of general fund free cash for the following items:

- transfers to stabilization and OPEB funds (\$408,500)
- demolition of 114 Main Street (\$425,000)
- trucks, police cruisers and equipment (\$216,000)
- Brookings Institute (\$2,000)

- wood and brush removal (\$80,000)

And to use \$228,886 from available general fund tax revenue for:

- the Quaboag Connector (\$10,000)
- prior year expenses (\$7,286)
- departmental transfers (\$211,600)
- financial accounting software from grant and available revenue (\$99,000)

And to use \$69,500 of Water Enterprise Fund free cash to purchase equipment for the Water Department.

The article also sought approval for borrowing \$1,064,000 for a new fire truck, a pay loader and dump truck. The Special Town meeting was subsequently canceled and rescheduled twice and has not yet been rescheduled.

On December 28, 2020 The Finance Committee met to consider a transfer request from the Senior Center for HVAC repairs, the articles for the Special Town Meeting and to reorganize. New committee member Ken Willette was also welcomed. The committee approved a transfer from it's reserve for \$8,728.91 for repairs to the HVAC and alarm systems. The committee also approved most of the articles for the Special Town meeting with the exception of the \$425,000 for the demolition of 114 Main Street and \$30,000 for brush removal on Robbins Road. These two items were tabled pending further information. Lynn Nenni was appointed chair by the committee.

The committee met January 8th, 2021 to review the two pending items from the December meeting, and voted to approve \$30,000 for brush removal, but again tabled the vote on building demolition costs pending information on whether and how much grant funding will be provided by the state. It was also noted that if all of the warrant items were approved as presented, the balances in the free cash and stabilization accounts will be as follows:

Free Cash- \$713,000

Stabilization - \$791,000

Capital Stabilization -\$589,000

Water Enterprise Free Cash- \$1,266,000

Sewer Enterprise Free Cash – (\$12,583)

The committee also noted the importance of maintaining a healthy reserve balance, given the cost of the water and sewer projects on the horizon, which will require borrowing and a new bond rating. As mentioned earlier, the state recommends maintaining free cash of 3%-5% of the operating budget as well as additional reserves to pay for unplanned events or to fund special projects.

The committee looks forward to working with the Town Manager and departments on the FY 2022 budget.

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

To the Citizens of Ware:

To date all apparatus is in working order and available for service. As mentioned in my last report, two Fire Engines and a command vehicle are on the plan for replacement in the near future. Engine 2, purchased in 1987 is 34 years old and currently runs in reserve status. Engine 1, manufactured in 1994 is 27 years old and currently runs as the second pumper and to mutual aid incidents. I am seeking support to replace Engine 2 this year. Engine 1 would be scheduled for replacement in 2023. Car 2 is a 2004 Chevy Tahoe. This vehicle is primarily used for Fire and EMS response, Inspections, and command use at major incidents. Currently it has 98,375 miles. Unfortunately showing signs of wear and tear, it has several areas of moderate body rust, electrical issues and error codes. Water leaks through several areas of the vehicle as well. Estimates on repair exceed vehicle value and therefore I am seeking support to replace the vehicle in 2021.

During the late fall of 2020 all apparatus Pumps, Hose, Ladders and Aerial tower underwent their annual testing. Yearly flow testing of all self-contained breathing apparatus (SCBA) and related equipment has been performed. Any required repairs or corrections are complete or in process. We were also fortunate to receive a donation of a new Thermal Imaging camera (TIC) from Curaleaf Massachusetts Inc. This unit replaced an older 20-year-old (TIC) that was due for replacement. Not only does this equipment allow Firefighters to locate persons trapped in fires, but provides a tool for increased safety and integrity for the firefighters during incidents.

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 quarantine or related time off. This is attributed only to the diligence of the staff's commitment to maintaining a safe clean environment and adherence to the COVID-19 protocols.

As of this publication, Current Staffing is down two full time Firefighter EMT's due to recent retirements. I hope to have the positions filled over the next few months once the new Firefighter civil service list is certified. Once hired, all 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 11 active members, and we anticipate the retirement of three long-time call members over the next few months. The Department will be seeking to interview and cultivate interested parties to supplement the call force in the near future.

In partnership with The Ware Police Department, we are currently in stages of consideration for 911 Regional Dispatch with Westcomm Regional Emergency Communications. Emergency dispatching has become a profession of its own and we feel this service and skill will better serve the community. We hope to have studies complete and a plan of transition later in 2021.

Although COVID-19 has hampered fire prevention programs and code enforcement, fire Loss remains low for the Town. Currently fire prevention programs are under development for remote access, most recently with Senior Fire Safety short video modules recorded for viewing on public access television. The Ware Fire Department once again has received its annual SAFE grant award to assist in administering the programs for school students and to our community seniors. A breakdown of response to fire incidents is listed below.

2020 Total Fire Responses: 355

| | | | |
|--------------------------------|-----|---------------------|--|
| Fire response, In District: | 172 | Fire Response-Other | 118 (not listed in or out of district) |
| Fire response Out of district: | 52 | Fire Mutual Aid | 13 |

Alarm Summary:

| | | | |
|-----------------|-----|-----------------|----|
| Still Alarm: | 255 | Box Alarm | 34 |
| Building Fires: | 8 | Chimney Fires: | 3 |
| Vehicle Fires: | 3 | Brush Fires: | 12 |
| Haz-Mat: | 21 | Carbon Monoxide | 19 |

Ware Fire Department Ambulance – Emergency Medical Services:

The Ware Fire Department Ambulance provides Basic and Advanced Life support to the Citizens of Ware and Hardwick, running three Class I Type I ambulances. In the wake of COVID-19 we were able to purchase (2) automated CPR machines that have been placed in service on the primary ambulances. This allows staff to administer prolonged high efficiency CPR to patients in cardiac arrest, allowing less contact during compressions, and increased efficiency of the EMS crews.

Through grant funding, we were also able to equip our primary ambulances with Active Threat personal protective equipment. This equipment, consisting of vest, helmet and eye protection provides ballistic protection for the duty EMS staff in the event they have to respond to an active shooter or assault related incident.

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 Reports:

| | | | |
|--------------------------------|----------------|----------------------------|-------|
| 2020 Ambulance billing report: | | 2020 Total Ambulance Runs: | 2,053 |
| Total billed | \$1,561,776.00 | Ware EMS Responses | 1,515 |
| Total received | \$577,024.00 | Hardwick EMS Responses | 222 |
| Advanced Life Support | 621 | ALS Intercept Responses | 230 |
| Basic Life Support | 697 | Mutual Aid Responses | 61 |
| Intercepts | 187 | Transfers | 25 |
| Inter-facility transports | 25 | | |

I would like to extend my sincere thanks to the Town of Ware Citizens for their continued support throughout 2020, which has been so challenging for all. Thank you to all the Department Heads who are always supportive and helpful. Finally, thank you to the extraordinary staff of Firefighters, EMTs, and Paramedics at Ware Fire Department. Although 2020 presented its unique pandemic challenges, this dedicated team continues meet those challenges every day.

Respectfully Submitted:

Christopher Gagnon

Acting Fire Chief, Ware Fire Department

Ware Historical Commission

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, grieved the loss of member Cynthia LaBombard. Our co-commissioner, Cynthia Boucier, did a portrait in oil that we hung in the ticket booth, one of our Cindi's favorite places.

Nenameseck Square Fountain:

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

Bells: participated in a presentation of the work proposed, and our treasurer, Kathy Galford, managed the donations as they arrived.

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 transportation.

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.

Stone Walls: attended online works and met with Rebekah Cornell, the Town Planner, to find and map the stone walls that line our roadsides.

The Town Hall:

Spent much time sorting over colors for the Great Hall and conferring with the painters, building inspector and town manager. Picked paint colors eventually on Zoom! Made many trips to see samples and sections painted.

Hired a company and executed a custom design for a sign for the Ware Town Hall. Had it made and installed.

Helped the Town Manager with the Projects Preservation Fund grant.

Evaluated and redid the stairs that lead to the stage area.

The Commission Responds:

Memorial Day observation / Schmidt Trust – Quabbin Memorial parade was virtual this year.

The Commission Advises:

Met with the Town Manager to discuss Town Hall restoration efforts and to check on the status of work per the grant. Met with a community member looking to help his church save some beautiful historic windows. Met with Shannon Walsh, our PVPC representative, to go over many issues. Met with the building inspector and the Ware Community Planner several times.

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

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

Long-term goals:

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

Information Technology

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, MA. 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 110 individual users and 140 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 8, 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:

- **GFI Languard**

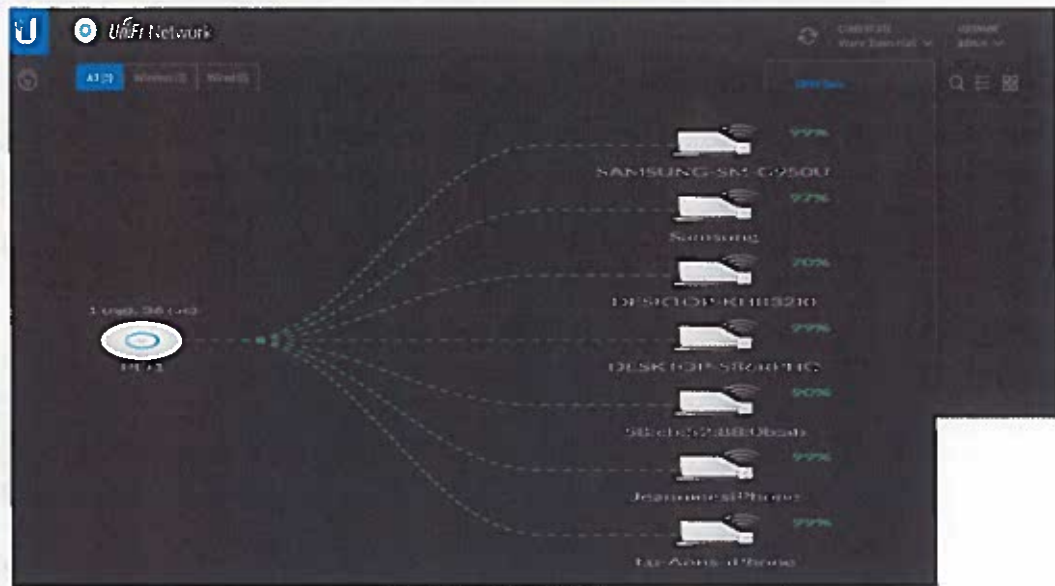
- This is an automated software delivery and updating system that scan each computer and determines which updates are needed, whether for security or functionality updates and performs this service after hours. By morning the systems are up to date and this removes the dependency on the user to "allow or deny" the upgrades. It also allows for multiple updates at once as opposed to each machine one at a time.

- **Remote Working**

- One of the most important projects this past year was to come up with a workable solution to allow for employees to work from home, if needed. This was particularly difficult due to the long lead times of laptop computers and the detailed setup required for each system specific to the user. We were able to accomplish this by utilizing 3 important features: Remote Desktop, Multi-Factor Authentication and Chromebooks.
- Remote Desktop allows any computer to connect with any other computer and use it as a "window" in to the connected system. This way each employee's desktop would be the same desktop that they have at work.
- MFA is required to ensure that the connections are secure from outside the network.
- Lastly, Chromebooks were a significant cost savings over a traditional laptop, as well as highly available. To date, the systems are still in use by selected employees and working well.

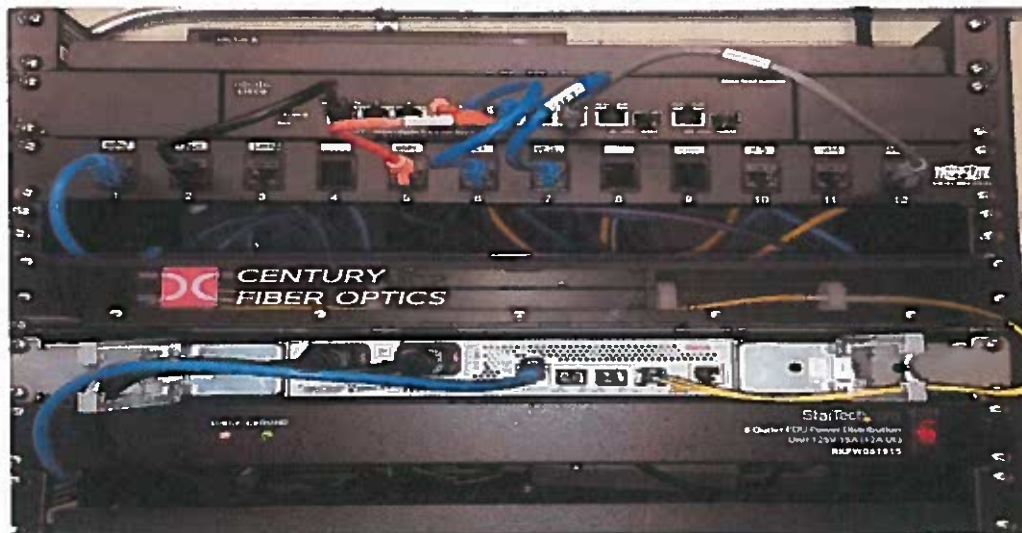
- **Firewalls and Cloud Management**
 - This past year was instrumental in updating our firewalls with enhanced security, GEO filtering and throughput performance. Several of the firewalls were updated to the newest version as well and implementing a redundant system for the Town Hall.
 - We will also have the ability to manage and configure each of our specific firewalls with one web-based interface. This allows us to better track firmware and security updates and implement them in a timely manner, all at the same time.
- **CyberSecurity**
 - We were fortunate to receive a grant from MASSIT (Mass Information Technology group). This consisted of quarterly online training assignments, followed by an assessment. The results were tracked for each department and user and also compared to the state-wide results. We were able to complete the modules and receive an above average compared to the rest of the state.
- **ATP with Office 365**
 - In conjunction with the above we also implemented Office 365 Advanced Threat Protection, which checks each incoming email for viruses, malware and trojans. This has proven very effective in reducing the amount of SPAM that we receive via email.
- **Desktop Antivirus**
 - We also have individual desktop antivirus solutions for each computer and server. All of the systems are monitored with a unified web based system for easy updating and tracking.
- **Site specific network management and upgrades**
 - **WWTP & Comcast fiber**
 - In an effort to supply high speed internet to the Waste Water Treatment plant, as required by the State, we upgrade the internet systems from a Verizon DSL modem to a fiber-based Comcast solution. Since Comcast did not have a “line” to the actual plant, we had to dig a trench for them to lay the fiber cable in. The speed of the connection has gone from less than 1 MB per second 30 MB per second.
 - **Fire Station**
 - A complete network upgrade, including switches and patch cables at the Fire Department. The existing systems had been in place since 2011, when the new station was built. Below you will see a picture of both before and after.
 - **Town Hall Switches**
 - We have updated the main network switches to handle higher throughput (needed) and also to replace our aging existing ones.
- **WIFI Remote Management**
 - We have several WIFI networks in place across town. Each unit has the ability to broadcast both a secure Wi-Fi (WAREWIFI) as well as a public, password protected Wi-Fi (WAREPUBLIC). The public Wi-Fi does not have access to any existing internal networks and only provides internet to those connected.

- We have the ability to monitor and configure any or all of the Wi-Fi units remotely via a web-based interface.
- This interface also allows us to “see” which devices are connected to which Wi-Fi units to monitor for any intrusions.

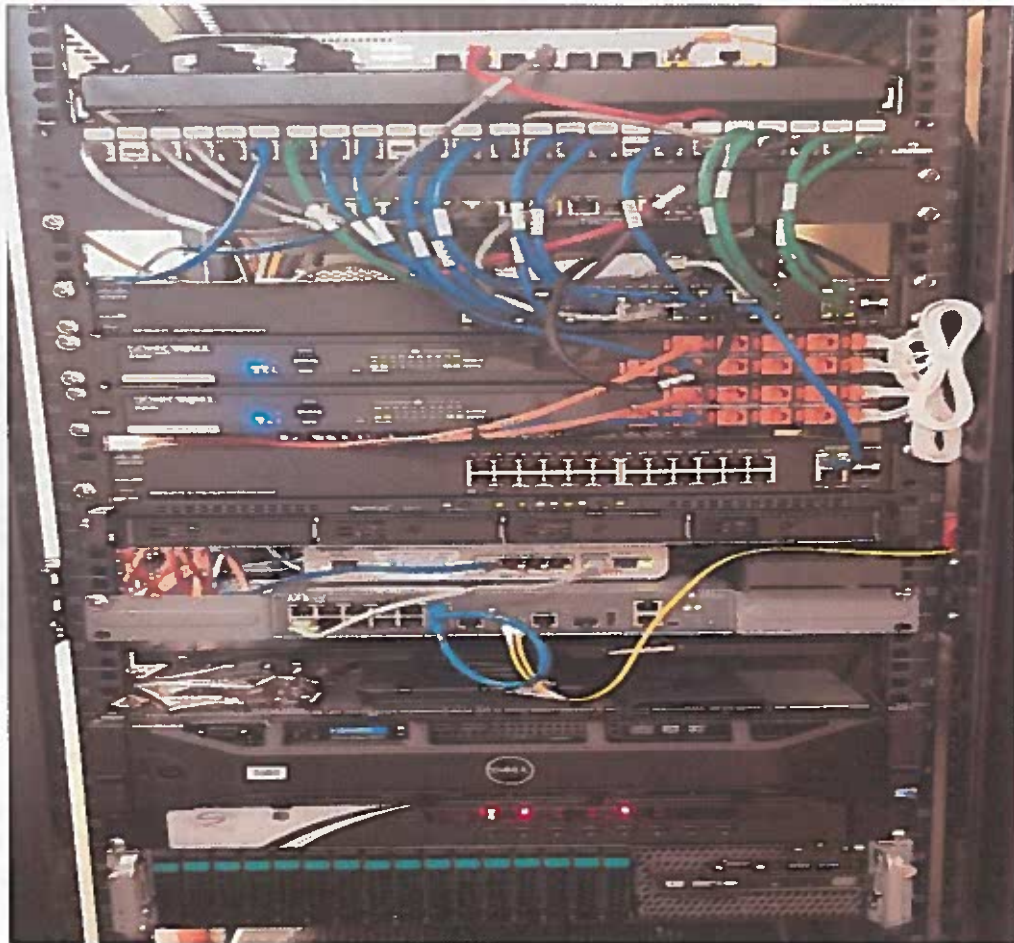


- **Office 365**

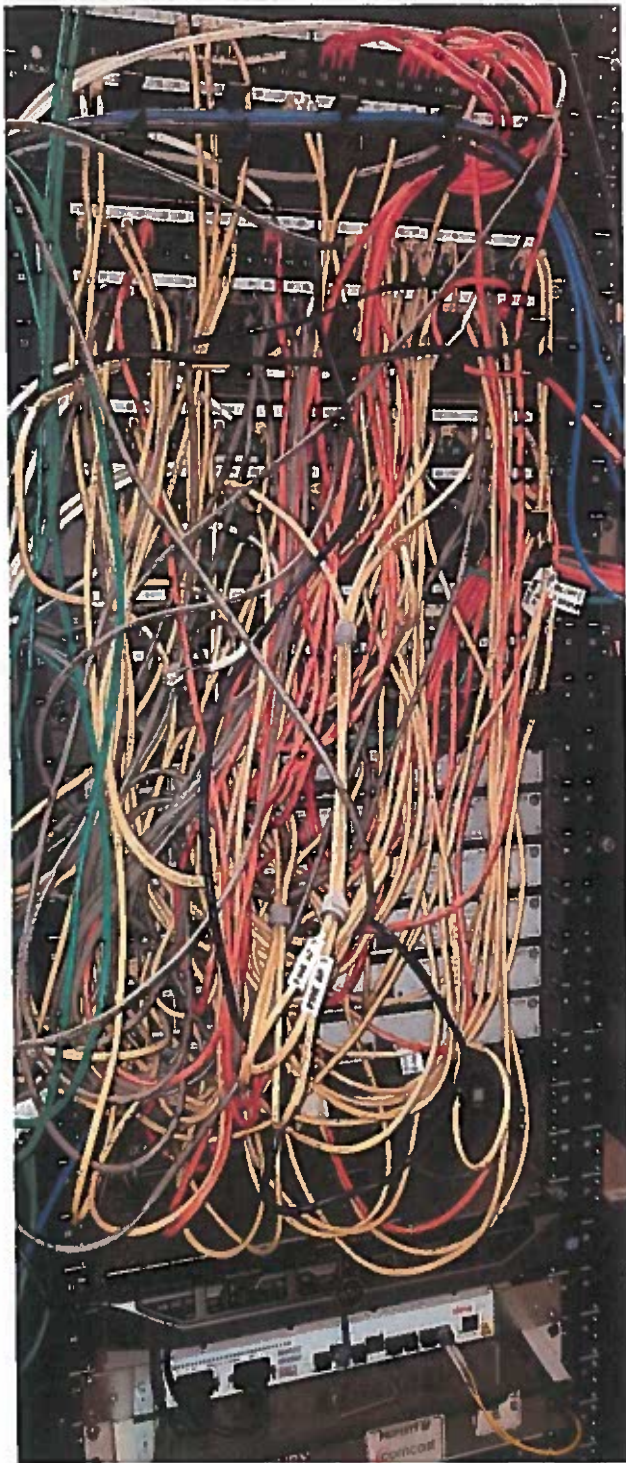
- Upgrade from specific versions of Office to 365
 - We began to convert over to Office 365 for all new computers and have begun to update existing computers as well. This allows us to always have the latest version of Office installed at any time. It also allows each user to install Office 365 onto 2 other machines concurrently (tablet, laptop, etc...)
- Litigation Hold
 - As always we have litigation Hold in place to archive ALL emails to and from Town of Ware employees per state mandates.
- **Waste Water Treatment Plant**



- **Town Hall Network**



○ Fire Station Network – OLD



Fire Station Network – NEW



The upcoming fiscal year's priorities will be to continue to monitor the security, firmware and software needs of the existing systems, a second round of cyber-security training and needed upgrades for some specific servers. These efforts will come in various forms, which include:

- With COVID-19 we were not able to get to the Town of Ware website redesign. We should be able to get this accomplished once we can have a forum of users and flush out specifics.
- This is the year that many firewalls will need to be updated due to end of life on specific units.
- We will be planning on upgrading the existing Police Station primary server with increases in storage and RAM.
- We will be updating a few of the older servers to the newest version of Microsoft Server 2016, to keep them in sequence with the rest of the servers.
- Last, but not least, we will be preparing for the eventuality of supplying COVID-19 vaccines to the community. This will require specific hardware and software, of which I am already specifying.

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 year-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 to 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. Over the past year we became one option to host open air events due to the Covid pandemic. Although challenging, most events worked out great. Sporting events still continue to be the biggest obstacle. Safety is and will always be our main priority but now Covid safety plans need to be submitted by each organizer of the respective event. During the worst of time guidelines changed sometimes daily and proved very hard to follow and understand. The park also started to host the local mobile food distribution. People are able to drive through and have a minimal person to person contact while receiving food. Things have changed so much over the past year for our facility due to the pandemic it is hard to remember all the changes. We all hope things get back to normal this summer.

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. Due to Covid restrictions the skating rink was not set up this year for health and safety reasons.

Reed Memorial Pool

The town pool was not open this summer due to pandemic. We felt we could not meet the guidelines to open safely for the public. The pool is planning to open if guidelines allow for upcoming season.

Beauregard Playground

The playground area was closed due to number restrictions from Covid. We could not monitor safely. As restriction lessen it will be open again.

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 Flair.

Nenameseck Square

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

Kubinski Field

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

Dog Park

This summer we opened up the new dog park. Work for the most part is completed and has seen great popularity by dog owners. A complete list of rules is posted at entrance.

The Parks 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 Parks 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 - Parks Commissioner
Kimberly Swarts, Parks Commissioner
John Carroll, Parks Commissioner
John Piechota, Parks Manager

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT ANNUAL REPORT 2020

The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District. In the 2020 state elections, incumbents David Droz (Palmer), Francesco Dell'Olio (Belchertown), David Kirk (Warren) and Jeffrey Nelson (Oakham) were re-elected. Martin Goulet (New Braintree) was appointed in September, 2020. Kathleen Barrett (Monson) resigned, leaving a still unfilled vacancy for Monson. Members remaining on the Committee are Julie Quink (Hardwick), Michael Cavanaugh (Palmer), Lorraine Alves (Belchertown), William Johnson (Granby), and Marie Barbara Ray (Ware). At the Reorganization Meeting, David Droz (Palmer) stepped down as Chairman, Julie Quink (Hardwick) was elected as Chairperson and Michael Cavanaugh (Palmer) was re-elected Vice-Chairman. Lorraine F. Alves (Belchertown) was re-elected Secretary. The new Student Member of the Committee chosen by the students is Lauren Tracy (Palmer).

Although the format of this report is identical to previous years, the school committee is mindful that the latter half of 2020 was unlike any period in the school's history. Following the closure of schools in mid-March by Governor Baker due to the Corona Virus outbreak, Pathfinder adhered strictly to all guidelines and protocols prescribed by the Department of Elementary & Secondary Education (DESE), the Center for Disease Control (CDC) and the local Board of Health. The school committee ultimately approved a hybrid model of instruction as well as a comprehensive Reopening Plan in the fall which may be found on the school's website: www.pathfindertech.org.

CURRICULUM

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

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

In addition to honors level courses in all core academic content areas at all grade levels, Pathfinder also offered Advanced Placement coursework in Calculus, Statistics, English Language and Composition, US History, Government and Politics, and English Literature and Composition. In May 2020, 64 students sat for 79 exams. For the 2019-2020 school year, additional Advanced Placement courses were added in Psychology, Government and Politics, and Environmental Science. For the current school year of 2020-2021 Pathfinder has also added AP offerings in Biology, and Computer science. Efforts to increase the higher-level offerings for students are ongoing. In addition to adding several Advanced Placement offerings, a popular new Studio Art program was created. This program is an elective offering that is available to students in all four grades. An experienced art teacher was hired to develop and offer the program in a classroom that was remodeled to serve as an art studio. *The Project Lead the Way* Biomedical Science track has been added to the science offerings, and the roll out of this program will take place over the next few school years.

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

SELECTED MUNICIPAL AND COMMUNITY PROJECTS:

During 2020, Pathfinder's technical programs received 449 requests for work to be performed.

Advanced Manufacturing

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

Automotive Technology

- Performed work on 211 vehicles, resulting in a savings of over \$61,000 for members of the community when compared to average industry rates.

Carpentry

- Crafted a variety of items for local non-profit organizations for fund raising events.
- Continued construction of a 20'X35' cabin at Bondsville's Camp Stanica.
- Constructed Pathfinder's Plumbing Program's outdoor underground demonstration area.
- Constructed a shelter at Dufresne Dog Park in Granby.
- Constructed a two car garage for a community member in Monson.
- Renovated and installed new security door for Palmer Fire Department.

Collision Repair

- Repainted a 2015 Ford Explorer for the Town of Belchertown

Culinary Arts and Hospitality Management

- Hosted a Community Justice lunch/banquet at the request of the Palmer Police Department.
- Pathfinder's Culinary Arts Bake Shop filled numerous orders for assorted baked goods for members of the community.

Electrical

- Completed numerous projects in and for Pathfinder's building.
- Performed electrical upgrades at Pulaski Park in Three Rivers.

- Wired a two car garage for a customer in Monson.

Horticulture

- Held annual poinsettia and wreath sale.
- Performed grounds maintenance and tree work on Pathfinder's campus.

Heating, Ventilation, Air Conditioning & Refrigeration

- Completed numerous projects at Pathfinder, including preparing for reopening of school in September with COVID-19 precautions.

COOPERATIVE EDUCATION PROGRAM

A total of 112 students have participated in the Cooperative Education and WIOA Programs during the 2019/2020 school year. Both programs were suspended from March 2020 thru July 2020 due to COVID-19. Currently a total of 34 students are participating in either or both the Cooperative Ed Program and WIOA. Since July 2020, parents and employers are required to sign a COVID-19 permission slip stating that employers agree to meet or exceed the most current Commonwealth of Massachusetts COVID-19 guidelines for employee safety in regard to students participating in either the Co-Op or WIOA program. If the employer cannot meet the Commonwealth of Massachusetts' COVID-19 guidelines, the Co-Op student is required to return to school.

The Cooperative Education program provides opportunities for paid, career-related jobs in lieu of students' attending their career and technical courses. This real work environment allows students to enhance their technical skills, develop interpersonal skills, and experience valuable lessons in maintaining a balance of both their personal lives, school, and jobs. The Cooperative Education Program is an experience that is rewarded to those students who demonstrate positive attitudes, good attendance, and better than average grades in their technical and academic classes. Partnerships with area businesses, coupled with strong program advisory committees, are a driving resource in placing students in cooperative education employment positions. Pathfinder remains committed to providing students with this valuable opportunity despite the challenges of 2020. The employment of co-op students often leads to full-time employment after graduation and is a valuable resume builder.

In addition to the Cooperative Education Program, Pathfinder is an In-School WIOA Title I Youth Vendor. As a result of this grant award, Pathfinder coordinates and oversees both subsidized and unsubsidized employment opportunities for eligible students during the summer months and throughout the school year. Normally Pathfinder would work to place WIOA participants in employment positions with partners such as the Palmer Library, Silver Bell Farm, and Monson Savings Bank to name a few. However due to COVID-19 restrictions and the challenges of placing students with employers, Pathfinder's WIOA School Year Recruiter and Counselor, Cheryl Sawicki has worked tirelessly to ensure that WIOA eligible students participated over the summer months with positions in the area and on-line learning. Beyond this, Cheryl created a portfolio project for the students so they would be able to participate in the program remotely during the school year. This project has been approved by MassHire of Hampden County and will enhance the workplace readiness skills of the students.

STUDENT BODY AND STUDENT SERVICES

Pathfinder Tech's total enrollment was 611 as of October 1, 2020, including the following numbers from member towns: Belchertown 82; Granby 20; Hardwick 24; Monson 72; New Braintree 7; Oakham 10; Palmer 188; Ware 109; and Warren 38. The remaining students were residents of out-of-district communities, the largest number of students coming from West Brookfield (17) and Ludlow (13).

The Guidance Office—which also serves as the Admissions Office—received applications in excess of the 9th grade openings. Transfer opportunities into 10th grade were also limited and a total of 13 new sophomores were admitted to the school.

Due to COVID-19, Pathfinder Tech was unable to host our usual large fall admissions events and outreach activities, but the Guidance Director was in contact with the middle school counselors from each of the in-district communities to ensure that students had access to the most up-to-date information using digital platforms. An exciting and energetic new video was created by a talented Pathfinder Tech junior and provided a glimpse at what Pathfinder Tech students had been up to this fall. The video received praise and created quite a stir on social media! The Guidance Director worked to update Pathfinder Tech's outreach materials to ensure that all correspondence, whether it be in print or electronic format, was fresh, modern, and visually appealing. By December 1, 2020 more than 100 applications had already been submitted.

In 2020 The Pathfinder Chapter of the National Technical Honor Society recognized the largest group yet of deserving members, with a total of 53 students meeting the qualifications. The group consisted of 19 returning seniors, three new seniors and 31 new juniors; to qualify, students must have a cumulative GPA of 3.5 or above and exhibit the qualities of skill, honesty, service, responsibility, scholarship, citizenship, and leadership.

Despite the damper COVID-19 put on the traditional graduation season, Pathfinder Tech proudly held a hugely successful modified graduation on June 5, 2020—the original graduation date set for the Class of 2020! The graduating class of 154 students received diplomas and technical certificates at commencement exercises that spanned the course of an entire day outside on our beautiful campus grounds. Students graduated in waves of small groups and were each able to walk across the stage, dressed in their caps and gowns, with immediate family members cheering them on. Personalized lawn signs were displayed in front of the graduation stage to replicate the Class of 2020 being together as one.

Once again, state and local organizations and businesses, post-secondary institutions, as well as private individuals, continued to recognize the ability and potential of Pathfinder Tech graduates in the form of generous donations. At graduation, more than 50 scholarship awards were presented, totaling over \$15,000, not including the numerous scholarships, grants, and awards that individual colleges and universities awarded to our graduates. In addition, 36 graduating Pathfinder seniors received the John & Abigail Adams Scholarship which qualified them to receive free tuition for up to four years at any Massachusetts state institution of higher learning. The school committee, administration-- and particularly the graduates-- are grateful for this support and are especially proud of the number of awards that have been made to honor the memory of former Pathfinder Tech students and staff members.

The staff in the Pathfinder Tech Guidance Department continued to work with students to be college and career ready, but also increased their efforts to support the emotional needs of students remotely when the school building was closed in March. As the Guidance Department is also responsible for overseeing 504 Accommodation Plans, the school counselors work to oversee the plans for the 45+ students served by 504 plans—which involves setting up meetings with teachers, students, and families to update plans and to ensure that the appropriate accommodations are in place.

The Student Services Department is responsible for overseeing Special Education services as well as Social Emotional Learning/Mental Health services. This year the Department has ensured the delivery of services for 168 students on Individualized Education Plans (IEPs). The Department has offered a range of assessment, educational, and counseling services designed to meet the diverse needs of our students. Staff work cooperatively with students, their families, academic and vocational teachers, and service providers in order to assist each student in reaching his/her educational and transitional goals. The

Special Education Department provides a continuum of services with instruction taking place in both inclusion settings and in special education classrooms.

The Department continues to offer literacy instruction for qualifying students. Staff utilize assistive technology, including text- to- speech, speech- to text (voice dictation), and word prediction that assists students in reaching their academic potential. In addition to its investment in assistive technology, the Department also utilizes *Bookshare*, which is an organization that provides books in digital format for individuals with visual and learning disabilities. The Department has also continued to develop partnerships with outside agencies, including the Massachusetts Rehabilitation Commission (MRC) and the Department of Developmental Services (DDS) in order to assist students in their transition to post-secondary life. The Department is also working on improving its transition planning services by identifying - and when necessary developing - transition planning assessments to identify unique student needs as they move beyond Pathfinder.

After the COVID-19-related school closures in March of 2020, the Department worked to develop innovative ways in which to deliver services to students served by IEPs. Some students thrived in this new remote learning environment while others encountered new challenges they had not faced when the school building was open and learning was face-to-face. The Department worked to reduce these challenges by working collaboratively with other departments to ensure access to technology for all students.

Given the consequences the COVID-19 pandemic has wrought on the mental health and well-being of many, the Social Emotional Learning team has been busier than usual attempting to research interventions that might support staff and students alike. Student Services arranged for all school staff to attend several important Professional Development opportunities in the early fall. All staff attended *Trauma and the Brain* and a Social Emotional Learning 101 session; the feedback for both sessions was resoundingly positive and provided teachers with more opportunities to understand their students and themselves as well as how all have been impacted by the pandemic. The Social Emotional Learning Team is also involved in the Social Emotional Learning/Mental Health Academy through the Department of Elementary & Secondary Education. This connection provides the team and its leader with professional development and a great deal of technical assistance as they create their short-term and long-term plans.

In addition to these activities and initiatives, the Administrative Team--- through the leadership of the Director of Student Services-- was able to facilitate all 9th and 10th graders' participation in DBT: STEPS-A, which is an evidence-based approach to helping teens skillfully manage difficult emotions, cope with stress, improve interpersonal effectiveness, and make better decisions. This is always important and more so now than ever.

Finally, in response to the overdue nationwide focus on racial justice and inclusion, the Pathfinder Equity Council was formed to assess where Pathfinder is in that regard and what improvements can be made to make the school a welcoming place for all. The Equity Council is a group of interdisciplinary staff members who will be engaging in a book study in addition to obtaining baseline data from the school community with the intention of improving policies and practices to ensure that Pathfinder is engaging in anti-racist efforts.

STUDENT ACTIVITIES BY MONTH

In January, 40 students from Automotive Technology, Business Technology, Culinary Arts and Hospitality attended the DECA District 7 Conference at the DCU Center in Worcester. Three Culinary Arts Seniors placed in events: 3rd place Quick Service Restaurant Management, top 5 place in Quick Service Restaurant Management, top-five medal in Restaurant and Food Service Management. Great

Clips from Ludlow donated \$1,000.00 to the Cosmetology program. The Senior team of Automotive Technology placed 2nd in the Massachusetts Dealer Association State Finals. The Junior team qualified to compete next year. The Quaboag Valley Zonta Club awarded the Girl's Rocket Award to senior Jacqueline Garvin (Business Technology). The CAD Robotics Team 785B was a semifinalist at a competition at North Andover High School.

In February, Team 785E was a semifinalist at a competition at the University of Rhode Island. The CAD Robotics Teams 785B, 785E, & 785Z qualified for the regional championships before the COVID-19 outbreak stopped competitions.

In March, Business Technology students attended the Massachusetts Business Professionals of America State Leadership Conference. Four students earned the opportunity to compete at the BPA National State Leadership Conference in Washington D.C. All HVAC/R sophomores passed their Section 608 Certification exam at the Universal Level. The Annual Dodgeball Competition sponsored by the Travel Club was held on March 12, 2020. Teams consisted of students, faculty and combinations of both members. The win went to team "Carpentry", an all student team. One of the student teams formed for the Stock Market Challenge led in 1st place out of 1,744 teams. One hundred twenty students with representation from all technical programs attended the *SkillsUSA* District 5 Competition returning with the following medals: 6 Gold, 5 Silver and 9 bronze, plus 3 State Officer bids. Gold medals went to – the Automated Manufacturing Team, Carpentry, and the Mechatronics Team. March 13, 2020, became our last face-to-face in-school day due to the pandemic shut down from COVID-19. The district quickly transitioned into remote learning. Members of the staff baked 500 cookies for the Palmer Town lunches which were distributed as part of the grab and go lunch program during the COVID-19 pandemic.

In April, to highlight student achievement, Awards Ceremonies and Shows took place virtually: 1st Art Show, Senior Spotlight, and Student Awards.

In May, Programming and Web placed 2nd in the Mass STEM challenge held online for a successful recycling project. A Teen Processing Group began as a weekly online program. Faculty delivered Senior graduation materials and awards, to each of the graduating students' homes.

In June, faculty and staff delivered Senior lawn signs to homes of the graduation seniors. National Technical Honor Society Inductees were virtually celebrated on our website. Scholarships were featured in a Slide Show.

At the beginning of the summer in June, Seniors and their families partook in an on-campus graduation which ran quite differently than any other year, and Freshman Orientation was held for incoming students.

In September/October, student elections took place filling the offices of President, Vice-President, Secretary, Treasurer, Historian and Student Representative for each class. John and Abigail Adams Scholarships were awarded to 35 seniors. Spirit Days (sponsored by the Class of '21) included a PJ day, yee-haw day, and Halloween costume day.

In November, Business Technology Juniors and Seniors participated in a virtual Stock Market Challenge held by Junior Achievement of Western Massachusetts. One team was awarded 3rd place. Mass DOT's 2020 Safe Streets Smart Trips High School Video Contest winner went to Pathfinder Junior, Michael Gilbert. The Student Council Food Drive benefited Valley Human Services in Ware. The Class of '21 held a fundraiser Hat Day. And once again, in December the Class of '21 held a fundraising spirit week that included an ugly sweater day, concert t-shirt day, and a yee-haw day.

ATHLETICS

Softball, Baseball, and Lacrosse were cancelled in 2020 due to COVID-19.

The 2020 Pathfinder Football team did not have any games during the fall due to COVID-19. The team was able to practice, but could only work on conditioning.

A reduced season has been tentatively slated to start on March 1, 2021. Kevin North, who was a volunteer last season, has replaced Phil Gallo as JV Football Coach. 13 Freshmen joined the team of about 30 players.

The Girls' and Boys' Soccer teams both earned one win in a shortened season (due to COVID-19).

The teams played out of division and were grouped in a regional cluster playing the likes of Palmer, Monson, Ware, Belchertown, Granby, and Amherst.

Boys' and Girls' Basketball have been approved for the Winter 2021 season. Teams will also be playing out of division in a regional cluster including Palmer, Monson, Ware, and Hampden Charter While the major consideration for re-alignment of games in both soccer and basketball was distance and transportation costs, the end result for Pathfinder has been a significant increase in the level of competition.

Wrestling has been pushed back to March 1, 2021 due to COVID-19.

GRANTS, DONATIONS AND CONTRACTS

| Program Name | Amount | Application |
|--|------------------------------------|---|
| Federal Grant SPED Grant #240 | FY 20 \$240,291 FY 21 \$242,514 | Instructional and Support Staff, Contractual Services, Supplies, Transition Services and Travel for Supporting Students with Disabilities |
| Federal Grant Teacher Quality Title IIA Grant #140 | FY 20 \$23,014 FY 21 \$19,909 | Contractual Services, Supplies, and PD for Improving Basic Programs Operated by Pathfinder |
| Federal Grant Title I #305 | FY 20 \$141,183 FY 21 \$139,382 | Instructional and Support Staff Salaries, Summer Bridge Program, Data Team, Professional Development, Social Emotional Learning Team Stipends, Services for Homeless Students |
| Federal Grant Title IV #309 | FY 20 \$10,000 FY 21 \$10,293 | Textbooks, Related Software/Media/ Materials |
| Gene Haas Foundation Secondary School Grant | FY 21 \$10,000 | Skills USA, Advanced Manufacturing Regional and State Competition. |

| | | |
|---|-------------------------------|--|
| Federal Grant Perkins #400 | FY20 \$97,131 | Plumbing Instructor Salary; High Quality Professional Development |
| | FY 210 \$95,148 | |
| Federal Grant Perkins #400 Health Grant | FY20 \$97,131 | Supplies to support school nurse and PD |
| | FY 210 \$95,148 | |
| | \$3,000 per year through 2029 | |
| Federal Grant WIOA | FY 20 \$41,606 | Student and Support Staff Salaries for In-School Youth Employment Opportunities, Travel and Fringe Expenses |
| | FY 21 \$44,636 | |
| Commonwealth of Massachusetts Safer Schools and Communities Grant | FY 20 \$8,696 | Funds from the Safer Schools and Communities Initiative to upgrade 13 Exterior Door Locks. Additionally, funds to purchase Security and Identification Cut Out Numbers, and 12 security locks for overhead doors. |
| Massachusetts Skills Capital Grant | Round 1 FY 20 \$225,000 | Funds to continue to create quality pathways in high-skilled, high-demand industry sectors, and to enhance course offerings for students interested in a Biomedical Science and Engineering Pathway. |
| Massachusetts Skills Capital Grant Round 2 | FY 20 Round 2 \$322,161 | Continue the capacity building of the Biomedical and Science Pathway Initiative award stated above. The funds from this award will be utilized for Health Assisting and Science Lab upgrades along with the Prototyping and Fabrication Lab. |
| Corona Virus Relief Fund | \$134,775 | \$225 per pupil based on FY 21 foundation enrollment for necessary expenditures incurred due to the public health emergency with respect to COVID-19 |
| CARES Act Elementary and Secondary Schools Emergency Relief (ESSER) Funds | \$116,254 | Funds were used to acquire education technology to facilitate remote learning. |
| SWIG (School Water Improvement Grant) | \$3,000 | Funds awarded for the procurement and installation of 1 water bottle filling station |

| | | |
|--|------------------|--|
| Summer and Vacation Learning Program Grant | \$10,000 | Funds to support a planned tutoring program during February and April Vacation in 2021 to provide an opportunity for students to maximize their attainment of at least a proficient rating on either English or Math MCAS. |
| Osterman Family Foundation Funds | \$1,140 | Funds to support career development and education activities-focus on PPE for Health Assisting Program for COVID-19 protection. |
| TOTAL FY 21 GRANTS | \$820,051 | |

SPECIAL PROGRAMS

The Summer Youth Enrichment Program was not offered due to COVID-19.

Pathfinder did, however, continue to offer an online Academic Summer School program designed to enable students to recover credit needed for promotion or graduation through a four-week, 40-hour course of study. The calendar ran from the last week in June until the final week of July. Additionally, Pathfinder offered in-district students a Vocational Related Summer School credit recovery option that spanned five days and a total of 20 hours.

All of the courses ran virtually this year due to COVID-19 restrictions, including the vocational related courses. Typically, students have the option to come into the building for summer school, but this year in order to limit exposure, it was 100% online.

In total, 62 students from 8 districts completed course work in 86 courses.

FACULTY AND STAFF

Currently the Pathfinder staff consists of 42 vocational teachers, 21.5 academic teachers, 2 teaching assistants, 6.5 special education teachers, 3 counselors, a part-time psychologist, a library-media specialist, a behavioral specialist, a school nurse and 8 paraprofessionals. The school is managed by the superintendent and a group of 8 professional administrators as well as a full-time grants/cooperative education coordinator. Other staff includes 6 custodians, 10 support staff, 2 cafeteria workers and 1 part-time treasurer.

In June, the school said farewell to retirees Mark Thompson and Michael Carr (Social Studies), and Gerard Costello (Electrical). Jackie Grimshaw (Café worker) retired the end of December.

Individuals new to Pathfinder included: Daniel Gifford (Social Studies) and Mandi Burns (Para)

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

BUDGET AND FINANCE (Pre-COVID Budgets)

Prior to the negative financial impact of the COVID Epidemic in March of 2020, the school committee adopted a final FY21 budget of \$14,642,301 representing a 1.18% Increase over the previous year. The 1.18% Increase in FY21 also included the fifth and final year of payments on the Total Roof Replacement

Project. Subsequently, the majority of Pathfinder's member communities voted approval on their assessments during their 2020 town meetings, thereby approving the FY21 budget pursuant to the regional school budget statute. Please note Pathfinder's preliminary budget increases / decreases over the last 5 Years:

| <i>Budgetary Year</i> | <i>Pre-COVID % Increase</i> |
|-----------------------|-----------------------------|
| FY21 | 1.18 % |
| FY20 | 2.23 % |
| FY19 | 1.97 % |
| FY18 | 0.00 % |
| FY17 | 3.92 % |

BUDGET AND FINANCE (Budget Adjustments due to the COVID Epidemic):

As the negative financial impact of the COVID pandemic worsened during the spring and early summer of 2020, Pathfinder made some decisive budgetary reductions to the FY20 and FY21 budgets.

Explanations of the budgetary reductions are as follows:

- **FY20 Budget:** Upon the COVID closure of the district on Friday, March 13, 2020; Pathfinder froze all FY20 spending in anticipation of possible state or local budget shortfalls. Only essential overhead expenses were paid such as utilities, salaries and required contracts. In May of 2020, two priorities arose in regard to the FY20 budget. First, It became clear that the District's Excess and Deficiency Fund needed to be maximized to support the upcoming years' budgets (FY21 Budget and the FY22 Budget) as state and local aid shortfalls were materializing. Secondly, the district committed to returning unspent funds to member communities in an effort to assist them in a time of crisis. At the June 10, 2020 school committee meeting it was voted and approved to return \$100,000.00 of unspent FY20 funds back to the member communities. Each town's share of the \$100,000.00 refund was apportioned based on the regional agreement.
- **FY21 Budget:** After closing the FY20 budget as described in the previous paragraph, Pathfinder then focused on the reductions needed to the FY21 budget due to Chapter 70 (State Aid) anticipated shortfalls. In early September of 2020, state revenue forecasts began to indicate that Chapter 70 (State Aid) would be level funded from the previous year. Essentially, this meant that Pathfinder needed to reduce its FY21 budget by \$174,986.00 to ensure that member community assessments would not increase. At the September 16, 2020 school committee meeting, committee meeting, members unanimously voted to make the aforementioned budgetary reduction to ensure that member community assessments would not increase.

With the changes as described above, Pathfinder's amended budget Increases / decreases over the last 5 years have been as follows:

| <i>Budgetary Year</i> | <i>% Increase</i> |
|-----------------------|-------------------|
| FY21 | -1.22 % |
| FY20 | 1.52 % |
| FY19 | 1.97 % |
| FY18 | 0.00 % |
| FY17 | 3.92 % |

Further 2020 Budgetary Information:

Included in Pathfinder's FY21 approved budget assessment calculation, the Regional School Transportation Reimbursement Rate was estimated conservatively at 70 % based on DESE's recommendations at that time. For FY20, the final Regional School Transportation Reimbursement Rate was 83.9 % for acceptable charges. Any additional funds received were placed in the District's approved Surplus Transportation Aid Account and must be used in the following fiscal year to reduce the District's transportation budget pursuant to Massachusetts General Law.

In the past, Pathfinder has generated substantial annual revenue from the enrollment of non-resident tuition students after all eligible in-district applicants have been accepted. These revenues are used to subsidize the annual operating budgets and reduce District assessments. While the out- of -district tuition revenue has been stable for the last 4 years, we do anticipate a reduction of revenue in FY21 due to out of district tuition enrollment reductions. An FY21 estimate of revenue along with the actual revenue for the last four years is as follows:

| <i>Out of District Tuition Year</i> | <i>Out of District Annual Tuition Revenue</i> |
|-------------------------------------|---|
| FY21 | \$382,000 (Estimated) |
| FY20 | \$580,727 (Actual) |
| FY19 | \$579,176 (Actual) |
| FY18 | \$566,234 (Actual) |
| FY17 | \$561,359 (Actual) |

As stated above, Pathfinder's Chapter 70 Aid has remained unchanged for FY21 as the state level funded Chapter 70 Aid due to revenue shortfalls in regard to the COVID pandemic. It is Pathfinder's hope that in the upcoming FY22 budget year and beyond, the Commonwealth of Massachusetts will make progress on funding the Student Opportunity Act which promised to update the Chapter 70 formula in regard to funding disparities in districts with higher percentages of low-income students or English Language learners.

While the end of the FY20 fiscal year and beginning of the FY21 fiscal year have been challenging, it is Pathfinder's hope that there is light around the corner. With optimism that the current COVID vaccine is successfully administered and that infections begin to decrease, Pathfinder is steadfastly committed to prudent budgetary practices in an effort to provide a leading edge technical education in the most fiscally responsible manner.

The following chart illustrates the FY21 assessments (voted in September of 2020) to each member community:

| ASSESSMENT CALCULATION FY2021: | | | | | RETIREE | | ROOF PROJECT | | | |
|--------------------------------|--------------|---------|--------------|---------------|------------|------------|--------------|------------|--------------|--|
| TOWNS | MINIMUM | BUDGET | ADDITIONAL | | TRANS- | HEALTH | CAPITAL | CAPITAL | TOTAL | |
| | CONT. | RATIO | CONT. | 3 YR CAP PLAN | PORTATION | INSURANCE | RATIO | ASSESSMENT | ASSESSMENT | |
| Belchertown | \$ 801,262 | 14.81% | \$ 164,932 | \$ 14,972 | \$ 37,308 | \$ 47,060 | 27.22% | \$ 35,771 | \$ 1,101,305 | |
| Granby | \$ 202,292 | 3.00% | \$ 33,379 | \$ 4,728 | \$ 7,550 | \$ 9,524 | 8.60% | \$ 11,295 | \$ 268,769 | |
| Hardwick | \$ 179,738 | 4.06% | \$ 45,160 | \$ 2,355 | \$ 10,215 | \$ 12,886 | 4.28% | \$ 5,626 | \$ 255,979 | |
| Monson | \$ 821,497 | 13.58% | \$ 151,187 | \$ 6,645 | \$ 34,199 | \$ 43,139 | 12.08% | \$ 15,875 | \$ 1,072,542 | |
| New Braintree | \$ 45,002 | 0.71% | \$ 7,854 | \$ 931 | \$ 1,777 | \$ 2,241 | 1.69% | \$ 2,224 | \$ 60,028 | |
| Oakham | \$ 124,228 | 2.12% | \$ 23,562 | \$ 1,720 | \$ 5,330 | \$ 6,723 | 3.13% | \$ 4,109 | \$ 165,671 | |
| Palmer | \$ 1,318,353 | 30.34% | \$ 337,717 | \$ 10,066 | \$ 76,393 | \$ 96,362 | 18.30% | \$ 24,048 | \$ 1,862,938 | |
| Ware | \$ 833,476 | 23.63% | \$ 263,105 | \$ 8,999 | \$ 59,515 | \$ 75,072 | 16.36% | \$ 21,501 | \$ 1,261,669 | |
| Warren | \$ 279,559 | 7.76% | \$ 86,393 | \$ 4,586 | \$ 19,542 | \$ 24,651 | 8.34% | \$ 10,957 | \$ 425,687 | |
| TOTALS: | \$ 4,605,407 | 100.00% | \$ 1,113,288 | \$ 55,000 | \$ 251,830 | \$ 317,657 | 100.00% | \$ 131,405 | \$ 6,474,587 | |

CONCLUDING STATEMENT

As Pathfinder enters its 48th year offering quality career and technical education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. They have made substantial contributions to the economic health of our District. The committee recognizes that, in this era of accountability and high expectations, many changes need to be made. The increased emphasis on academic skills needs to be maintained without diminishing the quality of students' technical studies.

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

The committee is mindful of the prediction that FY21 fiscal picture will undoubtedly present another challenge. However—as always-- the goal will be to preserve the quality of education that the students deserve.

Respectfully submitted,

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

Gerald L. Paist, Superintendent-Director

PLANNING & COMMUNITY DEVELOPMENT DEPARTMENT

OVERVIEW

The Planning & Community Development Department (PCD) staff continues to support the Planning Board (PB), Zoning Board of Appeals (ZBA), Community Development Authority (CDA), the Tax Increment Financing Committee (TIF) and the Open Space Committee. Our accomplishments are a reflection of the commitment and dedication that the Board and Committee members have offered through their time and efforts. We believe in the potential Ware has to succeed as an ideal location not only as Somewhere Worth Seeing, but somewhere worth living, working, exploring, and volunteering.



2020 ACCOMPLISHMENTS OF THE PCD DEPARTMENT

- ✓ Adopted Rules and Regulations of the Planning Board
- ✓ In collaboration with the Downtown Improvement Committee, fabricated new public parking signs for the downtown area.
- ✓ Collaboration with the Chicopee 4 Rivers Watershed Council by sponsoring water samples sites and supporting efforts to create "Blue Trails" of the Ware River at Robbins Road and Upper Church Street.
- ✓ Completion of Bicycle & Pedestrian Plan, adoption of Complete Streets Policy, and adoption of Complete Streets Prioritization Plan.
- ✓ Adopted a Vacant Storefront District to provide tax incentives for new businesses moving into storefronts vacant for over one year.
- ✓ Collaborate with supporting Departments to work towards the elimination of substandard and blighted conditions throughout Town; including securing funds for demolition.
- ✓ Draft amendments to land use regulations, including ongoing work updating the Subdivision Regulations.
- ✓ Secured a \$30,000 grant from the Office of Energy and Environmental Affairs to study the West Street Corridor – from Town Hall to the Schools – through a parcel analysis, traffic study, pedestrian/bicycle count and overall safety improvements guided by the Complete Streets Prioritization Plan.
- ✓ In collaboration with the Quaboag Hills Substance Use Alliance secured a physical space for the Ware Regional Recovery Center downtown.
- ✓ Partnered with surrounding communities and was awarded Community Development Block Grant Covid Relief funds towards Micro Enterprise Businesses, expanding the Senior Outreach Service Program, and funding for the Domestic Violence Victim Safety Enhancement Program.

PLANNING BOARD

The Planning Board, consisting of five (5) appointed members and one (1) appointed alternate member, met regularly during 2020. 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. For the full first year, all of the meetings were video recorded and broadcast via the local public cable access.

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

The Planning Board Members are as follows:

| Name | Position | Term End |
|--------------------|------------------------------|----------|
| Richard Starodoj | Chairman | 2021 |
| Joshua Kusnierz | Vice Chairman, PVPC Delegate | 2022 |
| Joseph Knight | Clerk, PVPC Alternate | 2023 |
| Edward Murphy, III | Member | 2024 |
| Kenneth Crosby | Member | 2023 |
| Jennifer Muche | Member, Alternate | 2021 |

THE YEAR IN REVIEW

During the calendar year of 2020, the Planning Board held twenty-nine (29) regular meetings and one (1) scheduled site visit.

Longtime Planning Board member Fred Urban resigned at the end of his term in 2020. The Board and PCD Department thank him for his service and dedication to the Town. Mr. Urban not only served on the Planning Board but volunteered his time for numerous other activities in town. We wish you the best in the future. Kenneth Crosby was elected in April to fill his position.

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. Rozzen | Bacon Road |
| • Richard Conrad | Greenwich Plains Road |
| • Janet L. LaRose & Hugo R. Blanco | Gould Road |
| • Ware Equity Partners | West Steet |
| • Martin & Robin M. Murphy | Old Gilbertville Road |
| • Joseph Sidur Jr, Michael & Janice Turner | Homecrest Ave |
| • Scott & Laurie Tetreault | Greenwich Plains Road |
| • Estate of Sophie Makuch | Sczygiel Road |
| • Douglas R. Koczur | Greenwich Road |
| • Nicholas & Caitlyn Garceau | Walker Road |
| • Peter J. Martowski | Shady Path Road |

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

- The application of Fredrick T. Smith, III, of F.T. Smith Trucking & Excavation, Inc., for Special Permit for an extension of an approved Special Permit (original permit SP-2008-04 for Earth Removal) under Section 7.2.3, Extension of Special Permit. Location is Parcel 35-0-12 on Greenwich Road owned by FT Smith Trucking & Excavating. *Approved with conditions.*
- The application of Ware Solar III LLC (c/o Melink Solar Development) for Special Permit and Site Plan Review for a 4.2MW ground-mounted solar energy facility approximately 14.5 acres. The proposed solar installation would commence upon completion of Earth Removal Permit SP-2008-04. Location is Parcel 35-0-12 owned by FT Smith Trucking & Excavating. *In Progress.*
- The application of Ware Solar IV LLC (c/o Melink Solar Development) for Special Permit and Site Plan Review for a 1.5 MW large ground-mounted solar energy facility encompassing approximately 6.2 acres. Location is Parcel 40-0-79 owned by Richard & Edward Couture. *Approved with conditions.*

- The Definitive Subdivision application of Ware Solar II LLC (c/o Melink Solar Development) for a two lot subdivision with private road for the purpose of commercial solar. The property is located at 278 Osborne Road owned by Joel Harder. *Approved with conditions.*
- The application of Ware Solar II LLC (c/o Melink Solar Development) for Special Permit and Site Plan Review for a 1.9 MW ground-mounted solar energy facility encompassing approximately 7.7 acres. The property is located at 278 Osborne Road owned by Joel Harder. *In Progress.*
- The application of Greenwich Road Realty, LLC is requesting an extension of for an earth removal operation under §4.8.5 of the Zoning Bylaw. The project is located at Parcel ID 35-12-1 on Greenwich Road. *Approved with conditions.*
- The application of MRL, LLC and Cedar Roots, LLC are seeking an Extension of Time for Special Permit and Site Plan Approval to commence approved project and for cannabis cultivation and manufacturing at 50 East Main Street. *Approved with conditions.*
- Application of Forefront Power requesting an Extension of Time to commence project Major Site Plan Review (SPR-2018-01) for a 1.2MW large ground-mounted solar energy facility under item 4.8.3 Solar Energy Facilities. *Approved with conditions.*
- Application of Forefront Power requesting an Extension of Time to commence project Major Site Plan Review (SPR-2018-02) for a 1.2MW large ground-mounted solar energy facility under item 4.8.3 Solar Energy Facilities. *Approved with conditions.*
- Curaleaf Modification of Site Plan Review SPR 2019-01 and SP 2019-02 to add Medical Marijuana sales to an approved and operating recreational Licensed Marijuana Establishment at 124D West Street. Parcel ID 56-0-94. *Approved with conditions.*
- Applicant Mark Andrews is requesting a Modification of Site Plan Review SPR-2019-04 of a parking storage area at 167 West Street. Parcel ID 55-0-59. *Approved with conditions.*
- Applicant William A. Moryl is requesting Site Plan Approval for a self-storage facility at 319 Palmer Road. Assessors Map 9-0-138, Zoned: Residential Business (RB). *Approved with conditions.*
- Competitive Power Ventures – King Brook Solar. Application for a utility-scale solar array off Fischerdick Road over multiple parcels of land. *In Progress.*
- Special Permit (SP-2020-05) and Site Plan Review (SPR-2020-07) for a 4 MW dual-use agricultural large scale solar project. Property owned by Terrance Smith, project applicant Ian Cohen, of Goldilocks Capital LLC, located on Greenwich Plains Road. Said property is also listed on Assessor's Map 38, Lot 7 & 7-3. *In Progress.*
- Minor Site Plan Review for the Ryder Professional Building at 33 East Main Street to convert the building from commercial into eight (8) studio apartments. *Approved with conditions.*
- Minor Site Plan Review for Crystal Springs Dairy Bar at 164 West Street for the installation of permanent outdoor seating. *Approved with conditions.*

ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA), consisting of five (5) appointed members and two (2) appointed alternate members. The Board meets on the 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 and Special Permits related to relief from dimension use regulations of the Zoning Bylaw. The Board may be asked to review applications of Appeal submitted by residents or business owners who are aggrieved by a decision made by the Building Commissioner or the Planning Board. The Zoning Board of Appeals reviews requests for Comprehensive Permits submitted under Chapter 40B by developers who wish to create affordable housing.

The Zoning Board of Appeals Members are as follows:

| | |
|-----------------|-------------------|
| Louis Iadarola | Chairman |
| Jodi Chartier | Vice Chairman |
| Charles Dowd | Member |
| Greg Eaton | Member |
| Philip Hamel | Member |
| George Staiti | Member, Alternate |
| David Skoczylas | Member, Alternate |

THE YEAR IN REVIEW

During the calendar year of 2020, the Zoning Board of Appeals held nine (9) regular meetings. The Board typically only meets on an as needed basis. Jodi Chartier was appointed to the Board this year, filling a vacancy.

Below is a list of the Appeals and Variance Requests received this year by the Zoning Board of Appeals:

- 54 Chestnut Street – Crieg Galford. The Applicant is petitioning the ZBA to grant a variance from Section 5.1, Area Requirements, of the Zoning Bylaw to exceed the minimum side setback of 20' to build a garage on a pre-existing non-conforming single family home. *Denied.*
- V-2020-02 Joseph Herman – request for Variance to exceed the minimum side setback to build a detached garage with the side and front setbacks. 30 Shoreline Drive. Zoning: Beaver Lake Residential. *Approved with conditions.*
- Appeal of Keith Goodreau under Section 7.1.3 of the Zoning Bylaw for the August 31, 2020 decision by the Building Inspector to deny the permit request to relocate a mobile home to #13 3rd Ave. *Denied.*
- #13 3rd Ave – Variance & Special Permit Request - Applicant Keith Goudreau petitioning the ZBA to grant Variance relief for §4.8.7, Replacement of Existing Mobile Home not in Mobile Home Park, and a Special Permit for § 1.9.2, Nonconforming Structures, of the Zoning Bylaw to relocate a mobile home to #13 3rd Ave. *Approved with conditions.*

TAX INCREMENT FINANCING COMMITTEE

The Tax Increment Financing (TIF) Committee, consisting of five (5) appointed members. Membership include one representative each from: Planning & Community Development Department, Finance Committee, Board of Assessors or their designee, Board of Selectmen and, one citizen representative who shall be a resident of the Town of Ware.

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

The Tax Increment Financing Committee Members are as follows:

Term Expires (June 30th)

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

THE YEAR IN REVIEW

The Town has one active Special Tax Agreement (STA) agreement with Optimus Senior Living, the newly constructed Cedarbrook Village at 73 South Street. The TIF Committee did not need to meet in 2020.

At the Annual Town Meeting, a vote was approved to remove the local Special Tax Assessment (STA) with G&G Medical regarding the business at 6 East Main Street. G&G Medical had not met the obligations of their STA Agreement.

COMMUNITY DEVELOPMENT AUTHORITY

The Community Development Authority (CDA), consisting of five (5) appointed members, met regularly during 2020. The CDA welcome new member, James Baird.

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:

| | | |
|----------------|--------|------|
| Paul Opalinski | Member | 2020 |
| Danielle Souza | Member | 2021 |
| John Carroll | Member | 2022 |
| Brandy Bruso | Member | 2020 |
| James Baird | Member | 2023 |

THE YEAR IN REVIEW

During the calendar year of 2020, the CDA held eleven (11) regular meetings to address numerous topics such as:

- ✓ PVPC grants activities including: Spring Street infrastructure improvements; housing rehabilitation program; social services including adult education, support for young families, domestic violence education and prevention.

- ✓ Continued our partnership with the QVCDC & QVBAC to support local, small businesses through their loan program and other activities.
- ✓ Allocated CDBG funds for a variety of projects such as: contributing to the demolition of 73 West Main Street, a new fence at the Millyard, and the balance of the Spring 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 2020 and two staff members, did not meet in person in 2020 due to the pandemic. 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:

| | |
|-----------------|--------------|
| Paul Opalinski | Member |
| Denis Ouimette | Member |
| James Kadra | Member |
| Stuart Beckley | Staff Member |
| Rebekah Cornell | Staff Member |

FINAL THOUGHTS

Through this unprecedented year, the Planning and Community Development Department continued to work on the goals and objectives of these various Board and Committees this Department serves. A huge thank you goes out to the dedicated volunteers who serve this town. Your commitment to virtual meetings, wearing masks, and doing businesses remotely did not go unnoticed. Without the time and efforts, we would not have been able to accomplish what we did for the Town of Ware. Thank you to the residents and business owners that stop by or contact the office with questions, ideas, or concerns. We appreciate the support and look forward to a future together – We Are Ware.

Respectfully Submitted by:
 Rebekah L. Cornell
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, 2020 through December 31, 2020

The Ware Police Department is operational 24 hours a day/ 7 days a week.

Mission Statement

The Ware Police Department is committed to protecting the lives, property, and rights of all people by working in partnership with the community to fight crime, preserve peace, maintain order, and enforce the law impartially.

The Ware Police Department is dedicated to accomplishing the mission and treating every citizen with respect, compassion, courtesy, and professionalism.

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

Function

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

Online

The Ware Police Department’s online citizen reporting system allows people to report criminal activity which can be done anonymously, as well as entering reports on other select incident categories. You can access online reporting by entering the Town of Ware web site and linking to the police department.

Select the online reporting to file a report.

The Ware Police Department page provides links to the Registry of Motor Vehicles (DOT), motor vehicle crash reports, Firearms Licensing information and specific officer contact information along with other connections to the Ware Police Department.

Facebook

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

Ware Police Department Activities (selected categories)

Calls for service/log entries; 19,131

Arrests – 261

Summons/Hearings for criminal offenses - 142

Incident reports - 492

Motor vehicle violations/Traffic Stops – 1351

Verbal warnings 895
 Citations issued 125
 Written Warnings 184
 Criminal motor vehicle complaints issued 36
 Motor vehicle accidents 276
 Stolen Motor vehicle Report 11
 Robbery Report 2
 Assault 23
 Burglary/B. & E. 39
 Larceny, Theft Report 81
 Motor Vehicle Theft 5
 Trespassing Complaint 53
 Fraud reports 191
 Threat Report 26
 Solicitations 37
 Vandalism 80
 Weapons Violations 3
 Administrative work 2614
 Sex Offenses 8
 Traffic Hazard 329
 Harassment Complaint 145
 Disorderly Conduct 51
 Loitering 4
 Annoying Phone calls 17
 Missing Person's report 59
 Public Service 1019
 Notifications 265
 209-A Service Attempt 127
 Restraining order request 36
 Parking Complaint 260
 General Information 1536
 Building Checks 448
 Court Duties 163
 Attempt to serve Harassment Order 6
 Landlord/Tenant Dispute 24
 Reported/Possible Over Dose 19
 Sudden Death Report 7
 Welfare Check 346
 Firearms licensing – 658

Property lost 126
 Property found 97
 Drug/Narcotic Violations 29
 Accidents (Hit and Runs) 61
 Shopliftings 14
 Alarm Holdup 8
 Abandoned Vehicles 13
 Disabled Vehicles 91
 Trash Dumping Complaints 50
 Disturbances 346
 Suicide/Attempted report 6
 Child Abuse/Neglect 1
 Ambulance request 979
 Fire Reports 79
 Alarm, Fire 32
 Alarm, Burglar 317
 Suspicious Activity/person 407
 Domestic Dispute 127
 House Checks 39
 Assist motorists 439
 Officer Wanted 602
 Summons Service 39
 Violation, Court Order 34
 Animal Complaint 443
 Alarm Panic 13
 Town by law violations 91
 Community Policing 42
 Erratic Operator Complaint 227
 Investigation 1528
 Neighbor Dispute 38
 Overdose death(s) 3
 Transport 100
 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. The Ware Police Department is currently in the process of transferring this service to Westcomm out of Chicopee, MA. to handle Emergency 911 calls from the Town of Ware. This system has become a profession in itself and we feel the Town residents will benefit tremendously by this change of service.

Structure of the Ware Police Department

The Ware Police Department has twenty (20) full time police officer positions. This includes the Chief of Police, three (3) sergeants, one (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 become a member of the Hampden County S.W.A.T. team.

Goals

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

Programs/Police Activity/Community Policing

TRIAD

Officer 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 Sheriff's Office, Ware DPW and the Ware Police Department where seniors sign up for a 5-gallon bucket of sand. The initial bucket is delivered to them with sand and when they run out, they can use the bucket to refill with sand at the public sand pile at the Highway Department. The Ware Police Department will continue to support these programs.

COFFEE WITH A COP

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

Jimmy Fund Cancer Walk for Kids

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

Domestic Violence

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

School Initiatives

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

Med Return Box

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

Christmas for Kids

The Ware Police Chief would like to thank everyone who donated to the program, which was another successful year. The Ware Police Department partnered up with the Ware Fire Department for Christmas for Kids program. Now in its 17th year, in 2020 the program assisted gifts for close to 100 children. Special thanks to those who volunteered their time in making this program a success. They spent countless hours in the paperwork and vetting process. To the volunteers and to those who donated money to the program I would like to personally say Thank You very much for your donations and your valuable time in making sure children throughout the community had a wonderful Christmas. It was a trying time during COVID but the volunteers stepped up to make sure the children would have a good Christmas.

DART Program

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

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

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

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

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

I would also like to thank the members of the Ware Police Department for their continued dedication to the Town of Ware through this COVID-19 pandemic.

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



TOWN OF WARE

Department of Public Works

4 ½ Church Street

Ware, MA 01082

Tel. 413-967-9620 Fax 413-967-9622

I am pleased to submit this report that documents some of the major activities of the Ware Department of Public Works (DPW) during 2020.

Two major reconstruction projects on Spring Street and Elm Street that were started in 2019 were completed in 2020. These projects involved replacing the existing water, sewer and storm drain lines on both streets; the streets were also completely reconstructed and resurfaced with two coats of bituminous concrete pavement. New 5' wide bituminous concrete sidewalks and ADA compliant curb ramps were installed on both streets. The Spring Street project was funded with a Community Development Block Grant (CDBG) and the Elm Street project was funded by a combination of Water and Sewer Enterprise funds and Chapter 90 State Highway Aid. As part of the Elm Street project, a portion of Chestnut Street from Elm Street to Maple Street was also cold-planed and resurfaced; new sidewalks and ADA compliant curb ramps were also installed on Chestnut Street. A Martin and Sons was the contractor on both projects; Wright-Pierce was the engineer on Spring Street and Tighe & Bond was the engineer on Elm Street.

Water Division employees under the direction of Water Division Supervisor Andrew Lalashius continued to replace old water meters with new remote reading meters as part of an ongoing meter modernization program, repair water service and main breaks, repair and replace defective fire hydrants, maintain the system's buildings and grounds and respond to calls for service from users of the system's 2,321 accounts. The original Badger Read Center software installed in 2014 was replaced with the new Beacon software and one of the three remote water meter reading units was replaced with a modern remote reader capable of reading the newest water meters. Kayleigh Goodrow became the DPW's new Administrative Assistant in January 2020. As of the May 1st billing cycle, payments for water and sewer bills were to be collected at the Treasurer/Collector's Office in the Town Hall at 126 Main Street, rather than the Department of Public Works Office at 4½ Church Street.

The water system's customers continued to experience discolored water because of iron and manganese in the public water supply. The plan to build a greensand filtration plant to remove the iron and manganese continued to move forward. Three public forums were held to explain the process to residents. This will continue during 2021.

During 2019, Water Division employees flushed the water distribution system twice – in the Spring and in the Fall. This dramatically reduced the number of calls for discolored water. The water storage tanks on Anderson Road and Church Street were inspected and cleaned during 2020.

The small pumping station on Old Gilbertville Road that services the first four houses was also updated. The pump, expansion tanks, piping and wiring were all replaced. A transfer switch was also installed to allow the station to be operated by a portable generator when there is a power failure.

Well #1 at the Barnes Street Public water supply was redeveloped and a new pump and motor installed in the well. A new pump was installed in Well #2 at Barnes Street; new column pipes and check valves were also installed in both wells.

A pipe loop in the rear of the Barnes Street pumping station was completed during 2020. The purpose of the loop was to provide sufficient contact time for virus inactivation in order comply with the Groundwater

Rule. After construction of this loop and with the approval of MassDEP, all the chlorine monitoring equipment was removed from the vacant house at 116 Pleasant Street and the 12" loop from Barnes Street to West Main Street was restored. Jack Goncalves & Sons was the contractor on the project; Wright-Pierce was the engineer.

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

- Rented a small paver and used 700 tons of bituminous concrete to shim sections of Fisherdick Road, Old Gilbertville Road, East Greenwich Plains Road and Moriarty Road using town funds. Each 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. 29,760 linear feet of road were stone-sealed.
- Paved 700 feet of Babcock Tavern Road from Coldbrook Drive to Shoreline Drive with 260 tons of bituminous concrete. Accumulated sand and debris were also removed from the edge of the road and stone-filled pits and waterways were installed where necessary to mitigate runoff along the road,
- Completed resurfacing and related work on 1,365 feet of Woodland Heights and Longview Avenue using 1,200 tons of bituminous concrete,
- Completed resurfacing and related work on 6,250 feet of Greenwich Road and Church Street. Greenwich Road was resurfaced from the bridge at Muddy Brook to the intersection with Sorel Road. Church Street was resurfaced from the former Koziol Farm, just beyond the last entrance to Grenville Park, to the high-tension lines.

In February 2020, the Highway Division acquired its new Freightliner 10-wheel dumptruck with plow and all-season body.

The Town's wastewater treatment plant (WWTP), under the direction of its Chief Operator, David Comeau, continued to treat sewage from the system's 1,643 users. The WWTP was constructed in 1965 as a primary treatment plant and was upgraded to secondary/advanced treatment in 1983 and the equipment at the facility is simply wearing out, or becoming obsolete. The facility's discharge permit expired in September 2018 and a new permit may impose discharge limits for phosphorus and nitrogen the facility will not be able to meet without substantial capital investment.

240 feet of collapsed vitrified-clay sewer line on Church Street, from the first entrance to Grenville Park to the intersection of Walnut Street and Church Street, was replaced with new 8" SDR 35 PVC. The original sewer was installed in 1889. Ludlow Construction was the contractor on the project.

During 2020, the Main Street Reconstruction Project got underway. This extensive project is under the direction of MassDOT. Ludlow Construction was the low bidder on the project.

The small bridge over Beaver Brook on Old Belchertown Road was also repaired and reopened to traffic during 2020. The bridge had been closed since Fall 2018. Tighe & Bond Engineers was the engineer and Kodiak Construction was the contractor on the project.

I would like to thank all the employees of the DPW for their excellent cooperation and hard work during 2020.

Respectfully submitted,
Gilbert St.George-Sorel, INTERIM DPW DIRECTOR

Quaboag Valley Community Development Corporation and
Quaboag Valley Business Assistance Corporation
Ware

In Fiscal Year 2020, the Quaboag Valley Community Development Corporation (CDC) and the Quaboag Valley Business Assistance Corporation (BAC) continued their focus on community economic development issues, particularly through assistance to small businesses. The board of directors of the BAC includes a representative appointed by each of the fifteen participant towns. Ware's appointee is Charles Lask.

The BAC made small business loans using funds from Massachusetts Community Capital Program and CDFI, as well a loan from USDA. A loan capital line of credit is established with four local banks: Cornerstone Bank, Country Bank, Monson Savings Bank, and North Brookfield Savings Bank. The BAC participates in a revolving loan fund with the Ware Community Development Authority. In FY 2020, 15 loans totaling \$451,455 were made to businesses in the region. Downtown Ware continues to be a targeted investment area for the BAC's loan program. Four businesses located in Ware obtained loans through the loan program.

The CDC continued to provide direct assistance to small businesses throughout the year. Forty-seven clients received more than 5 hours of individual business development assistance. This included business planning assistance as well as outside consulting with attorneys, accountants, computer specialists, bookkeepers and marketing consultants. The businesses reported that 28 jobs were created, and 20 jobs were preserved. This assistance was underwritten by grants from the Massachusetts Growth Capital Corporation, the USDA RMAP program and generous donations from our community.

Computer software and business training to businesses and their employees continued through the CDC in 2020 despite Covid-19. The CDC launched its first virtual marketing course for businesses in 2020 and continues to be available to small businesses during this time.

The CDC has partnered with the Town of Palmer, Town of Southbridge, and Pioneer Valley Planning Commission to administer the Microenterprise Assistance Grant Program funded by the Department of Housing and Community Development in the towns of Belchertown, Charlton, Hardwick, Hampden, Ludlow, Monson, Palmer, Spencer, Southbridge, Sturbridge, Ware and Warren. This program provides grants up to \$10,000 for qualifying microenterprise businesses impacted by the Covid-19 pandemic and located in the participating towns. Microenterprise businesses are businesses with fewer than five employees including the owner.

Certificate-bearing EMT courses have continued at E2E through the pandemic. Quaboag Valley CDC received generous funding at the beginning of the pandemic to facilitate our remote services. We continue to work with businesses through this difficult time.

The Quaboag Connector, a van service was launched in late January 2017 with two vans that were donated to the Town of Ware. Ridership has increased from 17 rides per month in the first month to over 1000 rides per month prior to the Covid-19 Pandemic. QV CDC has received substantial funding from the Health Foundation of Central Massachusetts to build a sustainable model for rural transportation based on the success of the Quaboag Connector. Much of 2020 was devoted to deep community engagement as part of the planning process for this expanded program. Residents seeking transportation may visit www.rideconnector.com or call (413) 544 3401.

In response to Covid-19, the CDC expanded the Senior Outreach Program to provide grocery shopping and prescription pick up services for seniors to allow them to remain safely in their homes. This service is available in the towns of Belchertown, Hardwick, Ware and Warren.

Residents are encouraged to contact the CDC for help with business financing, training or development needs by calling 413-967-3001 or visiting the website: www.qvcdc.org.

Respectfully Submitted,

Sheila Cuddy, Executive Director

2020 Annual Report of the Selectmen and Town Manager

The Board of Selectmen and Town Manager wish to thank residents, businesses and employees who contributed to a successful 2020 for the Town of Ware.

January: The Board began consideration of the Complete Streets Policy and a safety survey of High Street and Pulaski Street. The Budget process for FY2021 has begun. Cynthia Henshaw of East Quabbin Land Trust presented the Tree Grant Program. Erica Brunell, Treasurer/Collector, presented a new policy to streamline the Treasurer and Tax Collector departments. Bids for the Ware Middle School windows and doors project were received. USDA will work with the Town to modify the estimated \$6-7 million cost of the Water Treatment Facility. On January 29, the Board and School Committee held a joint meeting to discuss the School Regionalization Study.

February: The Board began a public hearing for safety study recommendations for High, Cottage, Prospect, School, Walnut and Pulaski Streets. The FY20 public hearing for CDBG application was also held. Mass DOT began its pre-construction meetings for Main Street reconstruction. The Town prepared the RFP for 73 West Main Street and received bids for the pipe loop at the Barnes water pump station. The Friends of the Ware Dog Park donated \$8,000 to meet the required match for the Dog Park.

March: The first meeting of the Board of Selectmen utilizing Zoom was held on March 24, 2020 due to the Covid-19 pandemic. The new policy of the Treasurer/Tax Collector was approved. The Board approved a motion of a Declaration of Emergency.

April: The Board of Selectmen continued to utilize Zoom for meetings. DPW Interim Director Gilbert St. George-Sorel gave an in-depth analysis of the Water Treatment Plant costs. Police Chief Crevier

requested the MA Civil Service for hiring of three new officers. Palmer Police will assist with interviews of candidates. The Cannabis Committee was approved to change its' name to Cannabis Advisory Committee. The Board of Registrars voted to postpone the Town election. The Board of Selectmen approved dates extended for payment of property taxes to June 1, and interest and fees on sewer, water and motor vehicles bills have been waived to June 30. All town buildings are closed to the public until at least May 4. Employees work partially from home, with regular sanitizing and cleaning protocols. The Health Department has promoted the wearing of face masks, 6-foot distancing, and frequent washing of hands. Curaleaf received approval from the Board of Selectmen to add a medical dispensary license to the Host Community Agreement.

May: The Board set the Town Election for Monday, June 29 and the Annual Town Meeting for Monday, June 22, 2020. The Town was awarded a \$25,000 grant from the Attorney General to demolish 73 West Main Street. Town Hall remained closed due to the pandemic; employees continued to work from the office and from home to answer all calls and requests from citizens. Health Director Judy Metcalf gave a comprehensive update regarding Covid-19 and protocols. Dr. DiLeo, Superintendent of Schools, gave an update regarding schools and all the excellent work done by staff to keep communications with parents and students during this unprecedented time. The Board voted to set the Annual Town Meeting (June 22, 2020) quorum at 25, per legislature during this State of Emergency period. The Main Street reconstruction project is ongoing.

June: The Board approved the Complete Streets Priorities List. Town Meeting warrant articles were reviewed and published. The Board approved temporary outdoor dining for Wicked Wings Ware, Crystal Springs and Hanna Devine's. The Building Inspector has ordered 114 Main Street to be fenced and barriers placed, as Mass DOT has noted safety concerns. Selectmen John Carroll and Tracy Opalinski were recognized for their service as Selectmen. At the June 29, 2020 town election, Thomas Barnes and John Morrin were elected as Selectmen. The Annual Town Meeting was held on June 22, 2020 in the Great Hall with protocols of wearing a mask, cleaning, social distancing as chairs were placed in the hall six feet apart and following all procedures for safety of all citizens; approximately 102 citizens attended the Town Meeting. The Board of Selectmen met on June 23, 2020 to set a public hearing for Tuesday, July 7, 2020 to determine the status of 114 Main Street.

July: The Board approved two new part-time police officers, four new full-time police officers, and promotion of Diana Gliniecki to Sergeant. Dr. DiLeo gave an update regarding the schools and preparations for the Fall. The Board voted unanimously to declare 114 Main Street a nuisance and dangerous. The Board further voted the building be demolished and all debris to be removed and the lot to be leveled to uniform grade with proper sanitary fill by October 1, 2020. The Board scheduled a meeting on July 28 to set a Special Town Meeting warrant for August 17, 2020 with one article regarding 114 Main Street demolition. The town received a five-year grant of \$300,000 to work on drug and alcohol prevention in youths and young adults. The Substance Use Alliance will start a Recovery/Resource center in Ware for the region.

August: The Board voted to change polling locations to the WJSHS gymnasium for the State Primary on September 1 and the General Election on November 3, 2020. The Board voted to change quorum to 75 for the August 17, 2020 Special Town Meeting and any Town Meetings to December 31, 2020. Fred Urban was recognized and commended for his 13 years on the Planning Board. As a result of the Covid-19 related deaths of 76 veterans at the Holyoke Soldiers' Home, the Board signed a Resolution regarding the Soldiers' Home in Holyoke as presented by the Coalition for the Soldiers' Home. The Board began a discussion with business owners regarding parking and their needs, including discussion of the Slum and Blight Designation. Dr. DiLeo gave an update of preparations to re-open schools. Health Director Judy Metcalf gave an update of the Covid-19 statistics, and she emphasized the importance of residents' wearing of masks and maintaining social distance. The Board vote to approve the lease with Forefront for six months, with the requirement that Forefront address repairs noted by Judy Metcalf. The Ware Dog Park officially opened to the public on August 7, 2020.

September: The Board of Selectmen conducted a Business Community Discussion at their September 2 meeting. As a result, the Downtown Parking Committee was formed to address parking issues. Superintendent of Schools Dr. DiLeo continued to update the Board about school protocols and policies as the schools opened with remote learning, some hybrid and in-person learning with cohort schedules. Health Director Judy Metcalf continued to update the Board regarding town and area reports of Covid-19 cases and trends. Representatives from USDA attended the September 22 meeting to discuss the Water Filtration Plant project. The total cost has increased to \$11 million. The Board set public forum dates of October 13 and November 12 to educate residents about the project. The Board reviewed all solar projects currently in process. The Board approved a proposal to offer a 25% fee reduction to liquor licensees, presented by Executive Assistant Mary Midura due to Covid-19 restrictions on businesses, to send out with renewal documents for November renewals. The Board was also presented with COVID-19-related bills from the School Committee, but the Board requested more detailed information before consideration of approval.

October: A Special Event Permit application submitted by the Knights of Columbus for a Drive-Through Trick or Treat event on October 30 in Grenville Park was approved by the Board of Selectmen. A Sidewalk Sale was planned for October 10. A Mass Humanities Cares Act Grant of \$2,500 was received by the Ware Young Mens' Library Association. The State Election was set for November 3, 2020. The Board of Selectmen approved an extension of outdoor service for Crystal Springs Dairy Bar, per the Governor's Order allowing such service after November 1, 2020. The Board approved the Banas Farm Blue Trail. The Board approved Trick or Treat on October 31 from 5-8 pm, following CDC guidelines for safety. The Board discussed the Hardwick Ambulance Contract with Fire Chief Gagnon and the Hardwick Board of Selectmen; the cost through June 2021 is \$77,000. The Boards agreed to discuss with updated costs in 120 days. Andrew Lalashius was appointed as the Project Manager for the Water Filtration Plant project. A request by residents to lower the speed limit on Beaver Lake Road to 20 MPH and to create a Safety Zone was approved by the Board of Selectmen. CARES funds requests were approved by the Board.

November: The Board heard updates from Health Director Judy Metcalf and Superintendent of Schools Dr. DiLeo. Building Inspector Anna Marques presented information on town hall repairs and weatherization, and information regarding 114 Main Street as the October 1 deadline has passed. The Board did not approve payment of school Covid-19 bills, citing that the Board should have been included at the table for the original decisions. The Board set a Special Town Meeting date of November 30, 2020. The Board set the annual Tax Classification Hearing for November 24, 2020. The first set of policies for the Town was presented to the Board; this was tabled for further review. The Halloween Drive-Through event on October 30 was very successful. The Board voted on November 24 to approve a single tax rate, factor of 1. Ms. Marques presented a packet with legal efforts on 92-104 Main Street. The Old Belchertown Road bridge has been completed. The Town received a PARC grant to improve drainage at Grenville Park, a Remote Learning Services Support grant, and a MassWorks grant to provide sidewalk lighting along Main Street.

December: The Board acknowledged the news of two lots on Bank Street available for daytime parking. Ms. Marques further updated the Board regarding 92-104 Main Street. The Board requested further information from the Community Development Authority regarding code enforcement funds and their allocation. After presentation of hardship letters, the Board voted to approve waiver of renewal fees for all Section 12 licensees plus Workshop 13 and Bed and Breakfast at Bird Hill Farm. This action by the Board of Selectmen supported small businesses and helped to keep 14 restaurants operational. The Board voted to re-open the Old Belchertown Road bridge. A third forum regarding the Water Filtration Plant project was held on December 10. The Town received notice of an upcoming cable contract renewal; a Cable Advisory Committee will be formed. A discussion of a Regional Dispatch will also be held in an upcoming meeting. Sidewalks have been temporarily completed and equipment removed until Spring 2021. Health Director Judy Metcalf updated the Board on December 22 with new information regarding

the vaccination plan for Massachusetts: Phase I, Group 1 will be healthcare workers, Group 2 will be for long-term care facilities, nursing homes, rest and assisted living, workers in care settings, shelters, and correctional facilities. Group 3 will be police, fire, EMS, and paramedics. In March 2021, Phase II will be used for those at risk, teachers, grocery workers, public workers. Next will be any adult over 65. In March-April, the vaccine will be for individuals, and to general public by May-June. The Board set the Special Town Meeting (rescheduled from November 30, 2020 due to Covid-19 pandemic) for Tuesday, January 19, 2021. The Ware Holiday Flair drive-through in Grenville Park on December 12 was a huge success.

Respectfully submitted,

Board of Selectmen:

Alan G. Whitney, Chairman

Keith J. Kruckas, Vice-Chairman

Thomas H. Barnes, Clerk

Nancy J. Talbot

John J. Morrin

Stuart B. Beckley, Town Manager



A summer visitor to Town Hall in 2020

Report of the Executive Assistant to the Town Manager

The following is a list of fees, grants, donations, and settlements collected in this office during the calendar year of 2020:

| | |
|--|---------|
| All Liquor, Entertainment, Auto Amusement, One Day Liquor Licenses, Lodging, Common Vic, Class I, II, III Licenses | 9,861 |
| Parking Fines | 9,062 |
| Legal Fees – Melink Solar | 3,500 |
| Industrial Protection Services | 24,992 |
| Winter Parking Permits, Municibid Sales of Surplus Vehicles, Wood Sales | 16,226 |
| Comcast License Fee, Application Fee | 20,558 |
| Municipal Insurance | 39,507 |
| PILOT Solar Array Programs | 5,500 |
| Donation from Friends of Ware Town Hall, Inc. | 5,000 |
| Donation from Friends of Ware Dog Park | 8,000 |
| Quaboag Connector Ride Fares, Grants, reimbursements | 71,224 |
| MAPC Grant | 39,425 |
| HRIA CHIP Grant | 71,828 |
| Inter-Municipal Agreement – Hardwick Ambulance | 17,000 |
| Holiday Flair Gift Account | 22,122 |
| Rail Trail Donation | 25,000 |
| Other Miscellaneous | 5,149 |
| Miscellaneous Revenue Settlements | 49,160 |
| Total (as of 12/31/2020) | 443,114 |

In October, I applied for and received a grant from MIIA, our insurer, for \$5,699. This provided \$1,952 for Covid-Re-opening safety supplies for the schools, \$1,161 for a gas meter for the Fire/Building departments, and \$2,587 for new safety mats for the Town Hall. MIIA paid the approved vendors directly on behalf of the Town of Ware.

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

**COMMONWEALTH OF MASSACHUSETTS
PRESIDENTIAL PRIMARY
MARCH 3, 2020**

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

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

The polls closed at eight o'clock. The total ballots cast were One Thousand Six Hundred Thirty-Eight (1,638).

DEMOCRAT PARTY

| <u>OFFICE</u> | <u>PRECINCT A</u> | <u>PRECINCT B</u> | <u>PRECINCT C</u> | <u>TOTAL</u> |
|---------------------------------------|-------------------|-------------------|-------------------|--------------|
| <u>PRESIDENTIAL PREFERENCE</u> | | | | |
| Deval Patrick | 2 | 2 | 9 | 13 |
| Amy Klobuchar | 2 | 5 | 2 | 9 |
| Elizabeth Warren | 49 | 39 | 88 | 175 |
| Michael Bennet | 0 | 0 | 2 | 2 |
| Michael R. Bloomberg | 44 | 42 | 50 | 136 |
| Tulsi Gabbard | 2 | 2 | 8 | 12 |
| Cory Booker | 0 | 0 | 1 | 1 |
| Julian Castro | 0 | 0 | 1 | 1 |
| Tom Steyer | 2 | 0 | 2 | 4 |
| Bernie Sanders | 143 | 116 | 156 | 414 |
| Joseph R. Biden | 131 | 125 | 163 | 419 |
| John K. Delaney | 0 | 0 | 0 | 0 |
| Andrew Yang | 0 | 0 | 2 | 2 |
| Pete Buttigieg | 5 | 6 | 13 | 24 |
| Marianne Williamson | 0 | 0 | 0 | 0 |
| No Preference | 4 | 5 | 4 | 13 |
| Write Ins | 0 | 0 | 1 | 1 |
| Blanks | <u>3</u> | <u>0</u> | <u>1</u> | <u>4</u> |
| Total | 387 | 342 | 503 | 1,232 |

STATE COMMITTEE MAN

| | | | | |
|-------------------------|------------|------------|------------|------------|
| William R. Shemeth, III | 251 | 213 | 325 | 789 |
| Write Ins | 1 | 0 | 1 | 2 |
| Blanks | <u>135</u> | <u>129</u> | <u>177</u> | <u>440</u> |
| Total | 387 | 342 | 503 | 1,232 |

STATE COMMITTEE WOMAN

| | | | | |
|----------------|------------|------------|------------|------------|
| Laura L. Jette | 254 | 223 | 329 | 806 |
| Write Ins | 1 | 0 | 2 | 3 |
| Blanks | <u>132</u> | <u>119</u> | <u>172</u> | <u>422</u> |
| Total | 387 | 342 | 503 | 1,232 |

TOWN COMMITTEE

| | | | | |
|-----------|---------------|---------------|---------------|---------------|
| Write Ins | 7 | 8 | 11 | 26 |
| Blanks | <u>13,534</u> | <u>11,962</u> | <u>17,524</u> | <u>43,020</u> |
| Total | 13,541 | 11,970 | 17,535 | 43,046 |

REPUBLICAN PARTYPRESIDENTIAL PREFERENCE

| | | | | |
|----------------------------|----------|----------|----------|----------|
| William F. Weld | 6 | 8 | 8 | 21 |
| Joe Walsh | 0 | 0 | 1 | 1 |
| Donald J. Trump | 84 | 116 | 165 | 363 |
| Roque "Rocky" De La Fuente | 1 | 2 | 0 | 3 |
| No Preference | 1 | 2 | 0 | 3 |
| Write Ins | 1 | 0 | 1 | 2 |
| Blanks | <u>2</u> | <u>1</u> | <u>1</u> | <u>4</u> |
| Total | 95 | 127 | 176 | 397 |

STATE COMMITTEE MAN

| | | | | |
|----------------------|-----------|-----------|-----------|------------|
| Michael J. Valanzola | 70 | 86 | 125 | 281 |
| Write Ins | 0 | 0 | 0 | 0 |
| Blanks | <u>25</u> | <u>41</u> | <u>51</u> | <u>116</u> |
| Total | 95 | 127 | 176 | 397 |

STATE COMMITTEE WOMAN

| | | | | |
|----------------------|-----------|-----------|-----------|-----------|
| Lindsay A. Valanzola | 62 | 77 | 103 | 242 |
| Jordan Willow Evans | 15 | 21 | 38 | 74 |
| Write Ins | 0 | 0 | 0 | 0 |
| Blanks | <u>18</u> | <u>29</u> | <u>35</u> | <u>81</u> |
| Total | 95 | 127 | 176 | 397 |

TOWN COMMITTEE

| | | | | |
|------------------------------|----|----|----|-----|
| Michael P. Fountain | 50 | 60 | 85 | 195 |
| Robert W. Wood, Jr. | 43 | 49 | 73 | 165 |
| Philip D. Hamel | 45 | 69 | 88 | 202 |
| Gerald Francis fountain, Jr. | 41 | 56 | 78 | 175 |
| Christopher J. DiMarzio | 47 | 65 | 86 | 198 |
| Clayton E. Sydla | 45 | 60 | 80 | 185 |

| | | | | |
|------------------------|-------------|-------------|-------------|-------------|
| Annalisa Towne | 43 | 50 | 75 | 168 |
| Joshua Chapin | 38 | 53 | 74 | 165 |
| Shannah Chapin | 39 | 51 | 75 | 165 |
| Charles E. Dowd | 38 | 51 | 74 | 163 |
| Nicholas W. Vantangoli | 39 | 55 | 70 | 164 |
| Paul J. Harper, Jr. | 43 | 63 | 79 | 185 |
| Erin L. Defoyd | 36 | 49 | 72 | 157 |
| Roger Dugas | 37 | 48 | 70 | 155 |
| Stephen Neffinger | 40 | 60 | 80 | 180 |
| Patrick Eugene Wagher | 38 | 50 | 70 | 158 |
| Heidi L. Shuman-Dugas | 36 | 49 | 70 | 155 |
| Sonna L. Brunelle | 40 | 49 | 71 | 160 |
| Michael A. Barbiasz | 43 | 66 | 83 | 192 |
| Kathleen A. Demers | 42 | 54 | 82 | 178 |
| Jeffrey D. Jacobs | 39 | 47 | 71 | 157 |
| Kristin D. Bateman | 41 | 57 | 78 | 176 |
| Daniel J. Neffinger | 37 | 57 | 77 | 177 |
| Write Ins | 0 | 3 | 1 | 4 |
| Blanks | <u>2384</u> | <u>3139</u> | <u>4398</u> | <u>9921</u> |
| Total | 3324 | 4410 | 6160 | 13888 |

GREEN RAINBOW PARTY

PRESIDENTIAL PREFERENCE

| | | | | |
|---|----------|----------|----------|----------|
| Darid Hunter | 0 | 0 | 0 | 0 |
| Sedinam Kinamo Christin Moyowasifza-Curry | 0 | 0 | 0 | 0 |
| Kent Mesplay | 0 | 0 | 0 | 0 |
| Howard Hawkins | 0 | 0 | 0 | 0 |
| No Preference | 0 | 0 | 0 | 0 |
| Write Ins | 0 | 0 | 0 | 0 |
| Blanks | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 0 | 0 | 0 | 0 |

STATE COMMITTEE MAN

| | | | | |
|---------------|----------|----------|----------|----------|
| No candidates | | | | |
| Write Ins | 0 | 0 | 0 | 0 |
| Blanks | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 0 | 0 | 0 | 0 |

STATE COMMITTEE WOMAN

| | | | | |
|---------------|----------|----------|----------|----------|
| No candidates | | | | |
| Write Ins | 0 | 0 | 0 | 0 |
| Blanks | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 0 | 0 | 0 | 0 |

TOWN COMMITTEE

| | | | | |
|---------------|----------|----------|----------|----------|
| No Candidates | 0 | 0 | 0 | 0 |
| Write Ins | 0 | 0 | 0 | 0 |
| Blanks | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 0 | 0 | 0 | 0 |

LIBERTARIAN PARTY

| | | | | |
|-------------------------------|----------|----------|----------|----------|
| Arvin Vohra | 0 | 0 | 1 | 1 |
| Vermin Love Supreme | 1 | 0 | 2 | 3 |
| Jacob George Hornberger | 0 | 0 | 0 | 0 |
| Samuel Joseph Robb | 0 | 0 | 0 | 0 |
| Dan Taxation is Theft Behrman | 1 | 0 | 0 | 1 |
| Kimberly Margaret Ruff | 0 | 0 | 0 | 0 |
| Kenneth Reed Armstrong | 0 | 0 | 0 | 0 |
| Adam Kokesh | 0 | 0 | 0 | 0 |
| Jo Jorgensen | 0 | 0 | 0 | 0 |
| Max Abramson | 0 | 0 | 0 | 0 |
| No Preference | 0 | 0 | 0 | 0 |
| Write Ins | 2 | 2 | 0 | 4 |
| Blanks | <u>0</u> | <u>1</u> | <u>1</u> | <u>2</u> |
| Total | 4 | 3 | 4 | 11 |

STATE COMMITTEE MAN

| | | | | |
|--------------|----------|----------|----------|-----------|
| No Candidate | | | | |
| Write Ins | 1 | 0 | 0 | 1 |
| Blanks | <u>3</u> | <u>3</u> | <u>4</u> | <u>10</u> |
| Total | 4 | 3 | 4 | 11 |

STATE COMMITTEE WOMAN

| | | | | |
|---------------|----------|----------|----------|-----------|
| No Candidates | | | | |
| Write Ins | 1 | 0 | 0 | 1 |
| Blanks | <u>3</u> | <u>3</u> | <u>4</u> | <u>10</u> |
| Total | 4 | 3 | 4 | 11 |

TOWN COMMITTEE

| | | | | |
|---------------|-----------|-----------|-----------|------------|
| No Candidates | | | | |
| Write Ins | 4 | 0 | 0 | 4 |
| Blanks | <u>36</u> | <u>30</u> | <u>40</u> | <u>106</u> |
| Total | 40 | 30 | 40 | 110 |

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

ANNUAL TOWN MEETING
JUNE 22, 2020

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 – June 22, 2020 at six thirty o'clock (6:30 PM) at Ware High School 237 West St. Ware.

The quorum requirement of One Hundred (100) Registered voters per Town of Ware Charter was reduced to that of Twenty-Five (25) by a vote of the Board of Selectmen taken on June 16, 2020, in accordance with Chapter 92 of the Acts of 2020, §7 due to COVID-19. There were Eight-eight (88) voters present at the beginning of the meeting.

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

A pledge of allegiance was done by those present, a review of the procedure for speaking was done by the Moderator as well as instructions for silencing of phones and pagers. Noted were exits for those in attendance.

Counters chosen were: Norma Silloway, Shayne Patrizzi, Thomas Barnes and John Desmond.

Action as follows on the various articles was:

ARTICLE 1. Unanimously passed that the Town appropriate \$300.00 to pay an unpaid bill from Fiscal Year 2019 of the Parks Department and to meet said appropriation by transferring \$300.00 from available FREE CASH.

ARTICLE 2. Unanimously passed that the Town amend the following line items of the Fiscal Year 2020 Town Budget:

| Account | Description | Amount |
|----------|-----------------------------|-------------|
| 210-5400 | Police Supplies/Services | \$25,000.00 |
| 162-5200 | Elections Supplies/Services | \$ 1,200.00 |

and to fund these increases by transfer as follows from:

| | | |
|----------|------------------|--------------------|
| 210-5100 | Police Salaries | \$25,000.00 |
| 914-5100 | Health Insurance | <u>\$ 1,200.00</u> |
| | Total | \$26,200.00 |

ARTICLE 3. Unanimously passed that the Town raise \$16,000.00 to be expended for the replacement of water service lines and appurtenant works to the buildings on Main Street as part of the Main Street Reconstruction Project and to determine the manner of meeting said appropriation by transferring \$16,000.00 from Water Enterprise Reserves.

ARTICLE 4. Unanimously voted to dismiss this article. (Raise and appropriate funds for repair of Town Hall roof)

Fiscal Year 2021 – CONSENT MOTION

Unanimously passed that the Town take Articles 5, 6, 7, 8, 9, 10, 11, 12 and 13 out of order and that they be “passed by consent” in accordance with the motions shown on the Consent Agenda distributed this evening:

ARTICLE 5: That the Town accept the Report of the Finance Committee as printed in the Annual Town report and available on the Town of Ware website and at this meeting.

ARTICLE 6. That the Town authorize the Treasurer/Tax Collector with the approval of the Board of Selectmen to enter into Compensating Balance Agreements during Fiscal Year 2021 as permitted by the Massachusetts General Laws, Chapter 44, §53F.

ARTICLE 7, That the Town authorize the Treasurer/Tax Collector, with the approval of the Selectmen to borrow money from time to time in anticipation of the revenue of the Fiscal Year 2020, beginning July 1, 2021 in accordance with the provisions of Massachusetts General Laws, Chapter 44, §4, and to renew notes or notes payable as may be given for a period less than one (1) year in accordance with Massachusetts General Laws, Chapter 44, §17.

ARTICLE 8. That the Town accept and appropriate any Grant Funds awarded to the Town of Ware under the Massachusetts Community Development Fund Program by the Executive Office of Housing and Economic Development and to authorize the Board of Selectmen and Community Development Authority to expend the funds in accordance with the Terms and Conditions of the Grant Agreement.

ARTICLE 9. That the Town accept all State and Federal Educational Grants in any amount as may be awarded for the direct educational expenditures for Fiscal Year 2021 to be expended by the Pathfinder Regional Vocational Technical High School District.

ARTICLE 10. That the Town vote to accept all State and Federal Educational Grants in any amount as may be awarded for the direct educational expenditures for Fiscal Year 2021 to be expended by the Ware Public Schools.

ARTICLE 11. That the Town authorize the Board of Selectmen and Town Manager to apply for, accept, and expend any grants or donations from state or federal governments or private agencies, individuals or institutions.

ARTICLE 12. That the Town appropriate Four Hundred Twenty-four Thousand, Fifty-four Dollars and no cents (\$424,054.00) to be expended for road repairs in anticipation of reimbursement by the Commonwealth of Massachusetts Highway Department under the Chapter 90 State Highway Aid Program and to meet said appropriation by authorizing the Treasurer to borrow the sum of Four Hundred Twenty-Four Thousand Fifty-four Dollars and no cents (\$424,054.00) under the provisions of the Massachusetts General Laws Chapter 44, §6 and/or any other relevant sections of the Massachusetts General Laws Chapter 44.

ARTICLE 13. That the Town establish FY 2021 spending limits for the revolving funds listed on the Town’s General Bylaw and to authorize such expenditure limits to remain in place from fiscal year to fiscal year unless revised by Town Meeting prior to July 1 for the ensuing fiscal year as follows:

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

ARTICLE 14. Unanimously passed that the Town vote to fix the salaries of the several Elected Officers of the Town for the Fiscal Year 2021 as follows:

| | |
|------------------------------|------------------------|
| Town Moderator | \$ 250.00 |
| Chairman, Selectmen | \$2,652.00 |
| Members, Selectmen | \$2,232.00 each member |
| Board of Assessors, Chairman | \$3,800.00 |
| Board of Assessors Member | \$3,100.00 each member |
| Planning Board Members | \$ 800.00 each member |
| Board of Health Members | \$ 654.50 each member |

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

ARTICLE 15. Unanimously passed that the following sums be appropriated for the Water Enterprise Fund for FY 2021:

| | |
|---|---------------------|
| Salaries | \$310,653.00 |
| Operating Expenses | \$411,900.00 |
| Budgeted Surplus to Separate Reserve Fund | <u>\$101,324.00</u> |
| | \$823,877.00 |

And that \$823,877.00 be raised from Department Receipts.

ARTICLE 16. Unanimously passed that the following sums be appropriated for the Sewer Enterprise Fund for FY 2021:

| | |
|--------------------|---------------------|
| Salaries | \$251,129.00 |
| Operating Expenses | <u>\$504,100.00</u> |
| | \$755,229.00 |

And that \$623,306.00 be raised from Department Receipts, \$30,000.00 from Retained Earnings and **\$101,923.00 be raised from Taxation.**

ARTICLE 17. Unanimously passed that the Town **Raise and Appropriate from Taxation \$29,869,614.00** and **Transfer \$20,000.00 from Ambulance Receipts Reserved** and **\$250,000.00 from Available FREE CASH** for a total appropriation of \$30,139,614.00 to defray the charges and expenses of the Town, including Debt and Interest for the Fiscal Year 2021.

ARTICLE 18. Unanimously passed that the Town appropriate Twenty Thousand Dollars (\$20,000.00) to fund the Employee Compensated Absences Reserve fund and to meet said appropriation by **transferring \$20,000.00 from Available FREE CASH.**

ARTICLE 19. Moved and seconded to dispense with the reading of the entire motion under this article.

ARTICLE 19: Unanimously voted in favor to amend Section 4.8.3 Solar Energy Facilities and related definitions in accordance with the report of the Planning Board included in the Town Meeting packet:

Solar Energy Facilities

- A. **Purpose.** The purpose of this bylaw is to regulate the development of solar energy facilities by providing standards for the placement, design, construction, operation, monitoring, modification, and removal of such installations, to protect public safety, to minimize impacts on scenic, natural and historic resources of Ware, and to provide adequate financial assurance for the eventual decommissioning of such installations. This purpose is to:
1. facilitate the protection of open space, agricultural land, forested land and mature forest;
 2. facilitate the protection of natural, historic, and scenic resources;
 3. protect endangered or threatened species, wildlife corridors and habitat;
 4. take into consideration sensitive and noteworthy natural, scenic, historic and cultural resources;
 5. identify and protect physical features, streams, wetlands, steep slopes, land forms, cultural assets, and agricultural resources.
- B. **Applicability.** This §4.8.3 applies to all large solar energy facilities and to physical modifications that materially alter the type, configuration, or size of these facilities or related equipment. Solar facilities for the primary purpose of agriculture are exempt from this §4.8.3 pursuant to MGL c. 40A §3. Solar facilities for one and two family dwellings are also exempt from this §4.8.3. Solar facilities built as a solar parking canopy are also exempt from §4.8.3, but will require Site Plan Review.
- C. **General Requirements**
1. **Permit Required.** Large solar energy facilities are permitted by right upon approval of a Site Plan in the Highway Commercial (HC), the Commercial Industrial (CI), and the Industrial (I) districts, and upon the granting of a Special Permit and Site Plan Approval in the Residential Business (RB) and the Rural (RQ and RR) districts. Ground-mounted solar energy facilities are not permitted in the Beaver Lake Residential (BLR), Suburban Residential (SR), Downtown (DTR and DTC), or the Mill Yard (MY) districts, given the density of development in these areas.
 2. **Review Fees.** The Planning Board may, in accordance with MGL c. 44 §53G, impose a Project Review fee to hire outside consultants to review the proposed project. This fee shall be estimated at the time of application and a deposit of at least 76% of that estimate collected prior to the public hearing, with the balance due upon receipt of the final invoice from the review consultant. This fee shall be deposited into a separate account in compliance with MGL c. 44§53G, and any balance (including interest) remaining when the project is completed shall be returned to the applicant.
 3. **Site Control**
 - a) No more than fourteen (14) total large scale solar arrays shall be permitted within the Town of Ware.
 - b) **Utility Scale Solar Facility**
 1. No more than one (1) utility-scale solar facility shall be permitted within the Town o Ware. Such facility shall be identified as a large scale solar array over 15 MW in total size.
 2. Solar array approvals already permitted as of May 11, 2020 may not be combined with new projects to create a utility-scale solar facility.
 3. Utility-scale solar facility shall be minimally visible from public ways.
 4. If a utility-scale solar facility is proposed to be developed over multiple properties (as recorded at any Massachusetts Registry of Deeds) the dimensional setback and buffer requirements may be reduced at the discretion of the Planning Board. This setback reduction shall only be considered for interior parcel lines where both parcels are being proposed to be developed for a utility-scale solar facility.
 5. A utility-scale solar facility may be excluded from frontage requirements so long as there is legal frontage and access for the

- project as a whole entity. Frontage and access are not required to be at the same point. Access must be on a public way.
6. For a utility scale solar project, a minimum area equal to the total project area must remain as natural open space (i.e. not used in any way by the solar developer) for the life of the project. If the proposed project is to be developed over multiple properties (as recorded at any Massachusetts Registry of Deeds) the fifty percent (50%) open space may be calculated using the total acreage of all parcels included in the project. Nothing in this section shall restrict the landowners from using their property that is subject to a utility-scale solar facility project for other uses, if properly permitted and allowed.
 7. A utility-scale solar facility may be a second primary use on a property where a primary use already exists.
4. Required Documents, Plans, Drawings & Submissions. In addition to the submission requirements in section 7.4 Site Plan Review, the applicant shall provide, with the site plan application, documents, plans, drawings & submissions addressing the below listed criteria:
- a) Signed and stamped plans and drawings, by a Professional Engineer licensed to practice in Massachusetts and in good standing, showing in complete detail the proposed layout of the facility and specifically and completely providing all information required by criteria (b through (i) below.
 - b) Existing conditions showing property lines and physical features, including but not limited to: wetlands and related buffer zones, rivers and associated riverfront areas, vernal pools, flood zones, ledge, outcropping, logging or access roads, forested areas, stone walls and stone foundations or other historic features, and roads for the project site.
 - c) Locations of local or Natural Historic Districts
 - d) Locations of Priority Habitat Areas and Bio Map2 Critical Natural Landscape Core Habitat mapped by Natural Heritage & Endangered Special Program (NHESP)
 - e) Proposed changes to the site including: grading, slope, vegetation clearing and planting, exterior lighting, boundaries of vegetative buffer, zoning setback lines, screening vegetation or structures.
 - f) Landscape plan identifying location, size and species of all proposed plantings.
 - g) Proposed layout of the system and related structures, including final stormwater and other site management devices, fences, emergency management turnarounds and staging areas, and access road(s).
 - h) Visual renderings showing sight lines from abutting residential structures, commercial structures and public ways.
 - i) Construction stormwater management and erosion control
 - j) Post-installation stormwater management
 - k) Construction phases with detailed notes on plan including material laydown and staging areas.
 - l) One-or-three-line electrical diagram detailing the solar installation, associated components, and electrical interconnection methods, with all National Electrical Code compliant disconnects and overcurrent devices.
 - m) Technical specifications of the major system components, including the solar arrays, mounting system, inverter, and any on site battery storage.
 - n) Evidence that the utility company has been notified of the intent to install a solar energy facility and that the utility company has responded in writing to the notice. Off-grid systems are exempt from this requirement.
 - o) Evidence the solar PV modules shall be positioned in such a way that there is minimal or no level of glare on a residence or public way at any time during

the day. No solar energy facility shall produce glare that would constitute a nuisance to the public.

- p) The name, address, and contact information of the proposed installer, operator, and owner of the solar energy facility.
- q) Documentation of actual or proposed control of access ways and the project site sufficient to allow for installation and use of the proposed facility.
- r) An Operation and Maintenance Plan which shall include measures for maintaining safe access, storm water controls, and general procedures for operating and maintaining the installation.
- s) Proof of liability insurance.
- t) Financial surety that satisfies §4.8.3H5 5 of this Bylaw.
- u) A comprehensive decommissioning/removal plan.

Any portion of these documentary requirements may be waived for good cause shown upon written request submitted to the Planning Board. Waiver will be granted if the Planning Board determines that there is good cause and that the materials submitted are sufficient for the board to make a decision.

5. Modifications.

All major modifications to the site plan that are proposed after Site Plan approval has been granted require approval of the Planning Board.

6. Dimensional Requirements

- a) Setbacks. Large solar energy facilities and all accessory structures shall have a setback from front, side and rear property lines and public ways of at least one-hundred (100') feet.
- b) Along property lines abutting land owned by the Department of Fish & Wildlife, Department of Conservation & Recreation, a Land Trust or similar entity, or that is under a Conservation Restriction, solar collectors shall have a setback of two-hundred (200'). This may also include land classified as Chapter 61, 61A, or 61B at the time of the application, particularly if such land is in chapter for the conservation of open space and protection of wildlife habitat. This dimensional setback may be reduced at the discretion of the Planning Board, particularly in locations where the applicant can demonstrate that enforcing this setback would be a hardship to a proposed project and the Board can be shown there is sufficient protection of existing abutting wildlife habitat, such as in the Rural Quabbin District. This may not be reduced to less than the 100' solar setback.
- c) Any large solar energy facilities property along a designated Scenic Road shall have a setback of two-hundred 200'. The Planning Board may require an additional buffering along such roads that is consistent with the rural New England character of said roads.
- d) Buffer. The site plan shall provide a buffer of one-hundred (100') feet between the solar array and all properties. This buffer shall be of undisturbed natural vegetation, or if existing vegetation is inadequate, as determined by the Planning Board, to provide a visual screen, then new landscaping with or without an earthen berm shall be designed and installed to provide the screening. If the applicant provides information showing that the visual buffer would have a detrimental impact on the ability to generate power, the Planning Board may grant a waiver to reduce the size of the buffer, but shall not eliminate it. Consideration should be given to designing buffers in situations where topography may negate the effectiveness of the buffer, the intent is to provide visual screening from existing residences to the array, and as such the location of the buffer can be modified to provide a more effective screen.

7. Accessory Structures. All accessory structures including but not limited to equipment shelters, storage facilities, transformers, battery storage and substations shall be subject

to reasonable conditions by the Planning Board concerning bulk and height, parking, building coverage, and vegetative screening to avoid adverse impacts on the neighborhood or abutting properties.

D. Design Standards

1. Lighting

- a) Lighting shall be limited to that required for safety and operational purposes, and shall not be intrusive in any way on abutting properties.
- b) Lighting shall incorporate full cut-off fixtures to reduce light pollution.

2. Signage

- a) The facility shall have one sign not to exceed 32 square feet which identifies the operator and provides a 24-hour emergency contact phone number.
- b) The site may have a secondary sign not to exceed 32 square feet providing educational information about the facility and benefits of renewable energy.

3. Utility Connections

- a. The applicant shall place all wiring from the solar installation underground, except in cases where the soil conditions of the site make underground wiring infeasible.
- b. All utility poles and connections shall be located in the least invasive locations as feasibility possible.

4. Environmental Impacts

- a) Proposed structures (including solar collectors) shall be integrated into the existing terrain and surrounding landscape by minimizing impact to wetlands, steep slopes, and hilltops, protecting visual amenities and scenic views, minimizing tree, vegetation and soil removal, and minimizing grade change.
- b) To the greatest extent feasible, solar PV arrays shall be designed to minimize the number of trees removed, the length of stone walls removed, and the area of wetland vegetation disturbed
- c) No earth material shall be removed from the site. All cuts and fills of earth material shall be balanced.
- d) Clearing of natural vegetation shall be limited to what is necessary for the construction, operation and maintenance of the large ground-mounted solar array.
- e) The topping or pollarding trees is not allowed in order to promote and protect natural, scenic resources.
- f) For all projects, a minimum area equal to the total project area must remain as natural open space for the life of the project. This land must be on the same lot and contiguous in area. No more than fifty percent (50%) of the lot may be developed for a large scale solar array.

5. Historical Impacts

- 6. All large scale ground mounted solar projects shall be reviewed by the Historical Commission. The removal of stonewalls, historic foundations or other historic land features shall be avoided to the greatest extent possible.

7. Prime Farmland Impacts

- a) Prime Farmland may only be developed if co-developed as an area for both solar power as well as for agriculture. Such dual-use solar-arrays developed on Prime Farmland shall adhere to construction performance standards as outlined in §4.8.3 as applicable to dual use operation.

8. Stormwater

- a) Stormwater generated from the project area shall not be allowed to enter any public ways and no stormwater shall be drained off site.
- b) Stormwater must recharge on site.

- c) The stormwater management and treatment facility shall be used to accommodate a 100-year storm event.
- d) Design shall create an environmentally sensitive site design by incorporating Low Impact Development (LID) techniques, as appropriate.
Stormwater generated from the project area shall not be allowed to enter any public ways so as to cause an unsafe condition and no stormwater shall be drained off site in excess of the pre-development conditions.

9. Access

- a) Access roads shall not have a slope greater than 10%. If an accessroad is to be paved, the slope may be greaer if approved by the Fire Chief.
- b) Main access roads shall be at least twelve (12) feet wide to provide adequate access to all main controls, battery storage, or other appurtenant structures.
- c) Adequate access must be provided between the solar collectors and perimeter fence in a width of at least eight (8) feet. This shall be a material other than grass, such drive-on pavers with gravel or grass fill, or gravel.
- d) All stream crossings, bridges, and access road shall have the load capacity of fifty (50) tons.
- e) Plans must be reviewed by the Ware Fire Department prior to commencement of project.

E. Maintenance

- 1. The operator shall maintain the facility in good condition.
- 2. Maintenance shall include but not be limited to painting, structural repairs, and integrity of security measures.
- 3. The operator shall be responsible for maintaining adequate access for emergency vehicles and maintenance equipment.
- 4. The operator shall be responsible for maintaining safe access, storm-water controls, vegetation controls – including the prompt replacement of any dead/diseased screening trees in the buffer, and general procedures and schedules for operating and maintaining the energy facility.
- 5. Replacement of dead/diseased screening trees must be replace with a tree of same or similar size in height, width and condition as the other species in the screening buffer to maintain a continuous buffer.
- 6. If applicable, a battery end-of-life plan shall be included in the Operation & Maintenance Plan – detailing procedures for the removal, disposal, and replacement of retired batteries.

The owner of the large scale solar-array shall file an operation and maintenance report annually with the Planning Board no later than forty-five (45) days after the end of the calendar year, confirming that the operation is ongoing, has not been abandoned, and that the operation and maintenance plan is being followed. Failure to file the report within the required time may be considered evidence that the facility has been abandoned.

F. Emergency Services

- 1. The operator shall provide a copy of the operation and maintenance plan, electrical schematic, and site plan to the Fire Chief.
- 2. The operator shall cooperate with local emergency services in developing an emergency response plan, this plan shall be reviewed annually with local emergency officials and revised as necessary. If applicable, this shall include battery storage hazard mitigation.

3. All means of shutting down the installation shall be clearly marked. Signage on the premises, (see §6.5) shall identify a qualified contact person to provide assistance during an emergency, the operator shall change the contact information immediately whenever a change in personnel occurs.
4. If access to the site is gated and locked, the owner shall provide the Fire Department with a means of entering the property (key, combination, or some other means acceptable to the Fire Department).
Fire Chief will review and approve all site plans for large scale solar arrays to ensure slope of access roads, width of access roads, emergency staging area, and any other emergency protocols needed to accommodate emergency vehicles are addresses.

G. Decommissioning

1. Removal Requirements

- a) Any solar installation that is discontinued to abandoned shall be removed in compliance with the requirements of the Building Inspector.
- b) The owner or operator shall physically remove the installation within 180 days after the date of discontinued operations or receipt of a notice of abandonment from the Town.

2. Notice to Town

- i. Town of Ware officials (Town Manager and Planning Board via the PCD Department) shall be notified by certified mail thirty (30) days prior to any change of ownership of the property, lease holder, and/or plant operating company within thirty (30) days of such notice, or at a mutually convenient time, the new party shall arrange to meet with the Planning Board to review the operating conditions of the Special Permit, or as soon as convenient to both parties.
- ii. In the event a large solar energy facility is anticipated to be out of service for a period of at least one year, written notice shall be sent by certified mail to the Planning Board, Building Inspector, and Fire Chief stating the anticipated period of non-operation as well as the reason for the shut-down.
- iii. In the event of decommissioning, the notice shall provide the anticipated schedule for removal and site restoration along with a site plan indicating the site conditions after the decommissioning is completed, including topography at the same contour interval that was provided in the initial site plan approval, if topographical changes will be made.

3. Abandonment

- i. Absent notice of a proposed date of decommissioning or written notice of extenuating circumstances, the solar facility shall be considered abandoned when it fails to operate for more than one year. Upon determining that the facility has not been in operation for more than one year, the Building Inspector shall send a written notice by certified mail to the property owner and the last known solar energy facility operator, with a copy to the Planning Board, that the Town has found the facility to be abandoned. If the owner or operator fails to remove the installation in accordance with the requirements of this section, the Town may, to the extent it is otherwise duly authorized by law, enter the property and physically remove the facility.

4. Decommissioning shall consist of:

- i. Physical removal from the site of the solar arrays, structures, equipment, security barriers, and electrical transmission lines.
- ii. Stabilization or re-vegetation of the site as necessary to minimize erosion. The Building Inspector may allow the owner or operator to leave landscaping, below-grade foundations, and/or access roads in place in order to minimize erosion and disruption of vegetation.

5. Financial Surety

- i. Prior to commencing operation, the applicant shall provide a form of surety, either through a cash deposit, in an amount determined to be adequate by the Planning Board to cover the cost of removal and site restoration.
- ii. The applicant shall submit a fully inclusive estimate of the costs associated with removal, prepared by a qualified engineer. The amount shall include an escalator for calculating increased removal costs due to inflation. Salvage for solar panels shall not be included in decommissioning calculations. Salvage may be included for other parts of the installation at the discretion of the Planning Board.
- iii. The surety shall be maintained by the developer for the lifespan of the facility, with annual certification notices from the surety company or bank for surety bonds submitted to the Planning Board. Such surety is not required for municipal facilities.

2.2 Definitions

In this Bylaw, the following terms, unless a contrary meaning is specifically given, shall have the following meanings.

Agrivoltaics: Also known as Agricultural Solar Tariff Generation Unit, is co-developing the same area of land for both solar photovoltaic power as well as for agriculture. A Solar Tariff Generation Unit located on Land In Agricultural Use or Prime Agricultural Farmland that allows the continued use of land for agriculture meeting the requirements of 225 CMR 20.00.

Ancillary Use: A use which is customarily incidental, subordinate to, and support of the principal use of a lot or structure and is located on the same parcel or contiguous parcels as the principal structure or use, in conjunction with Large scale Photovoltaic Installations in conjunction with 4.8.3 of this bylaw, this may be rooftop installations or solar parking canopy installations over parking lots or other hardscaped areas.

Roof-Mounted Solar Photovoltaic Installation. A solar photovoltaic system that is structurally mounted to the roof of a building.

Photovoltaic System: (also referred to as Photovoltaic Installation) – An active solar energy system that converts solar energy directly into electricity.

Solar Access. The access of a solar-energy system to direct sunlight.

Solar-Collector: A device, structure or a part of a device or structure for which the primary purpose is to transform solar radiant energy into thermal, mechanical, chemical, or electrical energy.

Solar Photovoltaic (PV) Array: An arrangement of solar photovoltaic panels.

Solar Parking Canopy: An elevated structure that hosts solar panels installed over parking lots or other hardscape areas. Also may be called solar carport installation.

Utility-Scale Solar Facility: A solar photovoltaic installation over 15 MW in size that connects direction into hvoltage transmission line.

ARTICLE 20. Unanimously passed to dismiss this article. (Acceptance of two privately owned streets – Wildflower Drive and Briar Circle)

ARTICLE 21. Unanimously passed to dismiss this article (Discontinuance of a portion of Quarry St.)

ARTICLE 22. Unanimously voted to dismiss this article (Reduction in the size of quorum for all meetings)

ARTICLE 23. Unanimously voted to dismiss this article (Rescinding of STA between G & G Medical Products LLC)

ARTICLE 24. Passed by a Majority vote in favor that the Town authorize the Board of Selectmen to petition the Legislature for a Special Act of Legislation to establish that "Notwithstanding the provisions of G. L. c.48 sec 42 the select board of the Town of Ware shall serve as fire commissioners in the Town of Ware for appointment of all fire officers and firefighters. Upon and after acceptance of this Special Act by the Town of Ware, the select board acting as fire commissioners shall have sole authority to hire and promote all firefighters and fire officers in the Town of Ware. The fire chief shall retain all other powers, duties and responsibilities set forth in G.L. c. 48 sec 42, provided that the legislature may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

ARTICLE 25. Passed by a Majority vote in favor that the Town authorize the Board of Selectmen to petition the Legislature for a Special Act of Legislation "Notwithstanding any general or special law or charter provision or bylaw or regulation to the contrary, the executive body of the Town of Ware, previously known as the Board of Selectmen, shall henceforth be known as the Select Board and shall have all of the powers, duties, responsibilities and authority of "Selectmen" or "Board of Selectmen" under any federal law or regulation and under any general or special Massachusetts law or regulation and under any charter provisions or bylaws or regulations of the Town of Ware; provided, that the legislature may reasonably change the form and substance of the requested legislation within the scope of the general public objectives of this petition".

ARTICLE 26. This article was defeated. (No full or part time employees of the Town of Ware shall hold elected office)

ARTICLE 27. Unanimously voted to dismiss this article. (To raise and appropriate a sum of money in support of veterans and the Brookfield Institute)

ARTICLE 28. Unanimously passed to transfer Five Thousand Dollars (\$5,000.00) from the sale of lots account for part time seasonal help for the care and maintenance of the cemeteries.

ARTICLE 29. Unanimously passed that the Town appropriate \$25,000.00 for the required matching funds for a Green Communities Grant to be used for energy efficiency in multiple buildings and to meet said appropriation by transferring \$25,000.00 from available FREE CASH.

ARTICLE 30. Passed by a Majority vote in favor that the Town appropriate \$50,000.00 for matching funds for a Massachusetts Preservation Projects Fund grant for structural improvements to Town Hall and to meet said appropriation by transferring \$50,000 from available FREE CASH.

ARTICLE 31. Unanimously passed that the Town appropriate \$50,000.00 to purchase a replacement remote water meter data collector, to upgrade the data conversion computer software program and to purchase additional water meters and to meet said appropriation by transferring \$50,000.00 from the Water Enterprise Funds.

ARTICLE 32. Unanimously passed that the Town appropriate \$10,000.00 to inspect and clean the water storage tanks on Anderson Road and Church St. and to meet said appropriation by **transferring \$10,000.00 from the Water Enterprise Reserves.**

ARTICLE 33. Unanimously passed to dismiss this article. (Raise and appropriate money to repair the bridge on Old Belchertown Rd.)

ARTICLE 34. Unanimously passed that the Town appropriate \$150,000.00 to fund the Stabilization Fund and to meet said appropriation by transferring \$150,000.00 from available FREE CASH.

There being no other action needed, a motion was made and seconded to dissolve this town meeting at 8:48 PM.

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

ANNUAL TOWN ELECTION
MONDAY – APRIL 13, 2020*

*Postponed by vote of the Board of Registrars on March 30, 2020 as allowed by law, due to COVID 19, Board of Selectmen voted on Tuesday May 5, 2020 to reschedule the postponed Annual Town Election to Monday – **June 29, 2020**. The polls to be open from 7 AM to 8 PM.

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, qualified to vote in the elections of the town, Precincts A,B, & C met at the Ware Town Hall, 126 Main St., on Monday June 29, 2020 at seven o'clock in the forenoon. The warrant calling the town election, having been previously posted according to the town bylaw of the Town of Ware met all requirements.

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

The polls closed at eight o'clock. The total ballots cast were One Thousand One Hundred Seventy-Four (1174). The results are as follows:

| OFFICE | Pct. A | Pct. B | Pct. C | Total |
|--|-----------|------------------------|------------|------------|
| <u>BOARD OF SELECTMEN - VOTE FOR TWO</u> | | <u>THREE YEAR TERM</u> | | |
| Thomas H. Barnes | 153 | 190 | 253 | 596 |
| Michael C. Bouvier | 39 | 35 | 43 | 117 |
| Catherine R. Buelow-Cascio | 148 | 147 | 187 | 482 |
| John A. Desmond | 125 | 119 | 174 | 418 |
| John J. Morrin | 130 | 142 | 220 | 492 |
| <u>Write Ins</u> | | | | |
| Ed Cygan | | | 1 | 1 |
| Tyson Delrosario | | 1 | | 1 |
| Austin Grout | | 1 | | 1 |
| Blanks | <u>59</u> | <u>81</u> | <u>100</u> | <u>241</u> |
| Total | 654 | 716 | 978 | 2348 |

| | | | | |
|--|-----------|------------------------|-----------|------------|
| <u>SCHOOL COMMITTEE – VOTE FOR ONE</u> | | <u>THREE YEAR TERM</u> | | |
| Aaron R. Sawabi | 250 | 271 | 404 | 925 |
| <u>Write Ins</u> | | | | |
| Elaine Cygan | | | 1 | 1 |
| Mike Fountain | | | 1 | 1 |
| Carolanne McGrail | 1 | | | 1 |
| Blanks | <u>76</u> | <u>87</u> | <u>83</u> | <u>246</u> |
| Total | 327 | 358 | 489 | 1174 |

BOARD OF ASSESSORS – VOTE FOR ONE

| | | | | |
|------------------|-----------|-----------|-----------|------------|
| Theodore Balicki | 265 | 299 | 410 | 974 |
| Write In | | | | |
| Mike Fountain | | | 1 | 1 |
| Chris Dimarzio | 1 | | | 1 |
| Lester Madry | | 1 | | 1 |
| Blanks | <u>61</u> | <u>58</u> | <u>78</u> | <u>197</u> |
| Total | 327 | 358 | 489 | 1174 |

THREE YEAR TERM**BOARD OF HEALTH – VOTE FOR ONE**

| | | | | |
|---------------------|------------|------------|------------|-------------|
| Katrina Velle | 23 | 30 | 40 | 93 |
| All other Write Ins | 16 | 16 | 34 | 66 |
| Blanks | <u>288</u> | <u>312</u> | <u>415</u> | <u>1014</u> |
| Total | 327 | 358 | 489 | 1174 |

THREE YEAR TERM**CEMETERY COMMISSIONER – VOTE FOR ONE**

| | | | | |
|---------------------|------------|------------|------------|------------|
| Roy Erickson | 56 | 53 | 64 | 173 |
| All other Write Ins | 8 | 5 | 11 | 24 |
| Blanks | <u>263</u> | <u>300</u> | <u>414</u> | <u>977</u> |
| Total | 327 | 358 | 489 | 1174 |

THREE YEAR TERM**PARK COMMISSIONER – VOTE FOR ONE**

| | | | | |
|-------------------|-----------|-----------|-----------|------------|
| William F. Imbier | 251 | 272 | 392 | 915 |
| Write Ins | 1 | 1 | 1 | 3 |
| Blanks | <u>75</u> | <u>85</u> | <u>96</u> | <u>256</u> |
| Total | 327 | 358 | 489 | 1174 |

THREE YEAR TERM**PLANNING BOARD – VOTE FOR ONE**

| | | | | |
|-------------------|-----------|------------|------------|------------|
| Kenneth J. Crosby | 242 | 249 | 374 | 865 |
| Write Ins | 1 | 2 | 1 | 4 |
| Blanks | <u>84</u> | <u>107</u> | <u>114</u> | <u>305</u> |
| Total | 327 | 358 | 489 | 1174 |

FIVE YEAR TERM**WARE HOUSING AUTHORITY – VOTE FOR ONE**

| | | | | |
|------------------|-----------|-----------|------------|------------|
| Henrietta Devlin | 247 | 258 | 383 | 888 |
| Write Ins | | 1 | | 1 |
| Blanks | <u>80</u> | <u>99</u> | <u>106</u> | <u>285</u> |
| Total | 327 | 358 | 489 | 1174 |

FIVE YEAR TERM

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

SPECIAL TOWN MEETING
AUGUST 17, 2020

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 – August 17, 2020 at six-thirty o'clock (6:30 PM) at Ware High School 237 West St. (outside on the football field).

The quorum requirement of One Hundred Voters per Town of Ware Charter having been reduced by a vote of the Board of Selectmen on Thursday – August 6, 2020 to seventy-five (75) voters as allowed by a special act of the legislature was met with eighty (80) voters present at the start of the meeting.

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

A pledge of allegiance was done by those present. The Moderator reviewed exits, silencing of pagers/cellphones and rules of procedure for speaking on the article to be acted on.

Counters were chosen as follows: Janice Ouimette, Kevin O'Reagan, John Desmond and David Gravel.

The Moderator read the motion on Article 1 and action as follows was taken:

ARTICLE 1: After lengthy discussion, questions and answers the motion to appropriate \$340,000.00 to demolish and remove the building located at 114 Main St. and to remediate the nuisance and danger of the building located at 114 Main St. was defeated by a vote of 47 No and 42 Yes.

Motion made and seconded to adjourn the meeting at 7:09 PM.

A true copy attest:

Nancy J. Talbot – Town Clerk

COMMONWEALTH OF MASSACHUSETTS
STATE PRIMARY ELECTION
SEPTEMBER 1, 2020

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware, qualified to vote in the elections of the town, Precincts A, B and C met at the Ware High School, 237 West St. at seven o'clock in the forenoon. The warrant calling the State Primary Election, having been previously posted according to the bylaw of the Town of Ware met all legal requirements.

Cards of Instruction to Voters, Cards of Penalties of Corrupt Practices at Elections, Specimen Ballots, etc. having been previously posted in the Ware High School gymnasium, 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 Eight Hundred Thirty-Eight (1838): Democrat Party – 1343, Republican Party – 480, Green Rainbow Party – 2, Libertarian Party 13.

DEMOCRAT PARTY

| <u>OFFICE</u> | <u>Precinct A</u> | <u>Precinct B</u> | <u>Precinct C</u> | <u>Total</u> |
|------------------------|-------------------|-------------------|-------------------|--------------|
| SENATOR IN CONGRESS | | | | |
| Edward J. Markey | 146 | 134 | 260 | 540 |
| Joseph P. Kennedy, III | 246 | 246 | 302 | 794 |

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 0 | 2 | 4 | 6 |
| Write Ins | <u>1</u> | <u>0</u> | <u>2</u> | <u>3</u> |
| Total | 393 | 382 | 568 | 1343 |

REPRESENTATIVE IN CONGRESS – 2ND District

| | | | | |
|-------------------|----------|----------|----------|----------|
| James P. McGovern | 346 | 322 | 489 | 1157 |
| Blanks | 44 | 59 | 77 | 180 |
| Write Ins | <u>3</u> | <u>1</u> | <u>2</u> | <u>6</u> |
| Total | 393 | 382 | 568 | 1343 |

COUNCILLOR – 7TH DISTRICT

| | | | | |
|------------------|----------|----------|----------|----------|
| Paul M. DePalo | 225 | 213 | 328 | 766 |
| Padraic Rafferty | 117 | 97 | 142 | 356 |
| Blanks | 51 | 71 | 78 | 220 |
| Write Ins | <u>0</u> | <u>1</u> | <u>0</u> | <u>1</u> |
| Total | 393 | 382 | 568 | 1343 |

SENATOR IN GENERAL COURT – Worcester, Hampden, Hampshire & Middlesex District

| | | | | |
|--------------|----------|----------|----------|----------|
| Anne M. Gobi | 366 | 340 | 510 | 1216 |
| Blanks | 27 | 39 | 58 | 124 |
| Write Ins | <u>0</u> | <u>3</u> | <u>0</u> | <u>3</u> |
| Total | 393 | 382 | 568 | 1343 |

REPRESENTATIVE IN GENERAL COURT- Fifth Worcester District

| | Precinct A | Total |
|-----------------|------------|----------|
| Samuel Biagetti | 326 | 326 |
| Blanks | 64 | 64 |
| Write Ins | <u>3</u> | <u>3</u> |
| Total | 393 | 393 |

REPRESENTATIVE IN GENERAL COURT – First Hampden District

| | Precinct B | Precinct C | Total |
|-----------|------------|------------|-----------|
| Blanks | 377 | 557 | 934 |
| Write Ins | <u>5</u> | <u>11</u> | <u>16</u> |
| Total | 382 | 568 | 950 |

REGISTER OF PROBATE – Hampshire County

| | | | | |
|------------------|----------|----------|----------|----------|
| Michael J. Carey | 330 | 306 | 464 | 1100 |
| Blanks | 63 | 75 | 104 | 242 |
| Write Ins | <u>0</u> | <u>1</u> | <u>0</u> | <u>1</u> |
| Total | 393 | 382 | 568 | 1343 |

REPUBLICAN PARTY

SENATOR IN CONGRESS

| | | | | |
|-------------------|----------|----------|----------|----------|
| Shiva Ayyudurai | 52 | 64 | 91 | 207 |
| Kevin J. O'Connor | 61 | 74 | 123 | 258 |
| Blanks | 3 | 4 | 7 | 14 |
| Write Ins | <u>0</u> | <u>1</u> | <u>0</u> | <u>1</u> |
| Total | 116 | 143 | 221 | 480 |

REPRESENTATIVE IN CONGRESS – 2ND DISTRICT

| | | | | |
|-------------------|----------|----------|----------|----------|
| Tracy Lyn Lovvorn | 103 | 117 | 182 | 402 |
| Blanks | 13 | 24 | 39 | 76 |
| Write Ins | <u>0</u> | <u>2</u> | <u>0</u> | <u>2</u> |
| Total | 116 | 143 | 221 | 480 |

COUNCILLOR – 7TH DISTRICT

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 114 | 141 | 220 | 475 |
| Write Ins | <u>2</u> | <u>2</u> | <u>1</u> | <u>5</u> |
| Total | 116 | 143 | 221 | 480 |

SENATOR IN GENERAL COURT – Worcester, Hampden, Hampshire & Middlesex District

| | | | | |
|----------------|----------|----------|----------|----------|
| Steven R. Hall | 102 | 117 | 185 | 404 |
| Blanks | 14 | 25 | 36 | 75 |
| Write Ins | <u>0</u> | <u>1</u> | <u>0</u> | <u>1</u> |
| Total | 116 | 143 | 221 | 480 |

REPRESENTATIVE IN GENERAL COURT – Fifth Worcester District Precinct A

| | | | | |
|---------------------------|----------|--|--|----------|
| Donald r. Berthiaume, Jr. | 99 | | | 99 |
| Blanks | 16 | | | 16 |
| Write Ins | <u>1</u> | | | <u>1</u> |
| Total | 116 | | | 116 |

REPRESENTATIVE IN GENERAL COURT – 1ST Hampden District

| | Precinct B | Precinct C | |
|---------------|------------|------------|----------|
| Todd M. Smola | 128 | 200 | 328 |
| Blanks | 14 | 21 | 35 |
| Write Ins | <u>1</u> | <u>0</u> | <u>1</u> |
| Total | 143 | 221 | 364 |

REGISTER OF PROBATE – Hampshire County

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 114 | 141 | 221 | 476 |
| Write Ins | <u>2</u> | <u>2</u> | <u>0</u> | <u>4</u> |
| Total | 116 | 143 | 221 | 480 |

GREEN RAINBOW PARTY

SENATOR IN CONGRESS

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 2 | 0 | 0 | 2 |
| Write Ins | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 2 | 0 | 0 | 2 |

REPRESENTATIVE IN CONGRESS – 2ND District

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 2 | 0 | 0 | 2 |
| Write Ins | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 2 | 0 | 0 | 2 |

COUNCILLOR – 7TH District

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 2 | 0 | 0 | 2 |
| Write Ins | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 2 | 0 | 0 | 2 |

SENATOR IN GENERAL COURT – Worcester, Hampden, Hampshire & Middlesex District

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 2 | 0 | 0 | 2 |
| Write Ins | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 2 | 0 | 0 | 2 |

REPRESENTATIVE IN GENERAL COURT – 5TH Worcester District Precinct A

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 2 | 0 | 0 | 2 |
| Write Ins | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 2 | 0 | 0 | 2 |

REPRESENTATIVE IN GENERAL COURT – 1st Hampden District Precinct B

| | | | |
|------------|----------|----------|----------|
| Blanks | 0 | 0 | 0 |
| Write Ins. | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 0 | 0 | 0 |

Precinct C

REGISTER OF PROBATE – Hampshire County

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 2 | 0 | 0 | 2 |
| Write Ins | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 2 | 0 | 0 | 2 |

LIBERTARIAN PARTY

SENATOR IN CONGRESS

| | | | | |
|-----------|----------|----------|----------|-----------|
| Blanks | 0 | 1 | 0 | 1 |
| Write Ins | <u>2</u> | <u>6</u> | <u>4</u> | <u>12</u> |
| Total | 2 | 7 | 4 | 13 |

REPRESENTATIVE IN CONGRESS – 2nd District

| | | | | |
|-----------|----------|----------|----------|-----------|
| Blanks | 0 | 2 | 1 | 3 |
| Write Ins | <u>2</u> | <u>5</u> | <u>3</u> | <u>10</u> |
| Total | 2 | 7 | 4 | 13 |

COUNCILLOR – 7th District

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 2 | 4 | 3 | 9 |
| Write Ins | <u>0</u> | <u>3</u> | <u>1</u> | <u>4</u> |
| Total | 2 | 7 | 4 | 13 |

SENATOR IN GENERAL COURT – Worcester, Hampden, Hampshire & Middlesex District

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 1 | 4 | 4 | 9 |
| Write Ins | <u>1</u> | <u>3</u> | <u>0</u> | <u>4</u> |
| Total | 2 | 7 | 4 | 13 |

REPRESENTATIVE IN GENERAL COURT – 5TH Worcester District
Precinct A

| | | | | |
|-----------|----------|--|--|----------|
| Blanks | 2 | | | 2 |
| Write Ins | <u>0</u> | | | <u>0</u> |
| Total | 2 | | | 2 |

REPRESENTATIVE IN GENERAL COURT – 1ST Hampden District

| | | | | |
|-----------|--|------------|------------|----------|
| | | Precinct B | Precinct C | |
| Blanks | | 4 | 4 | 8 |
| Write Ins | | <u>3</u> | <u>0</u> | <u>3</u> |
| Total | | 7 | 4 | 11 |

REGISTER OF PROBATE – Hampshire County

| | | | | |
|-----------|----------|----------|----------|----------|
| Blanks | 2 | 6 | 3 | 11 |
| Write Ins | <u>0</u> | <u>1</u> | <u>1</u> | <u>2</u> |
| Total | 2 | 7 | 4 | 13 |

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

COMMONWEALTH OF MASSACHUSETTS
STATE ELECTION
NOVEMBER 3, 2020

In accordance with the accompanying warrant, the Inhabitants of the Town of Ware qualified to vote in the elections of the town, Precincts A, B and C met at the Ware High School, 237 West St. at seven o'clock in the forenoon. The warrant calling the State Election, having been previously posted in accordance to the bylaw of the Town of Ware, met all legal requirements.

Cards of Instruction to Voters, Cards of Penalties of Corrupt Practices at Elections, Specimen Ballots, etc. having been previously posted in the Ware High School gymnasium, 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 tallied and totaled for the day.

At a duly posted meeting of the Board of Registrars held on Monday November 16, 2020 additionally Early Voting Ballots returned by mail and postmarked November 3, 2020 were counted as were Provisional Ballots that had been resolved to be counted or rejected and all overseas and military ballots received in accordance with the postmarked date of November 3rd were counted in accordance with the law.

The results as follows are:

| | Precinct A | Precinct B | Precinct C | Total |
|---|------------|------------|------------|-----------|
| <u>ELECTORS OF PRESIDENT AND VICE PRESIDENT</u> | | | | |
| Biden and Harris | 729 | 697 | 927 | 2353 |
| Hawkins and Walker | 13 | 15 | 17 | 45 |
| Jorgensen and Cohen | 28 | 33 | 31 | 92 |
| Trump and Pence | 554 | 845 | 1045 | 2444 |
| Write-Ins | 0 | 0 | 0 | 0 |
| All others | 4 | 9 | 4 | 17 |
| Blanks | <u>5</u> | <u>8</u> | <u>16</u> | <u>29</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

SENATOR IN CONGRESS

| | | | | |
|--------------------|-----------|-----------|-----------|------------|
| Edward J. Markey | 764 | 716 | 943 | 2423 |
| Kevin J. O'Connor | 534 | 836 | 1024 | 2394 |
| Write Ins: | | | | |
| Shivva Ayyudurai | 12 | 20 | 22 | 54 |
| Joseph Kennedy III | 1 | | | 1 |
| All others | 1 | 0 | 2 | 3 |
| Blanks | <u>21</u> | <u>35</u> | <u>49</u> | <u>105</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

REPRESENTATIVE IN CONGRESS – SECOND DISTRICT

| | | | | |
|-------------------|-----------|-----------|-----------|------------|
| James P. McGovern | 756 | 780 | 987 | 2523 |
| Tracy Lyn Lovvorn | 542 | 772 | 981 | 2295 |
| Write Ins | 0 | 0 | 0 | 0 |
| All others | 2 | 0 | 1 | 3 |
| Blanks | <u>33</u> | <u>55</u> | <u>71</u> | <u>159</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

COUNCILLOR – SEVENTH DISTRICT

| | | | | |
|----------------|------------|------------|------------|-------------|
| Paul M. DePalo | 943 | 1010 | 1292 | 3245 |
| Write Ins | 0 | 0 | 0 | 0 |
| All others | 9 | 11 | 8 | 28 |
| Blanks | <u>381</u> | <u>586</u> | <u>740</u> | <u>1707</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

SENATOR IN GENERAL COURT – Worcester, Hampden, Hampshire and Middlesex District

| | | | | |
|----------------|-----------|-----------|-----------|------------|
| Anne M. Gobi | 782 | 809 | 985 | 2576 |
| Steven R. Hall | 520 | 757 | 996 | 2273 |
| Write Ins | 0 | 0 | 1 | 1 |
| All others | 0 | 2 | 0 | 2 |
| Blanks | <u>31</u> | <u>39</u> | <u>58</u> | <u>128</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

REPRESENTATIVE IN GENERAL COURT – Fifth Worcester District

| | | | | |
|---------------------------|-----------|--|--|-----------|
| Donald R. Berthiaume, Jr. | 671 | | | 671 |
| Samuel Biagetti | 599 | | | 599 |
| Write Ins | 0 | | | 0 |
| All others | 1 | | | 1 |
| Blanks | <u>62</u> | | | <u>62</u> |
| Total | 1333 | | | 1333 |

REPRESENTATIVE IN GENERAL COURT - First Hampden District

| | | | | |
|---------------|--|------------|------------|------------|
| Todd M. Smola | | 1325 | 1643 | 2968 |
| Write Ins | | 0 | 0 | 0 |
| All others | | 8 | 3 | 11 |
| Blanks | | <u>274</u> | <u>394</u> | <u>668</u> |
| Total | | 1607 | 2040 | 3647 |

REGISTER OF PROBATE – Hampshire County

| | | | | |
|------------------|------------|------------|------------|-------------|
| MICHAEL J. CAREY | 887 | 975 | 1244 | 3106 |
| Write Ins | 0 | 0 | 0 | 0 |
| All others | 5 | 10 | 7 | 22 |
| Blanks | <u>441</u> | <u>622</u> | <u>789</u> | <u>1852</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HS DISTRICT – Belchertown

| | | | | |
|---------------------|------------|------------|------------|-------------|
| Francesco Dell'Olio | 884 | 948 | 1215 | 3047 |
| Write Ins | 0 | 0 | 0 | 0 |
| All others | 1 | 1 | 0 | 2 |
| Blanks | <u>448</u> | <u>658</u> | <u>825</u> | <u>1931</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HS DISTRICT – Palmer

| | | | | |
|------------|------------|------------|------------|-------------|
| David Droz | 843 | 944 | 1177 | 2964 |
| Write Ins | 0 | 0 | 0 | 0 |
| All others | 0 | 1 | 1 | 2 |
| Blanks | <u>490</u> | <u>662</u> | <u>862</u> | <u>2014</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HS DISTRICT – New Braintree

| | | | | |
|------------|-------------|-------------|-------------|-------------|
| Write Ins | 0 | 0 | 0 | 0 |
| All others | 5 | 4 | 11 | 20 |
| Blanks | <u>1328</u> | <u>1603</u> | <u>2029</u> | <u>4960</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HS DISTRICT – Oakham

| | | | | |
|------------|-------------|-------------|-------------|-------------|
| Write Ins | 0 | 0 | 0 | 0 |
| All others | 4 | 3 | 4 | 11 |
| Blanks | <u>1329</u> | <u>1604</u> | <u>2036</u> | <u>4969</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HS DISTRICT – Warren

| | | | | |
|------------|------------|------------|-------------|-------------|
| David Kirk | 734 | 805 | 1008 | 2547 |
| Write Ins | 0 | 0 | 0 | 0 |
| All others | 0 | 1 | 0 | 1 |
| Blanks | <u>599</u> | <u>801</u> | <u>1032</u> | <u>2432</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

QUESTION #1.

Do you approve of a law summarized below on which no vote was taken by the Senate or the House of representatives on or before May 5, 2020?

SUMMARY

This proposed law would require that motor vehicle owners and independent repair facilities be provided with expanded access to mechanical data related to vehicle maintenance and repair.

Starting with model year 2022, the proposed law would require manufacturers of motor vehicles sold in Massachusetts to equip any such vehicles that use telematics systems – systems that collect and wirelessly transmit mechanical data to a remote server – with a standardized open access data platform. Owners of motor vehicles with telematics systems would get access to mechanical data through a mobile device application. With vehicle owner authorization, independent repair facilities (those not affiliated with a manufacturer) and independent dealerships would be able to retrieve mechanical data from, and send commands to, the vehicle for repair, maintenance, and diagnostic testing.

Under the proposed law, manufacturers would not be allowed to require authorization before owners or repair facilities could access mechanical data stored in a motor vehicle's on-board diagnostic system, except through an authorization process standardized across all makes and models and administered by an entity unaffiliated with the manufacturer.

The proposed law would require the Attorney General to prepare a notice for prospective motor vehicle owners and lessees explaining telematics systems and the proposed law's requirements concerning access to the vehicle's mechanical data. Under the proposed law, dealers would have to provide prospective owners with, and prospective owners would have to acknowledge receipt of, the notice before buying or leasing a vehicle. Failure to comply with these notice requirements would subject motor vehicle dealers to sanctions by the applicable licensing authority.

Motor vehicle owners and independent repair facilities could enforce this law through state consumer protection laws and recover civil penalties of the greater of treble damages of \$10,000 per vehicle.

A YES VOTE would provide motor vehicle owners and independent repair facilities with expanded access to wirelessly transmitted mechanical data related to their vehicles' maintenance and repair.

A NO VOTE would make no change in the law governing access to vehicles wirelessly transmitted mechanical data.

| | | | | |
|--------|-----------|-----------|-----------|------------|
| YES | 1008 | 1194 | 1524 | 3726 |
| NO | 282 | 341 | 443 | 1066 |
| BLANKS | <u>43</u> | <u>72</u> | <u>73</u> | <u>188</u> |
| Total | 1333 | 1607 | 2040 | 4980 |

QUESTION # 2.

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of representatives on or before May 5, 2020?

SUMMARY

This proposed law would implement a voting system known as "ranked-choice voting" in which voters rank one or more candidates by order of preference. Ranked choice voting would be used in primary and general elections for all Massachusetts statewide offices, state legislative offices, federal congressional offices, and certain other offices beginning in 2022. Ranked-choice voting would not be used in elections for president, county commissioner, or regional district school committee member.

Under the proposed law, votes would be counted in a series of rounds, in the first round, if one candidate received more than 50 percent of the first-place votes, that candidate would be declared the winner and no other rounds would be necessary if no candidate received more than 50 percent of the first-place votes, then the candidate candidates who received the fewest first-place votes would be eliminated and, in the next round, each vote for an eliminated candidate would instead be counted toward the next highest-ranked candidate on that voter's ballot. Depending on the number of candidates, additional rounds of counting could occur, with the last-place candidate or candidates in each round being eliminated and the votes for an eliminated candidate going to the voter's next choice out of the remaining candidates. A tie for last place in any round would be broken by comparing the tied candidates' support in earlier rounds. Ultimately the candidate who was, out of the remaining candidates, the preference of a majority of voters would be declared the winner.

Ranked-choice voting would be used only in races where a single candidate is to be declared the winner and not in races where more than one person is to be elected.

Under the proposed law, if no candidate received more than 50 per cent of first-place votes in the first round, the rounds of ballot-counting necessary for ranked-choice voting would be conducted at a central tabulation facility. At the facility voters' rankings would be entered into a computer, which would then be used to calculate the results of each round of the counting process. The proposed law provides that candidates in a statewide or district election would have at least here days to request a recount.

The Secretary of State would be required to issue regulations to implement the proposed law and conduct a voter education campaign about the ranked-choice process. The proposed law would take effect on January 1, 2022.

A YES VOTE would create a system of ranked-choice voting in which voters would have the option to rank candidates in order of preference and votes would be counted in rounds, eliminating candidates with the lowest votes until one candidate has received a majority.

A NO VOTE would make no change in the laws governing voting and how votes are counted.

| | | | | |
|--------|-----------|-----------|-----------|------------|
| YES | 427 | 414 | 559 | 1400 |
| NO | 839 | 1104 | 1384 | 3327 |
| BLANKS | <u>67</u> | <u>89</u> | <u>97</u> | <u>253</u> |
| TOTAL | 1333 | 1607 | 2040 | 4980 |

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

Board of Selectmen: *Alan G. Whitney, Keith J. Kruckas, Nancy J. Talbot, Thomas H. Barnes, John J. Morrin*
Town Manager: *Stuart B. Beckley*
sbeckley@townofware.com



TOWN OF WARE
Board of Selectmen
Town Hall, 126 Main Street
Ware, Massachusetts 01082

December 22, 2020

Town Clerk Nancy J. Talbot
126 Main Street
Ware, MA 01082

Dear Ms. Talbot:

The Board of Selectmen, at an open public meeting on December 22, 2020, voted to approve a Special Town Meeting to be held on Tuesday, January 19, 2021 at 6:30 p.m. at the WJSHS gymnasium. This meeting was previously scheduled to be held on Monday, November 30, 2020.

Sincerely,

Mary L. Midura
Executive Assistant to Town Manager

TOWN TREASURER REPORT

| | | |
|--|---------------------|----------------------|
| Cash Reconciliation for June 30, 2020 | | |
| Town Treasurer's Cash and Investments | | 12,468,226.96 |
| Other trust funds not in custody of Treasurer | | - |
| Total Cash and Investments | | 12,468,226.96 |
| Accountant's / Auditor's Cash and Investments (Per balance sheet) | | |
| | | 12,468,226.96 |
| General Fund | | 7,814,745.96 |
| Special Revenue Funds | | 38,187.68 |
| Capital Projects Funds | | 75,750.81 |
| Enterprise Funds | | 1,645,567.50 |
| Trust and Agency Funds | | 2,893,975.01 |
| Total per general ledger | | 12,468,226.96 |
| Reconciling Items | | |
| Warrants Payable | | - |
| Deposits in Transit | | - |
| Total Adjusted Accountant's/Auditor's Cash and Investments | | 12,468,226.96 |
| Treasurers Report | | |
| Cash on hand 07/01/2019 | 9,798,461.23 | |
| Cash on hand 06/30/2020 | | 12,468,226.96 |
| Tax Titles held 07/01/2019 | 509,984.30 | |
| New commitments | 256,511.05 | |
| Payments | (209,713.01) | |
| Moved to Possessions | - | |
| Tax Titles held 06/30/2020 | | 556,782.34 |
| Tax Possessions held 07/01/2019 | | 257,792.87 |
| New Possessions | | |
| Sold at Auction | | - |
| Tax Possessions held 06/30/2020 | | 257,792.87 |

TOWN COLLECTOR REPORT

| TAX | Levy Year 2020 | Levy Year 2019 | Levy Year 2018 | Levy Year 2017 | Levy Year Prior Years | Totals |
|---|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------------|---------------------|
| Real Estate Taxes | 520,690.40 | 37,297.44 | 2,276.66 | - | - | 560,264.50 |
| Personal Property Taxes | 15,567.33 | 914.42 | 1,085.94 | 1,773.36 | 1,986.57 | 21,327.62 |
| Deferred Property Taxes | | | | | | - |
| Taxes in Litigation | | | | | | - |
| Motor Vehicle Excise | 159,128.32 | 39,375.88 | 12,327.78 | 9,476.37 | 38,452.61 | 258,760.96 |
| Sealers Weights & Measures | | | | | | - |
| Tax Liens/Tax Title | 556,782.34 | | | | | 556,782.34 |
| Tax Possessions | 266,590.35 | | | | | 266,590.35 |
| Other Excise Taxes | 250.00 | | | | | 250.00 |
| Boat Excise | 231.00 | | | | | 231.00 |
| Farm Animal Excise | | | | | | - |
| Classified Forest Land | | | | | | - |
| User Charges Receivables | | | | | | |
| Water | 125,848.22 | | | | | 125,848.22 |
| Sewer | 116,600.79 | | | | | 116,600.79 |
| Water/Sewer Liens | 43,891.96 | | | | | 43,891.96 |
| Utility Liens Added to Taxes | | | | | | - |
| Departmental & Other Receivables | 192,813.09 | | | | | 192,813.09 |
| Special Assessment Receivable | | | | | | |
| Unapportioned assessments | | | | | | - |
| Apportioned assessments | | | | | | - |
| Committed interest added to taxes | | | | | | - |
| Apportioned assessments not yet due | | | | | | - |
| Suspended assessments | | | | | | - |
| Special assessments tax liens | | | | | | - |
| Totals | 1,998,393.80 | 77,587.74 | 15,690.38 | 11,249.73 | 40,439.18 | 2,143,360.83 |

Ware Public Schools Reports

Since Governor Baker's stay at home order was announced in March 2020 due to the public health crisis, life for Ware Public Schools transitioned to fully remote learning for students, teachers and staff for the end of the 2019/20 school year. Learning packets were prepared and distributed via plastic containers and file cabinets placed in front of all three schools. Breakfast and lunch continued to be offered to families via a pick-up option at two sites in order to reach more families. This option continues to be offered during the hybrid and remote models throughout this school year.

The summer of 2020 found the administration of Ware Public Schools working with a committee of individuals who represents teachers, paras and parents to build a Return to School Plan for the 2020/21 school year. With guidance from the Department of Elementary and Secondary Education and the Center for Disease Control the committee was able to build a plan that established protocols that would allow students to return to school in a hybrid learning model.

The allocation of federal funding also allowed the District the ability to purchase Chromebooks for all students in grades K-12. With the acquisition of this new technology, the District needed to purchase a Learning Management System, Canvas, to deliver online learning to students. In addition, the District purchased online curriculum of Edgenuity and Pathblazer to compliment teachers' lessons and resources during this time of remote learning that occurs within our hybrid learning model. Ware Public Schools is now a 1:1 District, one device for every student!!

Even though learning has taken on a different look due to this public health crisis, the District continues to do the educational business necessary to be successful. The District now has a computer science focus from kindergarten through 8th grade with a grant from Project Lead The Way (PLTW). In addition, we have secured a grant from PLTW to strengthen our engineering program at Ware High School. Our Science, Technology, Engineering and Math (STEM) goal is well underway with the acquisition of these grants.

Another area of focus that the District is working on is to become an Innovation Pathways Designation School in manufacturing. Presently, the District has made it through the first two submissions of this grant, with the third submission due on February 11, 2021, in hopes of receiving designation. Over a year ago, the superintendent helped to establish a working group of local manufactures and district administration through a group called the Manufacture's Partnership Council. Through this council Ware JS High School has learned what job opportunities local manufactures have to offer to future employees. Since the inception of the group, the engineering program has afforded students the ability to earn OSHA-10 certification along with introducing the MACWIC, Applied Manufacturing Technology Pathway Certification providing students the knowledge and critical skills needed in a productive workforce.

The MA School Building Authority project regarding the windows and door replacements at the Ware Middle School began in April 2020 and continues at this writing. With the new replacements WMS looks like a new building ready to take on many more years of service to the children of Ware.

Even though the pandemic has altered the way we deliver education at this time, it has not stopped us from bringing opportunities to students throughout the District!

Respectfully submitted,
Dr. Marlene DiLeo
Superintendent

Stanley M. Koziol Town Report 2020-2021

The Stanley M. Koziol Elementary School seeks to provide a nurturing, positive, safe, learning community for all students. We encourage and support students to develop respect for self and others, to grow intellectually in content knowledge and problem-solving skills and to become informed and 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 2020-2021 school year. Given this unique school year, we currently have 2 in-person Preschool classrooms and 3 in-person classrooms for Kindergarten, First Grade, Second Grade and Third Grade. We also have 1 full remote classroom in Kindergarten, First Grade, Second Grade and Third Grade. Total student enrollment is 346 as of January 28, 2021.

The 2020-2021 school year brought many challenges to the students, staff and families of SMK. The current pandemic has made it necessary for SMK to adapt its teaching practices and operating systems. We have focused on implementing protocols set by the CDC and Local Board of Health, which include social distancing, scheduling, programming, new cleaning protocols, mask breaks for students and staff, and transportation, all while balancing the needs of our youngest learners. This year learning for all students is provided by implementing a Hybrid model (2 in-person days and 3 remote learning days) or a Fully Remote learning model. Our high need students have the option of a 4 day in-person model of delivering instruction.

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 for all cohorts in the school, as well as, teaching all students the importance of fire safety at home.

Given the pandemic, safety has played an even greater role this year. We are providing 6 feet of space between students and staff throughout the day. All students and staff are wearing masks, with the exception of mask breaks that are strategically placed throughout the day. 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 the Guided Reading program in their respective literacy blocks. Literacy centers are also a common trend in our elementary classrooms, whether virtually or remote.

Writing occurs across many disciplines here, including math, science, social studies, art, physical education and music. The Wonders Program itself offers students multiple opportunities to write within the literacy block. In addition, classrooms have a separate writing block. We are currently participating in DESE's Early Literacy Program with a focus on writing. Over the course of the 2019-2020 school year, we had the opportunity to work with a Writing Consultant through this grant that works with administration and teachers on what effective writing instruction looks like in an elementary classroom.

Kindergarten through 3rd grade utilizes the program "GoMath", which has proven to be an engaging and interactive approach to teaching and is linked directly to the state standards for math. The district has added a program called "ST Math". ST Math is a visual instructional online program that uses the brain's 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 program's mascot. Students who need additional math support receive small group services within the classroom or work virtually 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, MAP for 2nd and 3rd grade only, Running Records, "GoMath" Chapter Assessments, John Collins pre & post writing rubrics, MCAS, Bracken Readiness Assessment and BAS.

STUDENT INCENTIVE PROGRAMS

The Elementary School continues to offer many programs in our continuous effort to meet the needs of all 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.

Through a partnership with the Collaborative for Educational Services and the MA Department of Elementary and Secondary Education, SMK has been awarded a grant funded 21st Century Community Learning After School program. This program is structured to provide students with additional learning and enrichment opportunities beyond what might otherwise be available to them. It is an academic enrichment program that operates utilizing a Hybrid model, which allows students to attend on the 2 in-person days they are at SMK along with 1 remote day. The program operates from 3:15 p.m. to 5:30 p.m. 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 ELA 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 Microsoft Teams to hold virtual meetings with students and families. 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. Lastly, our participation in DESE's Early Literacy Grant has brought powerful and effective professional development back to our learning community to directly impact student learning.

MCAS 2021

Our grade 3 students will be scheduled to take part in the 2021 ELA & Math MCAS Assessment when access to the testing window opens. The assessment window is scheduled to open on April 5, 2021 for ELA and April 26, 2021 for Math. This assessment will be computer based and this year DESE will use a Sampling approach to monitor student progress. Students who need an alternative assessment will do so through the state approved MCAS ALT pathway.

SCHOOL COUNCIL

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

THE STANLEY M. KOZIOL PARENT TEACHER ORGANIZATION

The Stanley M. Koziol PTO will continue to facilitate funding and volunteer personnel for a variety of field trips, projects, events and programs to provide an abundance of educational experiences for all of our students. The officers include Ms. Allison Biron - President, Margaret Orszulak and Deanna Horn - Vice Presidents, Pauline Supka - Treasurer, Caitlyn Garceau - Secretary and Kristin Mirabile, as our Box Tops Coordinator. Meetings take place virtually on the first Monday of the Month and the meeting link can be found on the school district's Facebook page.

Respectfully Submitted,

Pamela Iwasinski

Principal

Stanley M. Koziol Elementary School



Ware Middle School Town Report 2020-2021

Ms. KatieAnne DeMars has entered her second year as the Ware Middle School Principal. Over the summer, WMS received new windows throughout the building along with new doors. Our lights were upgraded to be energy efficient, along with shades for all classroom spaces. Our gym was also given new windows which increased the amount of natural light.

WMS upgraded our water fountain to a touchless water bottle system. Students were given a Chromebook to use daily in the classroom and when remote. All teachers and paras were equipped with laptops and teachers were also given document cameras for their classes.

Given the COVID restrictions, a virtual Open House was held on 3 nights, Tuesday-Thursday, October 20th-22nd from 5:00-7:00 p.m. Parents/Guardians had the opportunity to virtually visit classrooms, meet faculty and learn about programming. Current enrollment figures are as follows: Grade 4 has 76 students in four classes, Grade 5 has 97 students in five classes and Grade 6 has 96 students in five classes, for a total enrollment figure of 269.

We are using a hybrid model with Cohort A attending in person on Mondays and Tuesdays and Cohort B attending in person on Thursdays and Fridays. On the days students are not in person they are remote learning. Cohort C students attend four days a week with Wednesdays as their virtual day. We also have a cohort of remote learning students who are remote 5 days a week.

In October, we launched our 2nd year of the 21st Century After School Learning Program. 42 students participate in our nightly program. Students engage in activities focused around mathematics and movement. Activities include crafts, cooking, fitness, agricultural studies and world studies.

We added two new members to our team, Mr. Dominick Daponte and Ms. Stephanie DaSilva, both teaching in our 5th grade. This year, due to COVID restrictions, we have restructured our class configurations to dedicate at least one remote teacher per grade level. Our remote teachers are Mrs. Senecal (Grade 4), Mrs. Racicot (Grade 5), Ms. Rowden (Grade 6) and Ms. Talbot (Grade 6).

Teachers, staff and students have learned how to navigate the online virtual environment. Teachers are using a variety of technology tools such as Canvas, Edgenuity, Go Guardian, Remind and Newsela to supplement teacher instruction.

Students are recognized monthly for ST Math accomplishments. Due to COVID, we have reconfigured our student activities to allow both virtually and in-person participation. Students have participated in poster contests, door decorating contests, a school-wide turkey hunt, Valentine messages and Halloween goody bags. For the month of December, we held a weekly trivia contest for classrooms to participate in.

Ware Middle School has had four fire drills, 2 for each cohort. Students continue to practice safety drills in the event that there is an emergency. Students are to be commended for doing a great job. Ware Middle School staff work closely with SRO Bonnayer during staff meetings and professional development days to learn updated information in the areas of school safety.

WMS School Council held their first meeting in November. The Council consists of members of the community, parents, faculty and administration. The council meets virtually every other month at 4:00 p.m.

Ware Middle School PTO meets virtually the second Monday of month from 6:00-7:00 p.m. The PTO has had to get creative with their events this year. The PTO has sponsored a Halloween goodie bag drop for each student as well as a Valentine message lollipop gram for students.

WMS once again held their annual non-perishable food drive with donations going to our local food pantry. We were able to bring well over 200 cans of non-perishable food to the pantry.

Ware Middle School has continued received several grants this year including Project Lead The Way and ST Math. We have also received a grant to partner with Bruce Rosenbaum for the second year to complete a STEAMPunk Kinetics course with the 6th graders.

Respectfully submitted,
KatieAnne DeMars
Principal, WMS



Ware Junior Senior High School 2020-2021

Ware Junior Senior High School (WJSHS), home of “The Ware Way,” serves approximately 479 students in grades 7 through 12. During the 2020-2021 school year, Mr. Eugene M. Rich serves as Principal, Mr. Daniel Roy as Assistant Principal and Mr. Thomas Shamgochian as the Athletic Director. Mr. William Deschamps is our new Facilities Director, as he replaces Mr. Chris Dymon who previously served the District for 15 years in that role. We also witnessed the departure of Mrs. Beverly Hanifin, who served the District as a Paraprofessional for over 40 years.

WJSHS opened the 2020-2021 school year implementing a Hybrid Learning Model due to the COVID-19 Pandemic, which had forced us into a full closure on March 13, 2020. We were able to welcome approximately 107 (new) incoming students and their families to the WJSHS Learning Community during this school year. We currently have four cohorts of students within our current hybrid schedule, which allows us the flexibility to offer in-person and remote experiences to all. Cohort A students attend in-person classes on Monday and Tuesday, Cohort B students attend in-person classes on Thursday and Friday, Cohort C students attend in-person classes on Monday, Tuesday, Thursday and Friday, and then

the Full Remote students who do not attend in-person at all. Wednesdays serve as a full remote day for everyone. This allows for our custodial staff to deep clean and prep the building for future use.

We have been able to reach all of our students through major expansions within our technology and infrastructure. All students have received a Chromebook and internet access is available for all who might need it. We also invested in CANVAS, which now serves as our Learning Management Platform System. We currently have approximately 50% of our students participating in full remote instruction. While this number fluctuates, it is important to note that 100% of our students do participate in some remote instruction, which relies heavily upon CANVAS.

In our current model, we have the ability to practice social distancing and a number of safety procedures to help keep students and staff safe and well. We developed an entry plan that we have fully implemented, which helps guide our decision making when it comes to safety. We credit this plan as a major part that has afforded us the ability to avoid full school closure.

This year, Ware Junior Senior High School continues to partner with Holyoke Community College offering students 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, Computer Science and Code.Org Grants, which has provided us with the opportunity to bring innovative courses to our students. Some of those courses include Engineering, CAD, Computer Science and Computer Programing. We are planning on adding additional courses in the area of computer science to our current program of studies for next school year.

Despite a number of challenges that have been brought about by COVID, Ware Junior Senior High School 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.

Unfortunately, I am sad to report that there haven't been many opportunities made available to our students due to a number of restrictions brought on by our current situation. Despite these obstacles, our students continue to make a profound impact in the area of service and academic excellence. To continue, we had the opportunity to celebrate 18 students who have received the John and Abigail Adams Scholarship Award by inviting the students and parents to a celebratory breakfast in their honor. We recently were notified that our AP Scores from last school year has placed us among one of the top performers in the state. With nearly 500 schools in Massachusetts that participate in AP level courses, we finished 66th.

As a way to empower our students to have a voice in the function of the school, we have incorporated a Student Leadership Council. We currently have 12 students serving on this team. This group of young adults from all grades meet with administration monthly to discuss any concerns that the student body may have concerning the operations of the school. Many of our virtual meetings are spent discussing service to others and how we can make a difference within our community.

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

Respectfully submitted,
Mr. Eugene M. Rich
Principal
Ware Junior Senior High School

TECHNOLOGY DEPARTMENT

2020 has been a unique journey. The District has had to redesign much of what it does around technology in order to enable the possibility of remote learning. Existing systems were reconfigured, and new software systems were added for the 2020-21 school year.

The network and filter were redesigned in the winter of 2020 to be able to provide Chromebooks for those families in high need. Video conferencing and online classrooms were enabled through Microsoft Teams and Google Classroom to finish out the 2019-20 school year to help supplement the paper packets that were sent home. Video conferencing helped support remote instruction in the home for those that had the devices and the Internet.

Over the summer, the District worked to plan for hybrid and remote learning. This involved strengthening the core network as well as purchasing more devices, software, and other equipment for faculty to be able to teach remote students. New student devices and T-Mobile access points were provided to allow students to be able access the online classroom.

For hardware, the District purchased 911 Chromebooks, 66 laptops for teachers, 65 mobile wireless hotspots for families, and 30 engineering laptops. We also invested in document cameras as well as webcams to support video conferences. Ware Public Schools is now fully 1:1 across all grades K – 12 which is something that will last and help students learn for years to come.

Hardware is only part of the equation. The District also unified on Canvas which is a full Learning Management System (LMS) in order to help manage courses online for students when they are accessing remotely. Several curriculum systems we also reviewed, and the District purchased one of the state vendors, Edgenuity, to provide online course content that teachers could utilize.

Several other pieces of software we implemented to help teachers communicate with parents as well as generate online content for student work. GoGuardian was also implemented to help teachers monitor and help remote as well as in-person students while on their school provided Chromebook.

Finally, the Technology Department continues to support faculty, staff, and families through all of the technology-related hurdles that have come about from hybrid and remote learning.

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: February 5, 2021
To: Dr. Marlene DiLeo, Superintendent of Schools
From: Jeff Nicholas, Food Service Director
Re: Annual Report

The year started out like most others, but ended up quite different and presented many challenges to our department. As soon as the shutdown was announced we set up three meal pick up sites in town, Ware Middle School, Kidstop and Hillside Village. I thought my staff's performance was exemplary; I am extremely proud of all the obstacles they were able to overcome and still provide meals for those in need. Once the school year ended in June, we started our Summer Food Service program in July. We operated two sites, one at the SMK Elementary School and the other at the Municipal Parking Lot on Pleasant Street.

I was able to secure a \$10,000 grant from Project Bread to purchase items to aid us in our operation. We purchased insulated food carrier bags, hot/cold gel packs, thermometers, milk cooler, heating cabinet, food carts, tables and reusable meal containers.

The total school meals served for the period of January through March 13, 2020 pre-shutdown.

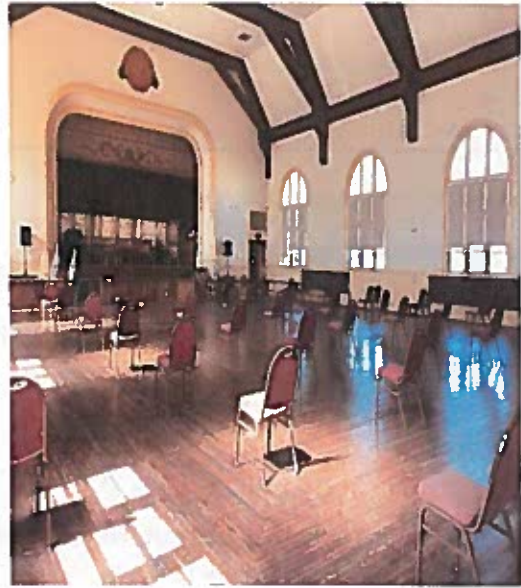
| Breakfast | Lunch |
|---------------------------------------|-----------------------------------|
| Paid - 1,112 | Paid - 4,853 |
| Free - 12,062 | Free - 22,410 |
| Reduced - 213 | Reduced - 1,230 |
| Total Breakfast Meals Served - 13,387 | Total Lunch Meals Served - 28,493 |

The total meals served March 17th through December 2020 during the shutdown.

| Breakfast | Lunch |
|---|---|
| Free - 34,442 | Free - 39,263 |
| Total Breakfast Meals Served in 2020 - 47,829 | Total Lunch Meals Served in 2020 - 67,756 |

Respectfully Submitted,

Jeff Nicholas
Food Service Director



The newly painted Great Hall, in preparation for socially-distanced Annual Town Meeting on June 22, 2020



